

## "Right to Provide" – what might it mean in practice: who says yes or no to your request to provide?

Danielle Procter  
[www.local.gov.uk](http://www.local.gov.uk)

[Danielle.procter@local.gov.uk](mailto:Danielle.procter@local.gov.uk)  
Tele: 07770641546



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## The features of Right to provide (R2P)

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- Builds on and supersedes the '*Right to Request*' (R2R) - extends the right to other groups, no pension transfer right and no automatic dowry contract provision, covers other models verses just Social Enterprise
- The right to provide is *only applicable* to staff employed in 'NHS Trusts', but also 'encourages' those in social care, foundation trusts and arms length bodies to use the guidance: Not applicable to PCT commissioning or support staff at the moment

- Guide helps those who want to lead the establishment of '*staff led enterprises*' to *present a proposal* to their Board to develop a *full business case* to move their service outside of its existing organisation and into an *employee led enterprise*: The business case is underpinned by a *commercial grade business plan*
- Whereas the R2R focussed mainly on the development of Social Enterprises, *R2P encourages people to look at a range of enterprise models* – Social enterprise, Joint Venture with a private or voluntary sector partner, partnerships with other Social Enterprises – the common factor is the emphasis on the new model being employee led

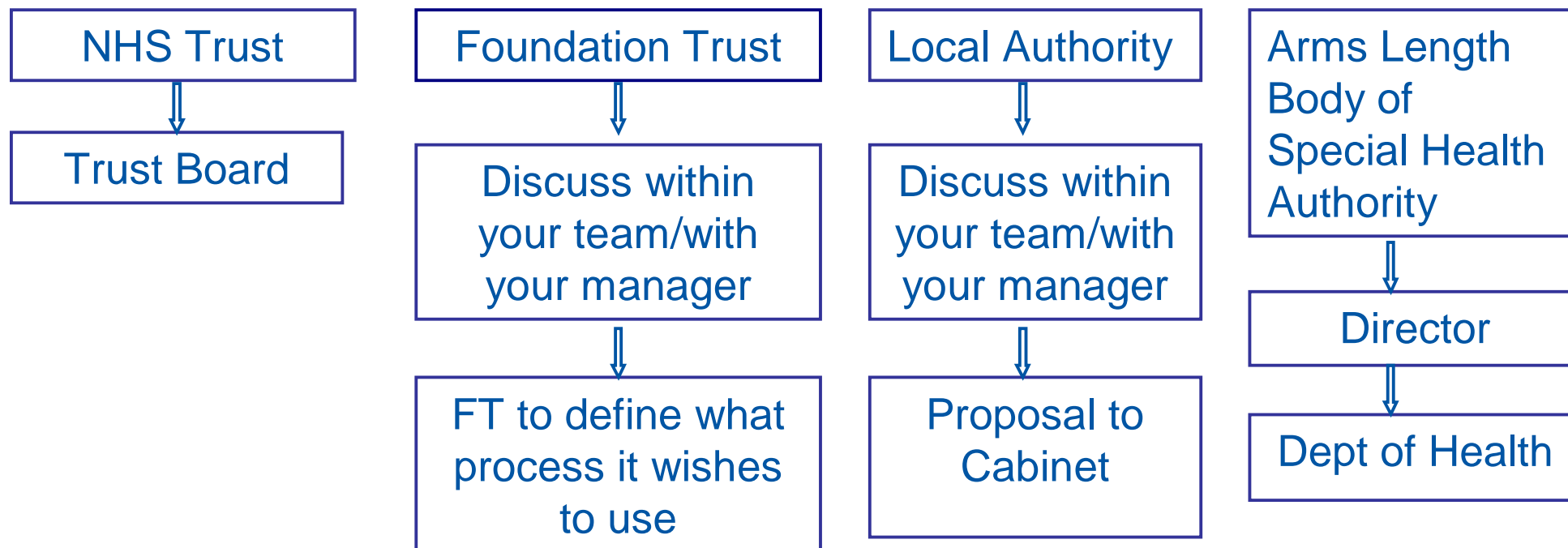
## Being clear about the purpose of the change

- The aim is to provide flexible and responsive services while having real ownership and influence over the way the service develops:
- We know that employee engagement is directly linked to the quality of service provision





## Who says yes!



## A yes or a no! – the road to assurance

Assurance is a two way process:

- You will want to assure yourself and those you lead that moving to a new model of service delivery will deliver the benefits you seek and that your business is sustainable
- Your Board/Cabinet will want to know that the service AND the staff are in safe hands!

