

Friday 8 January 2016

Local Government: Transformation and Partnerships
1st Floor, North Wing
Cathays Park
Cardiff
CF10 3NQ

Re: Alternative delivery models in public service delivery: an action plan for consultation

To whom it may concern,

Thank you for sharing with us the public consultation on Alternative delivery models in public service delivery.

The Royal College of Nursing Wales welcomes the 3 pre-conditions (set out on page 2 of the Action Plan) which characterises the Welsh Government approach:

- *Accountability to local government*
- *Protection of employee terms and conditions*
- *Continuation of trades union recognition*

The RCN also welcomes the draft principles outlined on page 9 of this document.

- *We will design services with people and the workforce*
- *We will engage constructively with our recognised trade unions, professional bodies and their members at the earliest possible opportunity on such developments*

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mewn arfer a llunio polisiau iechyd***

***The RCN represents nurses and
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practice and shapes health policies***



- We will want to make a maximum positive impact with the minimum appropriate intervention
- We will recognise, value and use the assets that are available in communities and ensure we use what citizens and communities themselves can offer
- We will look creatively at what local needs and assets are and design and operate services with citizens
- We will ensure there is direct delivery by the public sector where possible
- We will develop workforce skills and opportunities for career development
- We will seek to ensure an equal and diverse workforce which will be treated fairly, and aim to retain jobs but we cannot rule out change given we want to retain jobs and keep services running
- We will develop services to be affordable and sustainable
- We recognise that commercial activity and income generation, where it is not for private profit, has a role to play but only where it can drive investment into vital public services

We would welcome further discussion of these at the NHS Partnership Council.

Page 12 of the Action Plan lays out a specific Action for the social service department within Welsh Government to complete by March 2016:

Take account of the research into services which focus on key issues in the home care workforce. This is linked to the work on the Regulation and Inspection of Social Care (Wales) Bill. The findings of the research will be published and will be used to inform decisions about alternative delivery models, including as it relates to agency workers

The Royal College of Nursing would welcome a specific meeting with the policy lead on this matter. Two-thirds of our members are employed outside the acute sector and one third (approx. 9,000 in Wales) are employed in the independent sector which includes home care and agency workers.

Kind regards

Yours sincerely



**TINA DONNELLY CBE, TD, DL, CCMi
DIRECTOR, RCN WALES**

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Royal College of Nursing Wales

The RCN is the world's largest professional union of nurses, representing over 430,000 nurses, midwives, health visitors and nursing students, including over 25,000 members in Wales. The majority of RCN members work in the NHS with around a quarter working in the independent sector. The RCN works locally, nationally and internationally to promote standards of care and the interests of patients and nurses, and of nursing as a profession. The RCN is a UK-wide organisation, with its own National Boards for Wales, Scotland and Northern Ireland. The RCN is a major contributor to nursing practice, standards of care, and public policy as it affects health and nursing.

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