

## Introducing Gloucestershire Care Services

In this fact sheet, we outline who Gloucestershire Care Services CIC is, what a social enterprise is and what it means for GCS; our purpose; what stays the same and what is different; and our future services.

There is also information on how, members of the public can be actively involved in shaping and developing this new organisation.

### Social enterprise - driven by a social purpose

Social enterprises are organisations driven by a social or environmental purpose. This purpose is at the very heart of what they do, and any surplus they make is reinvested towards achieving that purpose.

Social enterprises share the same public sector ethos as the NHS. As a community interest company (CIC), GCS has a social objective that is 'regulated', ensuring that the organisation cannot deviate from its social mission and that its assets are protected for the community.

### Local services for local people

GCS will continue to provide local NHS services for local people.

We retain the values of the NHS, delivering efficient, high quality community based services, free at the point of delivery.

We are working closely with Gloucestershire County Council, so that in time we will deliver more joined up services across health and social care and improve the coordination of our services.

GCS will have an active membership of both staff and public members, which means that we as an organisation and the services we provide will be more open to influence by staff and people, at both local and countrywide level.

### Our common purpose

“Supporting and improving the health of the communities by delivering responsive care at the appropriate place, in a timely manner”.

## What remains the same

- We will continue to provide NHS care, free to users at the point of delivery.
- We are committed to the NHS values and constitution.
- We will retain the same staff, buildings and clinics.
- We will continue to be funded through NHS and Council contracts.
- Staff transferring into the new organisation will receive the same terms and conditions.
- Board meetings will continue to be public.

## What will be different

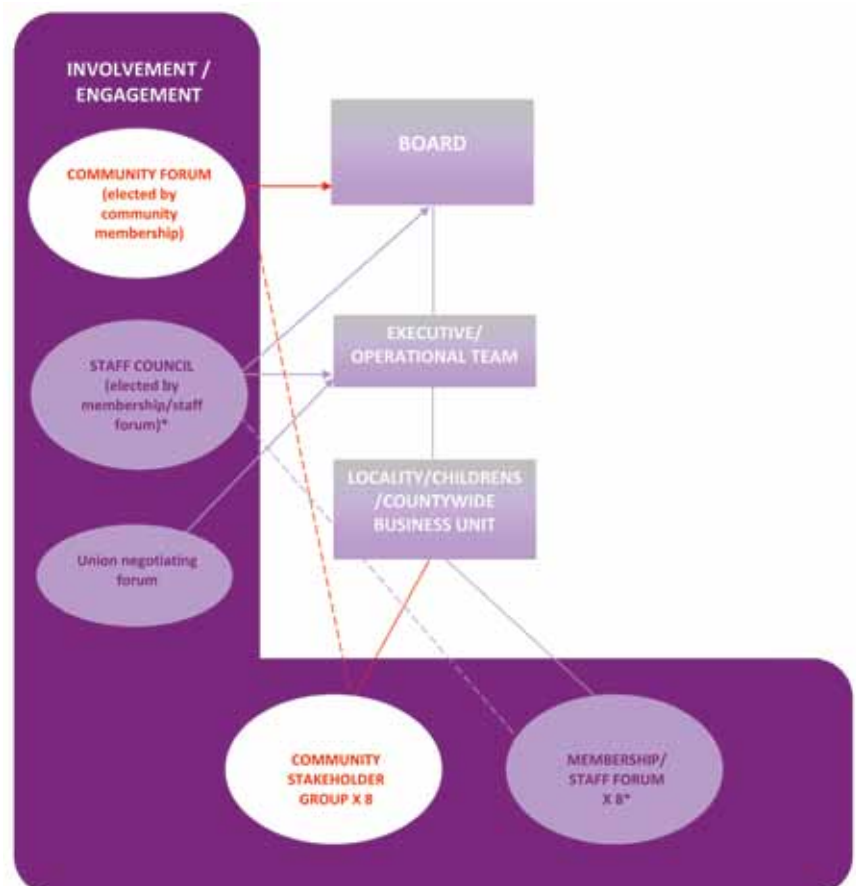
- We will be held to account by our commissioners (currently NHS Gloucestershire and Gloucestershire County Council), as well as the CIC regulator for our social purpose.
- Staff and local people will be empowered to have greater involvement, helping to shape the future of our local services.
- Our management structure will be smaller.
- We will be able to make decisions at a local level - ensuring services are tailored to local needs.
- We will have freedom to work differently.

## A new organisational model

As a 'Community Interest Company Limited by shares', staff and individuals from the local community can be members. Members will have a say in how the company is run at both a local and countywide level.

The basis of this company, however, is social good, not profit. Any surplus made will be reinvested directly to improve services for local people, focusing on the local needs.

Broadly, GCS provides nine community hospitals, community nursing and therapy staff providing services across the county for children, young people and adults.



