

**Why work in  
partnership?**

There is a growing body of evidence that shows good staff engagement, such as the partnership approach, can deliver better patient outcomes as well as improve overall organisational performance - see the link between staff engagement and organisational effectiveness on the [SPF website](#).

The NHS Constitution Handbook also emphasises the importance of staff engagement and partnership working and requires the NHS to commit to 'engage staff in decisions that affect them and the services they provide, individually, through representative organisations and through local partnership working arrangements.

Effective partnership working at all levels has the potential to produce some important benefits for all parties. These include:

- delivering improved outcomes for patients/service users
- improved mutual understanding
- an opportunity for partners to contribute their experience and ideas to the development and implementation of the workforce implications of health and social care policy
- an ability to assess the likely impact of emerging policy on the NHS workforce and to mitigate risks
- more effective development and implementation of policy
- ensuring high standards of employment practice
- providing a transparent and streamlined structure for NHS trade union, employer and staff engagement across the health and care system.