

**AGENDA ITEM 8****RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL****CABINET****22<sup>ND</sup> OCTOBER 2015****RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL AND MERTHYR TYDFIL COUNTY BOROUGH COUNCIL - REGIONAL SOCIAL CARE WORKFORCE DEVELOPMENT UNIT****REPORT OF GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES****Author: Giovanni Isingrini, Group Director, Community & Children's Services. Tel: 01443 424140****1. PURPOSE OF REPORT**

To seek approval from Members to pursue a regional Social Care Workforce Development Unit across Rhondda Cynon Taf and Merthyr Tydfil Local Authorities.

**2. RECOMMENDATION**

It is recommended that Members:

- 2.1 Note the outcome of the training unit review undertaken by officers from Merthyr and Rhondda Cynon Taf Councils.
- 2.2 Authorise progression to the next stage i.e. the creation of a regional Social Care Workforce Development Unit across Rhondda Cynon Taf and Merthyr Tydfil Local Authorities.
- 2.3 Agree that Rhondda Cynon Taf will host and act as employer for the regional Social Care Workforce Development Unit.
- 2.4 Receive a further report in January detailing the Governance arrangements for the unit including a Memorandum of Understanding and Financial agreement.

**3. BACKGROUND AND INTRODUCTION**

- 3.1 Rhondda Cynon Taf receives an annual Grant from Welsh Government to support its Social Care Workforce Development Programme. As reported to Cabinet in July, applications for 2015-16, were for the first time, required to be submitted on a regional basis.

- 3.2 Welsh Government acknowledged that there is a significant transition between local and regional working but their expectation is that the integration of training plans and amalgamation of partnerships progress over time.
- 3.3 In accordance with the Welsh Government's guidance, the Cwm Taf Social Services and Wellbeing Partnership agreed as part of its regional Implementation plan to initiate a review of the social care training arrangements in the two Local Authorities by June 2015, with a view to implementing a regional service from January 2016.
- 3.4 This review was considered by the Senior Management teams in both Rhondda Cynon Taf and Merthyr in July this year, who provided agreement, in principle, to proceed with a regional Social Care Workforce Development Unit subject to Cabinet approval and further work on the governance arrangements.

#### **4. TRAINING UNIT REVIEW**

4.1 The review was led by Jonathan Day, the Workforce Development Manager from Merthyr Tydfil Council, who worked under the direction of the Head of transformation for Cwm Taf

4.2 The review included:

- Interviews with all training staff across the region.
- Discussion with Finance, Senior Managers and the Directors of Social Service in RCT and MTCBC.
- Discussion with Welsh Government officers.
- SCWDP application for RCT and Merthyr in 2014/2015.
- SCWDP monitoring report for RCT and Merthyr in 2013/2014.
- Budget information linked to grant and core spend.
- Staffing structures.
- Attendance rates for all training and development delivered in 2014/2015.
- Details of providers commissioned to deliver training and development in 2014/2015.
- Development of a functional grid to analyse the key roles and responsibilities for all staff.
- A relationship grid for internal and external relationships within the workforce development function.
- Proposed staff structures for the regional Social Care Workforce Development Unit.
- Financial modelling for the option appraisal.
- Appraisal of the options to either develop a regional Social Care Workforce Development Unit or to remain as separate services.

4.3 The Senior Management Teams in Merthyr Tydfil and Rhondda Cynon Taf have considered the findings of the review and recommend that a regional Social Care Workforce Development Unit be established with effect from the 1<sup>st</sup> of April 2016 with Rhondda Cynon Taf Council acting as host organisation and employer.

4.4 The benefits of the proposed regional Social Care Workforce Development Unit are as follows:

- Promotes more effective deployment of resources.
- Builds on the existing collaborative arrangements for other workforce development solutions.
- Aligns to the Welsh Government's and regional/local transformation agenda.
- Creates opportunities to improve the operating model of the service.
- Supports the business case for expressions of interest for VER/VR/reduction of hours submitted by staff.

