



Department
for Business
Innovation & Skills



Department
for Education

Apprenticeship targets for public sector bodies - response form

The consultation is available at: www.gov.uk/government/consultations/public-sector-apprenticeship-targets.

The closing date for responses is **4 March 2016**.

Please return completed forms to:

Apprenticeship Targets for Public Sector Bodies Consultation
Department for Business, Innovation and Skills
Bay C, Level 2,
2 St Paul's Place
125 Norfolk Street
Sheffield S1 2FJ

Email: apprenticeshipslegislation@bis.gsi.gov.uk

Information provided in response to this consultation, including personal information, may be subject to publication or release to other parties or to disclosure in accordance with the access to information regimes. Please see the consultation document for further information.

If you want information, including personal data, that you provide to be treated as confidential, please explain to us below why you regard the information you have provided as confidential. If we receive a request for disclosure of the information, we shall take full account of your explanation, but we cannot give an assurance that confidentiality can be maintained in all circumstances. An automatic confidentiality disclaimer generated by your IT system will not, of itself, be regarded as binding on the department.

I want my response to be treated as confidential

Comments: [Click here to enter text.](#)

Questions

What is your name? Royal College of Nursing

What is your e-mail address? josie.irwin@rcn.org.uk

What is your job title? Head of Employment Relations

When responding please state whether you are responding as an individual or representing the views of an organisation:

I am responding as an individual

I am responding on behalf of an organisation

If you are responding on behalf of an organisation, please make it clear who the organisation represents by selecting the appropriate interest group on the consultation form and, where applicable, how the views of members were assembled.

What is the name of your organisation? [Click here to enter text.](#)

Please check the box that best describes you as a respondent:

	Respondent type
<input type="checkbox"/>	Business representative organisation/trade body
<input type="checkbox"/>	Central government
<input type="checkbox"/>	Charity or social enterprise
<input type="checkbox"/>	Individual
<input type="checkbox"/>	Large business (over 250 staff)
<input type="checkbox"/>	Legal representative
<input type="checkbox"/>	Local government
<input type="checkbox"/>	Medium business (50 to 250 staff)
<input type="checkbox"/>	Micro business (up to 9 staff)
<input type="checkbox"/>	Small business (10 to 49 staff)
<input checked="" type="checkbox"/>	Trade union or staff association
<input type="checkbox"/>	Other (please describe) Click here to enter text.

Question 1 (paragraph 62)

Do you agree that the organisations listed at Annex 2 and public corporations (at least with headcount of 250 or more in England) should be in scope?

Yes No Not sure

If No, which organisations are these (please list) and state why:

[Click here to enter text.](#)

Question 2 (paragraph 62)

Should any organisations listed at Annex 2 (plus public corporations with 250 or more headcount in England) be omitted?

Yes No Not sure

If Yes, which organisations are these (please list) and state why:

[Click here to enter text.](#)

Question 3 (paragraph 62)

Should any organisations that are not listed in Annex 2 be included?

The full list of organisations under consideration can be found at

www.ons.gov.uk/ons/rel/na-classification/national-accounts-sector-classification/index.html
(or Annex 2).

Yes No Not sure

If Yes, which organisations are these (please list):

[Click here to enter text.](#)

Question 4 (paragraph 62)

Should certain bodies be grouped together for the purposes of the target?

Yes No Not sure

If Yes, which are these (please list) and state why:

[Click here to enter text.](#)

Question 5 (Paragraph 62)

Do you have any other comments on the list of organisations?

[Click here to enter text.](#)

Question 6 (Paragraph 69)

Do you agree that headcount is the correct basis for the target?

Yes No Not sure

If No, please give reasons why not:

[Click here to enter text.](#)

Question 7 (Paragraph 74)

Do you think there is any further information that should be provided?

Yes No Not sure

If Yes, what should this information be?

[Click here to enter text.](#)

Question 8 (Paragraph 79)

Do you agree that the target periods set out at paragraph 78 are correct?

Yes No Not sure

If No, please give reasons why not:

[Click here to enter text.](#)

Question 9 (Paragraph 79)

Do you have any other comments about the contents of this consultation document?

Yes No Not sure

If Yes, please state what:

The RCN supports the concept of public sector apprenticeships, which provide structured routes into roles within the NHS and wider public sector for those who may not have gained academic qualifications, as well as offering development opportunities for existing staff. Properly funded and trained apprentices have an important role to play in growing and developing the NHS.

Whilst we are supportive in principle of increasing apprenticeships, the RCN is clear that certain factors must be addressed when planning and delivering the 28,000 apprenticeships in the NHS envisaged by the Government. This includes ensuring proper training and supervision, as well as ensuring that apprenticeships are incorporated into existing workforce plans, which must at the same time continue to deliver a regular supply of highly sought after skill sets that the NHS requires. NHS trusts will need to review their workforce plans to ensure that apprenticeships are appropriately included in a way which provides value to both the apprentice and the employer, and ultimately to patients, by helping to deliver organisational outcomes, as well as meeting the Government's target.

Public sector apprenticeships policy is being led by the Department of Business, Innovation and Skills and apprenticeships will be rolled out in different departments across the public sector. It is therefore essential that the Department engages the appropriate organisations and bodies involved in workforce planning. The RCN is aware, for example, that Health Education England, the body with overall responsibility for planning the health and care workforce in England, has not been engaged in the process to date. HEE holds a wealth of experience, gained in supporting employers to deliver apprenticeships in the health sector over the last two years, and the RCN believes it is essential that they continue to play a leading role as public sector apprenticeships are rolled out.

The RCN believes that training should be competence-based, quality-assured and assessed against nationally recognised standards. Apprenticeships must have a structured career framework linked to regulation, to assure quality. At this time of financial difficulty in the NHS and straitened public finances, as well as uncertainty about the future

of nurse education and funding for nurse students, the RCN is warning that public sector apprenticeships must not be viewed as a cheap solution to the issue of staff numbers. The RCN is clear that the registered nursing workforce must remain an all-graduate profession, as graduate-level entry is essential for building a nursing workforce that is equipped to meet current and future population health needs.

Do you have any other comments that might aid the consultation process as a whole?

Please use this space for any general comments that you may have, comments on the layout of this consultation would also be welcomed.

[Click here to enter text.](#)

Thank you for taking the time to let us have your views. We do not intend to acknowledge receipt of individual responses unless you tick the box below.

Please acknowledge this reply

BIS/16/24/RF