

## Transforming Community Services

### Get involved in the consultation on the future of the CSU

#### What is Transforming Community Services?

As part of the governments renewed drive to force primary care trusts to separate their commissioning and provider functions, the Department of Health published a number of documents earlier this year under the heading of 'Transforming Community Services' (TCS). The key document is entitled 'Enabling New Patterns of Provision' and is designed to aid PCTs in setting up a clear separation between their commissioning and provider functions, as well as outlining timetables and potential models for PCT arms to take

#### What is the PCT required to do?

By the end of April 2009 provision of services and commissioning must be split, with commissioning functions taking on a contractual relationship with provider organisations. Warrington PCT is well ahead on this, with the Community Services Unit operating practically autonomously since April 2008

By October this year, the PCT will have to draw up a business plan for transforming local services, setting out how they will increase patient choice, improve service provision and provide contestability and competition. They will also

consider options for organisational reforms

The TCS document underlines the importance of engagement with staff and the trade unions in making strategic decisions about local services. It recognises that changes to governance and organisational structures have important implications for NHS staff which should be fully thought through, well communicated to staff and supported by robust consultation arrangements with the trade unions.

**UNISON will be working to make sure that your voice is heard and to keep you informed about developments**

## Overview of possible service delivery models

Over the coming months, the PCT will be undertaking consultation as part of an appraisals process, to identify their preferred option for the future of CSU. The government have set out a number of potential options, set out below, which each different implications for staff

#### Arms-length PCT provider units

Retain accountability with a provider unit within the PCT with new governance arrangements to ensure separation from the commissioning arm. Staff would continue to be employed by the NHS

#### Social enterprises

PCT establish a social enterprise, if approved by the SHA, a three year contract would be given. Staff would TUPE transfer and be outside the NHS bargaining machinery, but retain membership of the pension scheme if not bought by another non-NHS organisation

#### Polyclinics/ GP-led health centers

Bringing together family doctors, nurses, AHPs, specialists and some services usually associated with hospitals. Can be run by private companies or a group of GP's. Staff would TUPE transfer and be outside the NHS bargaining machinery, but would still retain most of their benefits (but not all).

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**Community Foundation Trusts**

Provide community services currently provided by PCTs. Likely to be established by a consortium of PCTs, approved by the SHA. Staff would retain NHS terms and conditions and access to the pension scheme

**NHS integration**

*Vertical integration:* integrated with a local acute service with multi-disciplinary teams, under a loose alliance or an outright merger. Staff would retain NHS terms and conditions

*Horizontal integration:* more than one PCT provider-arm function is integrated and may involve merger with one or a number of PCT provider arms. Staff remain on NHS terms and conditions

**Integrated Care Services**

Establishment of joint health and social care services, through joint management arrangements, through formal integrated care organisation or the organisation of a 'care trust' model. Staff will remain on NHS terms and conditions

**Private Sector or non-NHS independent sector**

Transfer of individual or bundles of services to a private company (or community or voluntary sector provider) through a process of tendering and contracting. Staff would be transferred and experience shows that job security, terms and conditions and pension rights would be threatened.

**Time to get involved**

**With proposed changes ahead within the PCT, its vital that UNISON has a strong presence in the workplace.**

You can help by:

- Encouraging people you work with to join the union
- Volunteering to pass on information, newsletters etc
- Become a steward, health and safety rep or a learning rep

**For more information, contact Lizanne Devonport, on 0161 6616708, or at [l.devonport@unison.co.uk](mailto:l.devonport@unison.co.uk). You can also contact your Branch on 01925 664087 and at the address below**



## Saving money for members

We all know that finances are under pressure at the moment and with this in mind, your UNISON branch has worked with Lealta, a company specialising in discount benefits, to organise a card specially for Branch members to receive discount at local and national outlets.

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