

RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL**CABINET****23rd JULY 2015****REPORT OF GROUP DIRECTOR, COMMUNITY & CHILDREN'S SERVICES**

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SOCIAL CARE WORKFORCE DEVELOPMENT GRANT 2015-2016**1. PURPOSE OF REPORT**

The purpose of this report is to provide the Cabinet with an update on the Social Care Workforce Development Grant

2. RECOMMENDATION

It is recommended that Members:

- 2.1 Note that this is the first joint Social Care Workforce Development Grant application made between Rhondda Cynon Taf and Merthyr Councils as required by Welsh Government for 2015/16.
- 2.2 Support the allocation of the Social Care Workforce Development Grant in Rhondda Cynon Taf for 2015/16.
- 2.3 Endorse the intention to review the current Social Care Workforce Development Partnership's (SCWDP's) and arrangements across the region to consider the advantages and efficiencies that will be gained by merging the current arrangements under one regional SCWDP during 2015/16.
- 2.4 Support the commitment to work in partnership with Care Council Wales to ensure that the Cwm Taf region delivers a Learning and Development strategy for the social care workforce that will support the introduction of the Social Services and Wellbeing (Wales) Act 2014

3. BACKGROUND

- 3.1 The broad **aim** of the Social care workforce development grant (known as the SCWDP Grant) is to improve the quality and management of social services provision through a planned approach to learning and development and by seeking to increase the take-up of training across the social care sector.
- 3.2 The **objectives** of the SCWDP Grant in 2015-16 and 2016-17 are:
 - To ensure that staff across all partner organisations engaged in duties delivered under the Social Services and Well-Being (Wales) Act have the knowledge,

skills and competencies to operate under the new legal framework and that the necessary cultural changes are driven forward. Local and regional delivery will need to draw upon the learning and development programme being prepared by the Care Council for Wales

- To ensure that all core learning and development, including induction and qualification training, is reframed to reflect the new legal framework
- To continue the current support for Social Work training in Wales
- To support skills for frontline social care workers
- To support the infrastructure for learning and development across Wales, including local and regional partnership and joint working.

- 3.3 The grant will support compliance with the Welsh Government statutory guidance on the role and accountabilities of the Director of Social Services (June 2009), in particular section 4.8.6 for workforce planning and professional development and section 4.8.7 for partnership working. Key to this is the development and delivery of a plan for workforce development for the whole sector workforce.
- 3.4 Staff members are the principal resource for providers of social care and their learning and development needs to be planned, resourced, delivered and evaluated effectively.
- 3.5 The primary responsibility for these tasks remains with employers. The SCWDP Grant is intended to provide a significant supplement to the resources provided by employers to train and develop their own staff.
- 3.6 With the exception of the ring-fenced flat rate allocation for social worker qualifying and post qualifying training, the grant is distributed solely using the Standard Spending Assessment (SSA) formula.
- 3.7 The total funding available from the Welsh Government through the SCWDP grant in 2015-16 for the learning and development of the social care workforce in Wales will be £8,411,000.
- 3.8 The grant funding is allocated and paid to each Local Authority. The planned expenditure by Local Authorities on the Social Care Workforce Development Programme for 2015-16 will total £10,213,357. The grant element, which provides 70% of the cost of the programme, will be £7,149,350.
- 3.9 Grant applications for 2015-16 were required on a regional basis through the six regional areas for the first time this year. Welsh Government acknowledged that there is a significant transition between local and regional working and their expectation was that training plans are as integrated and amalgamated as possible, drawing upon contributions from each of the constituent local workforce partnerships. Rhondda Cynon Taf and Merthyr have managed to meet this requirement by providing a joint application as far as practicable

3.10 For the Cwm Taf region the allocation for 2015/6 is as follows:

| Region & Local Authority | Social Worker Qualifying Training Allocation | Remaining Grant distributed using PSS formula | Welsh Government Contribution | Local Authority Contribution | Total Local Authority SCWDP Expenditure |
|-------------------------------------|---|--|--------------------------------------|-------------------------------------|--|
| Rhondda Cynon Taf | £34,000 | £521,871 | £555,871 | £238,230 | £794,101 |
| Merthyr Tydfil | £34,000 | £139,473 | £173,473 | £74,346 | £247,819 |
| Sub total for Cwm Taf | | | | | £1,041,920 |

3.11 See appendix 1 for the Welsh Government SCWDP Grant Circular for more information about the Grant and for a breakdown of the Grant allocation across Wales

4. IMPACT OF THE SOCIAL SERVICES AND WELLBEING (WALES) ACT 2014 ON THE SCWDP GRANT APPLICATION

4.1 The Social Services & Well-Being (Wales) Act 2014 received Royal Assent on 1st May 2014. There will be significant learning and development requirements to implement the new legislative framework

4.2 For 2015/16, 15% of that total National SCWDP Grant (£1,261,650) has been retained to fund national programmes to support the implementation of the Social Services and Well-being (Wales) Act 2014. It is intended that this approach will continue in 2016-17.