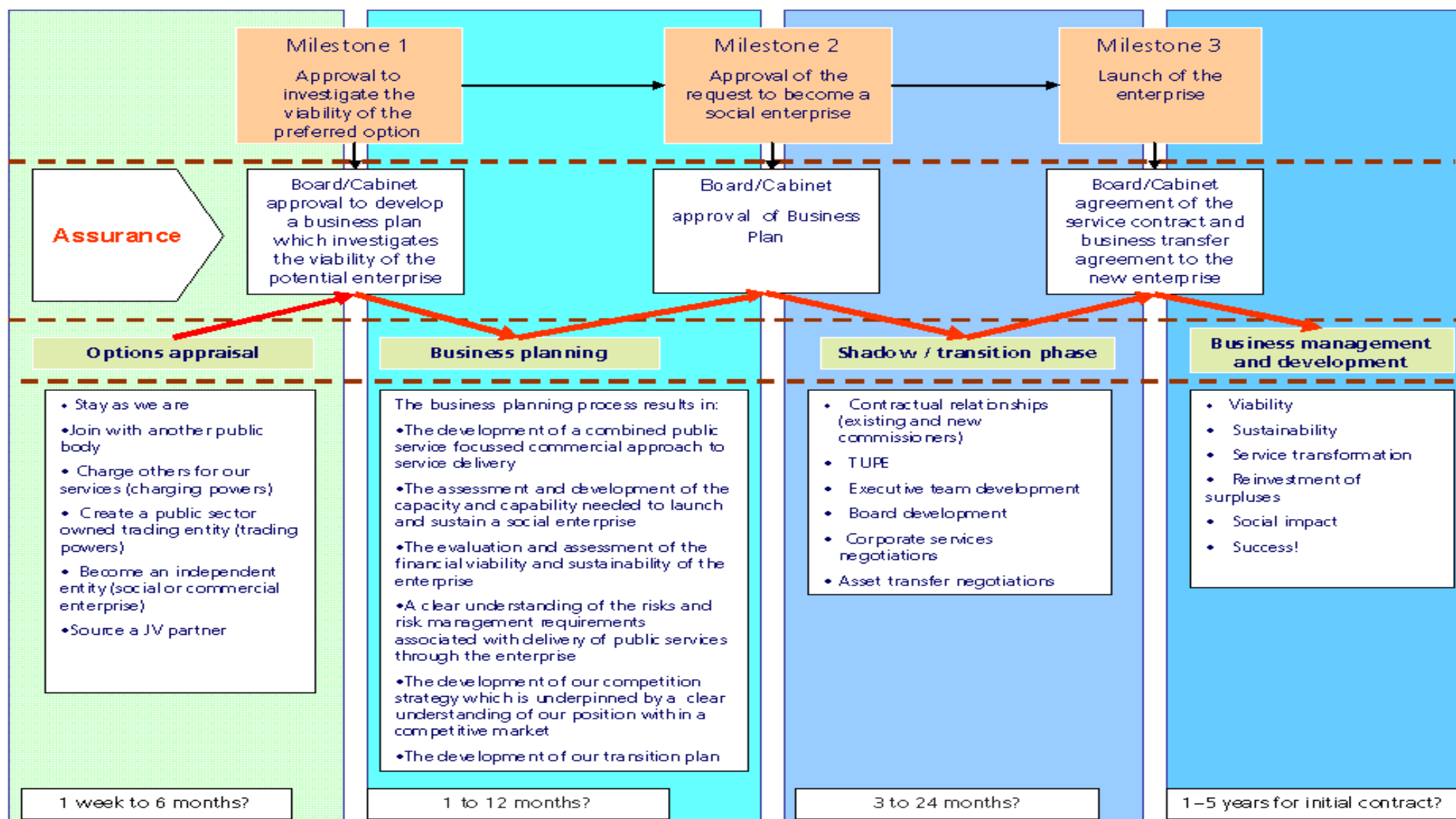
**Be Clear  
about what  
business you are in**

- What will you sell and to whom? (who will buy from you?)
- Can you deliver the service to a better standard and at a competitive price through a different model?
- Does your vision align with the strategy of your organisation?

**Do you have  
Followers  
and  
co-leaders?**

- Will staff want to go with you?
- Have you lined up your allies and supporters?

# The journey – realising aspiration



## 4 Milestones and 3 stages of readiness

- There are four milestones in the right to provide process:
    - 1. Submission of the expression of interest
    - 2. Production of the draft integrated business plan
    - 3. Production of the final integrated business plan
    - 4. Go live
- } Assurance  
 ↓  
 } Due Diligence  
 ↓  
 } Contract Management

Success is NOT associated with the words of the page.. Its about being

- Business ready – a ‘commercial understanding of your business
- Market ready – ensuring you can compete with others
- Investment ready – securing contracts and capital and revenue investment



# A rewarding future but a challenging journey!

- Not sure where to begin – what do I need to do? Who do I talk to first? What should I include in my expression of interest? How do I do an options appraisal? What is a commercial grade business plan? How do I know my business is sustainable? Is there any development funding?
- My manager is blocking my ideas, our politicians don't want to 'outsource' anything and don't like 'social enterprises', I can't get staff and the unions on board, how do I engage service users and the public?



*Free and confidential*

## Mutuals information service

Phone: 02071877377 (staffed Mon to Friday 9am – 5pm – Voice mail 24/7)

Email: [Mutuals@local.gov.uk](mailto:Mutuals@local.gov.uk)

[www.local.gov.uk/mutuals](http://www.local.gov.uk/mutuals)