



Midlands & East SPF Conference

3 December 2025

National SPF update

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About the national SPF

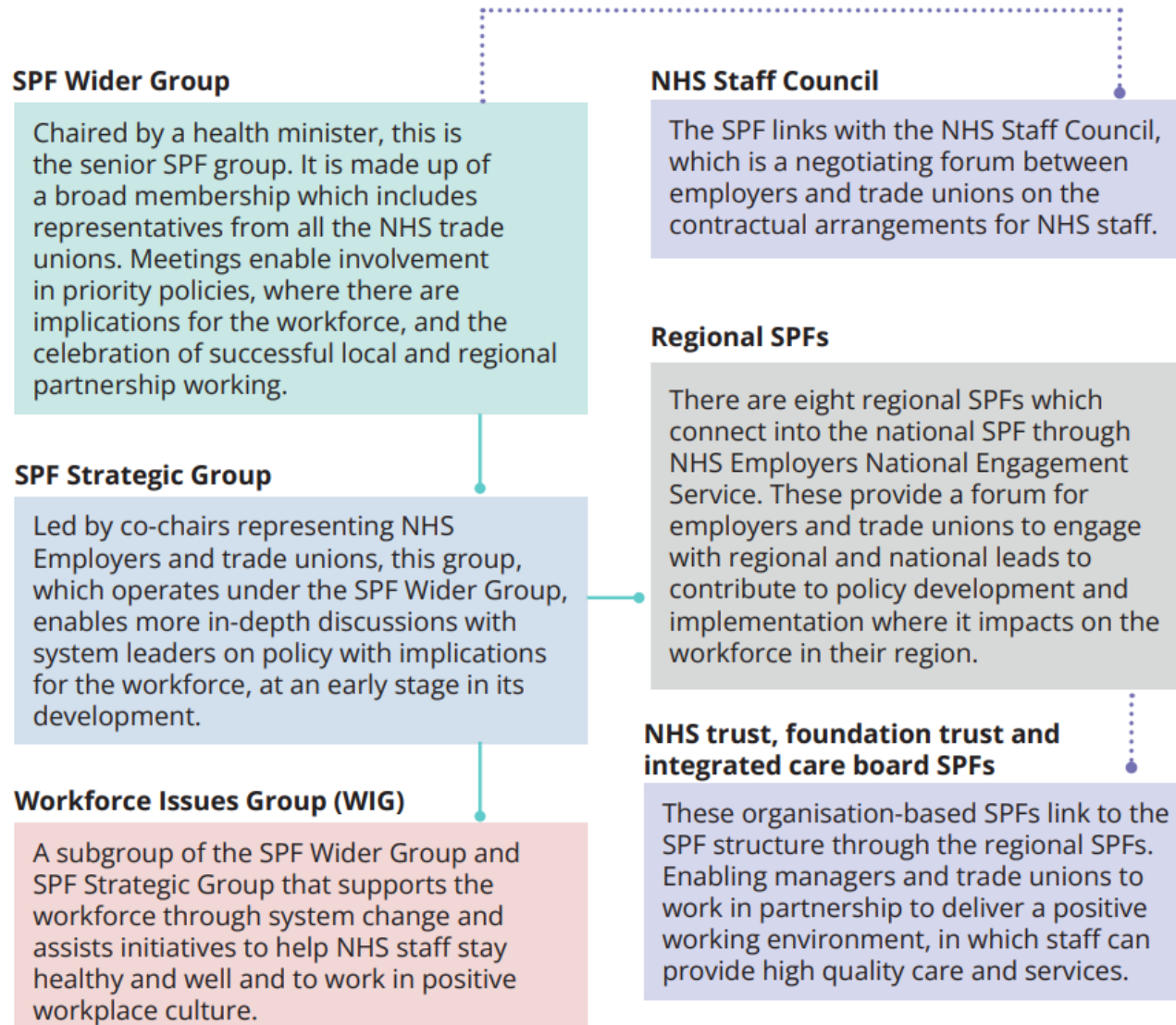
Our Aims

- Contribute staff side and employer perspectives to emerging policy at a formative stage.
- Improve policy development and implementation by contributing ideas on workforce implications.
- Promote good practice in relation to partnership working and effective communication between partners.

Our priorities for 2025/26

- Workforce related elements in the 10 Year Health Plan; developing a new set of NHS staff standards outlining minimum standards for modern employment and making connections with changes resulting from the Employment Rights Bill.
- The development of the 10 Year Workforce Plan.
- The workforce implications of organisational change and financial reductions in ICB and provider trusts.
- Ensuring effective partnership working mechanisms are built into the new structures.
- Taking forward the recommendations from the SPF report on ways to tackle and reduce violence against NHS staff.

Links with the regional SPFs



Workforce challenges in the current context

- ICB 50 per cent running cost reduction and reorganisation
- Challenging financial circumstances, job freezes and local cuts
- DHSC/NHSE merger and cuts at a regional level
- Rise in racism and racial harassment

National SPF key areas of activity:

- Engagement with Sir Jim Mackey, Chief Executive, NHS England
- Influenced national policy on wholly owned subsidiaries
- Statement from the SPF co-chairs condemning racist abuse and harassment

10 Year Health Plan & NHS Staff Standards

10 Year Health Plan (July 2025):

“A positive experience of work and the workplace should not be a ‘nice to have’. We will work with the Social Partnership Forum to develop a **new set of staff standards**, which will for the first time outline minimum standards for modern employment.

We will introduce these standards in April 2026 and publish data on them at the employer level every quarter.

Progress so far:

- Staff Standards SPF workshop (24 September 2025)
- Work being led by an DHSC and NHS England project team
- The SPF will co-develop the Standards through a Task and Finish Group (TFG) chaired by Jon Restell, MIP and Rebecca Smith NHS Employers
- Membership of the TFG includes trade union and employer representatives
- Other partnership groups will pick up topic specific Standards work

AI and technology

- The 10 Year Health Plan (10YHP) states “all hospitals will be fully AI-enabled within the lifetime of this Plan”.
- Rising concerns around the impact of AI and technology on the workforce, particularly at lower bands.
- The national SPF is having a dedicated workshop as part of the work to develop the 10 Year Workforce Plan.
- We are seeking examples into how AI and technology has been managed well in relation to the impact on the workforce.



Thank you & request for feedback