

**Cyflwynwyd yr ymateb i ymgynghoriad y [Pwyllgor Iechyd a Gofal Cymdeithasol](#)
ar y [gweithlu Iechyd a Gofal Cymdeithasol](#)**

**This response was submitted to the [Health and Social Care](#)
[Committee](#) consultation on [Health and Social Care Workforce](#)**

HSC 33

**Ymateb gan: | Response from: Canolfan Cydweithredol Cymru | Wales Co-
operative Centre**



Wales Co-operative Centre Response



Wales Co-operative Centre Canolfan Cydweithredol Cymru

Contact: Policy and Research Officer [REDACTED]

About the Wales Co-operative Centre

The Wales Co-operative Centre is a not-for-profit co-operative organisation that supports people in Wales to improve their lives and livelihoods. We are working for a fairer economy. We help to create and retain wealth within our communities through the growth of co-operatives and social businesses and by providing people with the skills to take more control of their own lives and strengthen their communities.

We would welcome the opportunity to further work with the Committee on the issues that we have outlined in our consultation response.

Response to Questions

1.) Plans for implementation of A healthier Wales: our workforce strategy for health and social care (published in October 2020), including progress made to date and whether delivery is on track for 2030.

We want to see more evidence of joined-up working across government departments and across different parts of Wales, to make sure best practice is being shared. We welcome this focus on the effective implementation of previous strategies, policy and legislation. We would urge an open, shared review of the programmes funded through the Transformation Fund, to see what we can learn from and how this can be scaled up across Wales. The Covid-19 crisis has brought the social care workforce into focus, and the public has never been as aware or as appreciative, so it is an opportunity to refocus and accelerate progress on this agenda.

2.) The alignment of the strategy and its implementation with other priorities and actions, including those identified in the Welsh Government's Programme for Government for 2021-2026, and A Healthier Wales: our Plan for Health and Social Care (2018).

We welcome many of the policies announced in the Programme for Government. In particular, we welcome the commitment to reforming primary care, bringing together many stakeholders such as GPs, pharmacies, community groups etc. We would welcome the opportunity to explore how this can be done through a co-operative, community-led model. Similarly, we support the commitment to a Chief Social Care Officer and National Social Care Framework, and believe the principles of co-operativism should be central to this new agenda – we would welcome the opportunity to further engage with these proposals. Finally, the commitment to doubling the number of employee-owned businesses is very much welcomed, and we believe there is an opportunity for social care, as a key sector within the foundational economy, to be included in this. We (WCC) have supported groups in fields such as dentistry to transition to EO, and have supported communities to take a greater stake in care through our Care to Co-operate project.

3.) The extent to which HEIW/SCW's workforce strategy and broader work on workforce planning and the commissioning/delivery of education and training, will ensure that we have a health and social care workforce which is able to meet population health and care needs, and support new models of care and ways of working, including optimising the use of digital technology and the development of Welsh language services.

We have extensive experience of working to support co-operative models of working where workers and the wider community have a real stake and ownership of their organisation or service. It is this model that is crucial. The current care system is mostly based on market competition, with different companies competing against each other to maximise profit. To create a system and sector that empowers people to achieve their full potential, we need to move to a system based on co-operation. Care co-operatives can be owned and controlled by the people they support, their friends and family, the care workforce, and communities as a whole. They come in different shapes and sizes, but are fundamentally based on values of self-help, self-responsibility, mutual support, equity, equality, solidarity and democracy. Members have an equal voice and the objective is always to create a system of care that benefits everybody. At the heart of this way of doing things is the belief that those giving and receiving care are the experts.

In addition to supporting the development of these types of models in Wales, our Digital Communities Wales: Digital Confidence, Health and Well-being project has worked towards ending digital exclusion with people and communities across the country. We know that digital technology offers better ways of working and new, innovative solutions to problems in our society – but ensuring that our workforce has the training to utilise digital technology, and that nobody in our communities is excluded from these new services, is essential.

4.) The mechanisms, indicators and data that will be used to measure progress in implementing the workforce strategy and evaluate its effectiveness.

We would stress that qualitative data and understanding the perspectives of those receiving care, workers and the wider community is important and must be embedded

throughout the development of public services in order for them to reach the desired quality.

5.) Whether the financial and other resources allocated to implementation of the strategy are adequate.

N/A

6.) The extent to which the strategy and its implementation are inclusive, reflect the needs/contribution of the whole workforce—for example, on the basis of profession, stage of career or protected characteristics—and also take into account the role of unpaid carers and volunteers.

N/A

7.) Whether there are any specific areas within the strategy that would benefit from focused follow up work by the Committee.

Attraction and Recruitment

“By 2030, health and social care will be well established as a strong and recognisable brand and the sector of choice for our future workforce.”

On top of the existing recruitment stages, we believe that new models of delivery will be essential to bringing new people into the sector. The industry is currently dominated by the for-profit model, which means that issues such as staff well-being, pay, and career progression are not prioritised sufficiently. A model that ensures those delivering and receiving care are prioritised, with their expert voice given genuine power, will create more attractive jobs, and must be central to this vision.