

HEALTH

Key policy actions UNISON wants to see from a future Welsh Government.

In addition to UNISON Cymru Wales' general manifesto priorities, our healthcare members would like the next Welsh government to act in the following areas.

Strengthen partnership working across NHS Wales at National, regional and local levels

There has been real progress in building positive working relationships with Welsh government, NHS employers and trade unions during the pandemic and this needs to be replicated at a local level with health boards working closely with local staff side representatives to ensure consistency when implementing decisions and agreements reached at National and Regional levels.

A commitment too from NHS employers and local health boards to ensure that elected UNISON representatives are given appropriate paid time off work and facilities to carry out their union duties in partnership with health boards. This one of the region's three key priorities: protected time is integral for union lead activists to fully engage and encourage true social partnership working

End the privatisation of NHS services in Wales

UNISON Cymru Wales Health Care Committee constitution calls for an end to privatisation of NHS services. We want to see all NHS services delivered by local health boards/trusts with directly employed NHS staff and we support the Labour manifesto in the last election which mirrored this position.

The NHS is at its best when it delivers services free at the point of use by trained NHS staff who put patients before profit. For too long, NHS services in the UK have been outsourced to private companies whose only priority is to their shareholders not their patients and staff. No NHS services in Wales should be outsourced.

We need to invest in our NHS and its staff. We also need to drive equality and inclusion to protect and support all NHS staff to flourish and diversify throughout their careers here in Wales.

Creation of a National Care Service for Wales

This would link in with our National Health Service and be the envy of the UK and Europe if created with fully trained staff supporting the most vulnerable people in Wales. Joint working across health and social care could be achieved with similar pay scale standards which would benefit the people of Wales. This is one of UNISON Cymru Wales' key priorities.

This is integral to ensuring good professional integrated care is delivered where best needed either in hospital or at home. For far too long social care has been the Cinderella of the care sector. We need fully trained, better paid staff brought in-house to do the role.

Continued overleaf



Promoting the recruitment and retention of NHS staff in Wales

Years of wage cuts have seen thousands of staff leave the NHS and look for work elsewhere. It cannot be right that trained NHS staff are leaving to work in supermarkets because they can work there without similar levels of stress and because they do not feel valued working in the NHS.

We need to invest in the current workforce to recruit the new generation of NHS staff and make it **the** place to work in Wales.

We need to encourage “grow your own” culture and see staff who want to progress in the NHS given the opportunity to go further in their chosen careers. This can and will only enhance recruitment and retention and fill the recruitment void.

We need to use the apprenticeship route more and get into schools and colleges showcasing the jewel in the crown the NHS is as a career and a place to be proud to work in.