

By Email

6 October 2023

To: Regional SPF co-chairs

SPF priorities 2023/24

Dear Colleague,

Thank you to those who were able to contribute to the national and regional SPF co-chairs workshop on 4 September.

At the workshop we discussed national and regional SPF priorities and system and regional partnership working. We were pleased to hear how the constructive partnership working in the regions is continuing as we know improving staff experience supports the delivery of better care for patients. It was also helpful to know that connections have been and are being made between systems and regional partnership working.

We feel the priorities identified in the workshop could be identified as falling into three main areas:

- 1. Improving Staff experience** – supporting the delivery of the Workforce Plan with a focus on retention, violence prevention and reduction, sexual safety, and wider culture change, for example, just and learning.
- 2. New ways of working** – transforming people services, new roles and expanding education capacity, collaboration, and the NHS as an anchor organisation/system.
- 3. Equality, diversity and inclusion**

All of which are aligned and support the ambitions set out in the Long Term Workforce Plan.

It was so positive to hear about the work you are leading in a number of the RSPFs around the role of the NHS as an anchor organisation/system and how this supports growing the workforce, widening participation, and improving outcomes in relation to equality, diversity and inclusion. The national SPF can support you by raising awareness and sharing the outcomes of this work.

We are working with the NHS Staff Council to take forward one of the non-pay commitments in the 2023 pay deal, which is to identify ways to tackle and reduce violence against NHS staff. We will also continue to engage in NHS England's Violence Prevention and Reduction programme.

We have connected with NHS England colleagues on their Domestic Abuse and Sexual Violence programme and will seek to work with them on a national people policy framework on sexual safety.

The following priorities - staff experience and improving retention, violence reduction, sexual safety, and development of anchor organisations are going to be standing update items at future Wider Group meetings and we will link in with you on these priorities to support a co-ordinated national and regional approach.

We hope you found this update helpful and thank you for all the great work you do in the regions.

Yours sincerely,



Sara Gorton
Head of Health
UNISON
Trade Union SPF Chair



Danny Mortimer
Chief Executive
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Employer SPF Chair