## 5. **NEXT STEPS**

The proposed structure for the regional Social Care Workforce Development Unit is included as Appendix 1 and, if agreed, then the next steps include:

### 5.1 **Human Resources**

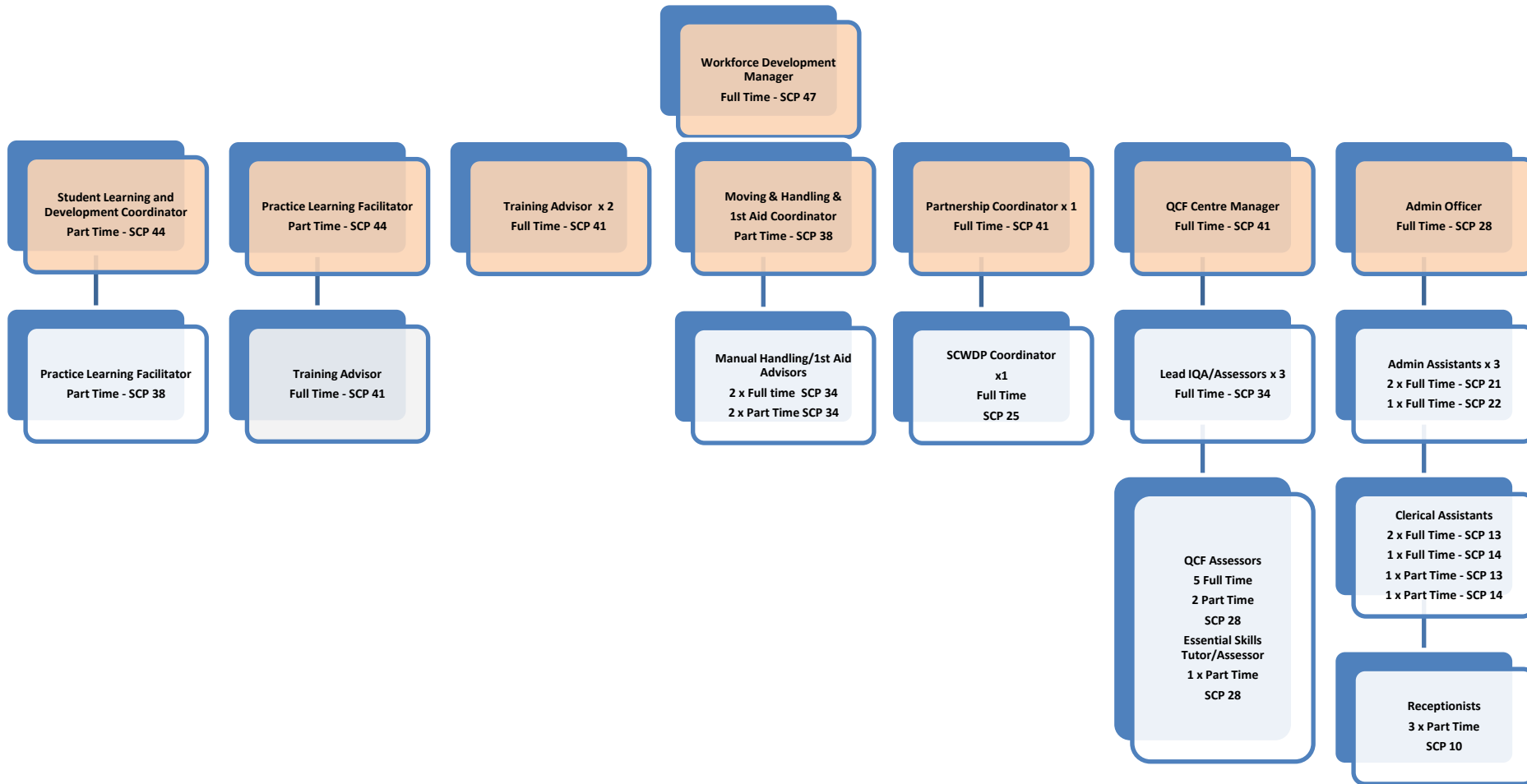
- The structure will be shared with trade unions and staff for a period of consultation agreed with Trade Unions.
- We will respond to the consultation process and publish the final structure.
- Human Resources will work with the service to manage the TUPE implications of the proposal.
- We will begin implementing the final structure including releasing those who have expressed an interest to take VER/VR and appointing the regional Workforce Development Manager.

### 5.2 **Governance**

- The management of the existing service will continue under the current interim management arrangements until the end of the current financial year.
- A memorandum of understanding will be prepared for consideration by Cabinet in January 2016 setting out the recommended governance and accountability arrangements for the social services workforce development unit, and including a financial agreement and operating model for the service.



### Appendix 1 – Regional Workforce Development Unit - Staffing Structure



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