1. I would propose that employee ownership is an alternative service delivery model which should be considered by the Local Government and Regeneration Committee.

2. Services could be delivered through social enterprises in which every employee is a co-owner and therefore has more influence and say over how their organisation is run. This results in higher motivation and engagement amongst employees leading to increases in productivity and innovation and lower levels of staff turnover and absenteeism. Such organisations require participative management as opposed to “command and control”. Employee representative bodies will be consulted on a wide range of important decisions and information is widely shared throughout the organisation.

3. Some examples from England to consider are Central Surrey Health (www.centralsurreyhealth.nhs.uk), Essex Cares (www.essexcares.org) and Anglian Community Enterprise (www.acecic.co.uk).

4. Further information on employee ownership can be found on the Employee Ownership Association website (www.employeownership.co.uk). You may be particularly interested in their publication on the role of employee ownership in public sector delivery (http://www.employeownership.co.uk/publications/sharing-ownership-the-role-of-employee-ownership-in-public-service-delivery/).

5. I currently work as a freelance consultant supporting organisations who are moving into employee ownership and working with those that are employee owned to ensure that they are deriving the full benefits from their ownership structure. I can therefore speak from experience of the benefits of this alternative business model.

Jacqui Mitchell