## Gloucestershire Care Services includes:

- district nursing
- occupational therapy
- physiotherapy
- community hospitals
- specialist nursing
- out of hours medical and nursing services
- specialist therapy services (physiotherapy, occupational therapy)
- other specialist community health services
- pharmacy
- sexual health and Chlamydia screening
- podiatry
- dental
- wheelchair service
- musculo-skeletal services
- telehealth
- specialist domiciliary care eg end of life support.

## Membership of GCS

Membership gives our members the opportunity to take forward ideas and shape the future organisation and provision of care services within Gloucestershire.

We currently propose that, through staff and community forums, members can be involved in:

- reviewing the performance of the organisation
- commenting upon any key organisational decisions
- consulting on the proposed reinvestment of any surplus
- making proposals on how to improve the services of GCS.

For more information, and to express an interest in becoming a member, please complete and return the feedback and membership form (available with this fact sheet), download the form online at [www.gloscareservices.nhs.uk](http://www.gloscareservices.nhs.uk) or email [GCSmembership@glos.nhs.uk](mailto:GCSmembership@glos.nhs.uk)

## Summary

Gloucestershire Care Services will continue to provide local NHS services, free at the point of delivery for the local population. We will involve staff and local people in what we do and how we do it, and in the future, provide more joined up care across health and social services.

If you have any questions, please visit [www.gloscareservices.nhs.uk](http://www.gloscareservices.nhs.uk), email [GCSmembership@glos.nhs.uk](mailto:GCSmembership@glos.nhs.uk) or call **08456 598100**.

## Membership Information

Gloucestershire Care Services will be a company limited by shares.

All members of staff will automatically become shareholders, owning a 1p share in the new GCS organisation (unless they choose to opt out).

We will also be widening that membership to community partners and individuals in the Gloucestershire community. Over the coming weeks, we will be inviting members of the public to feedback on our proposals and express an interest in becoming a member of GCS.

The basis of this company is social good, not profit - there will be no payments of dividends at the end of our financial year. Any surplus made will be reinvested directly to improve health for local people, focusing on the local needs.

## What does membership mean?

Membership will give staff and local people the opportunity to take forward ideas and shape the future organisation and provision of care services within Gloucestershire.

At this stage, we have some broad proposals which include:

- the creation of eight locality based staff forums - members from which will be elected to a Staff Council
- the creation of eight locality based community groups and a Community Forum.
- both the Staff Council and Community Forum linking directly to the Board and executive team.

Through the Community Forum, members will be involved in:

- commenting on the proposed objectives for the organisation with managers
- commenting upon any key organisational decisions, including issues that they wish senior management to consider
- reviewing the performance (including finance results) of the organisation at all levels, including locality and team, and be empowered to question the decisions at any level of the organisation
- making proposals on how to improve the services, including quality and efficiency, that GCS provide
- consulting on the proposed reinvestment of any surplus.

## Benefits of membership

- GCS can fully involve service users, carers and staff to design the service they need.
- It allows service users, carers and staff to achieve a real sense of ownership and a view on reinvestment of surplus into future services.
- We develop an effective, autonomous and less bureaucratic organisation.
- The organisation is owned by staff in both its philosophy and practical terms, and steered by members, including community partners.

## Interested in membership?

We propose that membership of the local level community groups will be open to interested parties. Membership at the Community Forum at the organisational level may be by election by the entire community members. This will allow individuals to participate at either level in the organisation.

At this early stage, we are inviting community partners and members of the public to express their interest in becoming a member.

For more information, and to express an interest in becoming a member, please complete and return the feedback and membership form (available with this fact sheet), download the form online at [www.gloscareservices.nhs.uk](http://www.gloscareservices.nhs.uk) or email [GCSmembership@glos.nhs.uk](mailto:GCSmembership@glos.nhs.uk).

# Feedback and membership form

## Feedback on our initial proposals

As we start to shape the membership, we need people to input and feedback. As a starting point, please let us know your thoughts on the following issues:

**Is the proposed role for members appropriate?**

**Is the proposed community membership structure of eight locality groups and one organisation-wide community forum a viable approach, or is there an alternative structure?**

**How many meetings should take place each year (at a local or organisational level)?**

**What is the preferred communications method for disseminating membership information?**

What information would you like shared with you?

Your comments will be collated and fed back to the GCS Board.

## Interested in becoming a member...

At this early stage, we are inviting community partners and members of the public to express their interest in becoming a member. Please complete the form below and return it to: GCS Membership, Gloucestershire Care Services, Edward Jenner Court, Pioneer Avenue, Gloucester Business Park, Brockworth, Gloucester GL3 4AW or email your details to [GCSmembership@glos.nhs.uk](mailto:GCSmembership@glos.nhs.uk)

<b>Name:</b>
<b>Company/Position (if relevant):</b>
<b>Address:</b>
<b>Telephone:</b>
<b>Email:</b>

### Data Protection Act

Your personal information will be held and used in accordance with the Data Protection Act 1998. Gloucestershire Care Services CIC will not disclose such information to third parties, but where appropriate will use such information in carrying out its various functions and services.



A Community Interest Company

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Brockworth GL3 4AW