

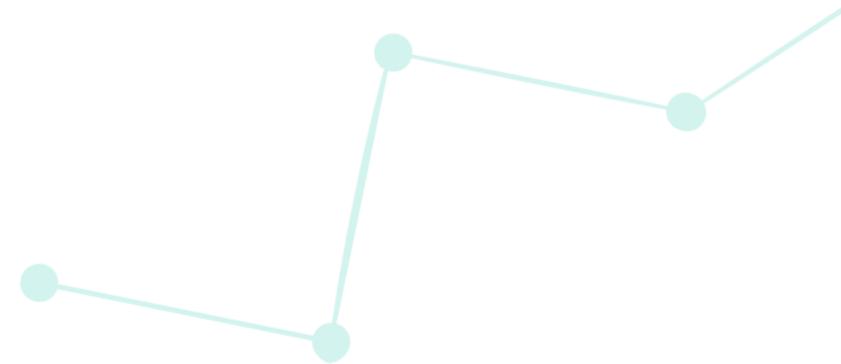


National SPF priorities, the challenges and opportunities of the new landscape from the Trade Union and NHS Employers view

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National SPF priorities 2022/2023

- supporting the NHS COVID-19 response and the recovery of NHS services
- identifying areas of concern based in NHS Staff Survey results 2021 and working to improve overall staff experience
- contributing to initiatives which aim to support the health and wellbeing of staff, increase civility and respect in the NHS, and prevent and reduce violence towards staff
- continuing its strong focus on equality, diversity and inclusion (EDI) – the national SPF will link with NHSE colleagues on progressing their national EDI strategy and related plans and work on inclusive recruitment and promotion practices
- contributing to the development of the refreshed Long Term Plan and NHS workforce strategy
- collaborating with HEE on their long-term strategic framework for health and social care workforce planning and supporting associated recommendations
- staff retention through career development, NHSE's future of NHS HR and OD programme, the role of the NHS as an anchor institution in communities, workforce supply and maximising NHS apprenticeships
- continuing the national SPF programme of visits to the regional SPFs.

Principles for social partnership in workforce change for ICSs

- Any significant changes that affect NHS staff arising from the exercise of the people functions by an ICB across a system, should be assessed in partnership.
- System level plans for workforce change will be subject to discussion by system level partnerships.
- The primary relationship for partnership and consultation on workforce change will remain at the employer level. Employers will need to fulfil their legal consultation and collective agreement/arrangements with trade unions. Systems will not override the process unless agreed in partnership.
- Guidance and procedures on how system changes impact staff need to ensure transparency, equitability, fairness, and equal treatment of staff in line with the [People Promise](#).

Opportunities and challenges

- Focus on workforce
- Industrial context
- People Centered Policy
- System working

Useful Information

- [Template framework agreement for partnership working with trade unions](#)
- [Principles for ICB partnership machinery with recognised trade unions](#)
- [Principles for social partnership in workforce change for Integrated Care Systems](#)
- [Health and care jargon buster](#)
- [SPF Partnership Agreement](#)