4.3 The regional SCWDP's will be expected to provide local resources to support the effectiveness of the national training programme to enable staff to fully benefit from the national provision that is being made available. Where possible, Local Authorities are requested to maintain their own commitment to training at least at the level provided within 2014-15.

4.4 For 2015-16 and beyond Welsh Government expect that the SCWDP Grant will support the implementation of the new legal framework across all Social Care providers and organisations as part of the national learning and development strategy

4.5 The first stage of that strategy – a general awareness raising programme - is already available in Cwm Taf and a programme of delivery is planned to reach as broad a target group as possible throughout this financial year.

4.6 A comprehensive programme to reflect each specific part of the Act will be developed by the Care Council for Wales, in partnership with key organisations, and this will be available from autumn 2015. We expect the programme to take full account of specialist services and roles.

4.7 This comprehensive programme will ensure that all those impacted upon by the Act will have the necessary skills and qualifications to deliver their functions within the

new models of working and that the required cultural and behaviour changes are driven forward and underpinned by consistent messages.

- 4.8 Due to the national timetable for the development of the national learning and development strategy, Welsh Government acknowledged that the regions were not in a position to confidently set out their regional delivery responsibilities in relation to the Act within their grant applications. They therefore require an updated plan by the 25th September 2015 that takes account of the requirements.
- 4.9 Welsh Government required a named regional lead to be identified in the SCWDP application to lead the development of the regional learning and development plan for the Social Services and Well-being (Wales) Act.
- 4.10 For Cwm Taf the named lead person is currently Sian Nowell, the Head of Transformation. Sian will co-ordinate the relationship between the regional learning and development plan, and the implementation plan and national strategy for the Act. She will also be the link into the Care Council for Wales and work with them as part of a virtual team.

5. SCWDP GRANT ALLOCATION FOR RHONDDA CYNON TAF

- 5.1 Appendix 2 outlines the narrative for the joint SCWDP Grant bid submitted on behalf of the Cwm Taf Social Services and Wellbeing Partnership Board on the 29th May 2015.
- 5.2 This narrative will be updated in September to include a more detailed learning and development strategy with regards to the Social Services and Wellbeing (Wales) Act 2014 as required by Welsh Government
- 5.3 Appendix 3 details the planned allocation of the SCWDP Grant for RCT only for 2015/16. This allocation may change as the national requirements for staff learning and development with regards to the Social Services and Wellbeing (Wales) Act emerge



Llywodraeth Cymru
Welsh Government

Directors of Social Services in Wales **for action**

Chief Executives
Directors of Finance
Chief Executive, Care Council for Wales
Local Authority Training Managers

30 March 2015

Dear Sir or Madam,

Social Care Workforce Development Programme 2015-16: Circular

A. Introduction

1. This circular sets out the arrangements for the Social Care Workforce Development Programme (SCWDP) for 2015-16. It announces local authority based grant allocations and invites regional plan documents based on the established public services footprint, and spreadsheet applications for each local authority area for the grant by 29 May 2015, with an update by 25 September 2015.
2. This circular details the requirements to be met to draw down the SCWDP funding.
3. The total funding available from the Welsh Government through the SCWDP in 2015-16 for the learning and development of the social care workforce in Wales will be £8,411,000. 15% of that total (£1,261,650) will be retained to fund national programmes to support the implementation of the Social Services and Well-being (Wales) Act 2014. It is intended that this approach will continue in 2016-17.

4. Partnerships will be expected to provide local resources to support the effectiveness of the national training programme to enable staff to fully benefit from the national provision that is being made available. Where possible, we expect local authorities to maintain their own commitment to training at least at the level provided within 2014-15.
5. The grant funding will be allocated and paid to each local authority. The planned expenditure by Local Authorities on the Social Care Workforce Development Programme (SCWDP) for 2015-16 will total £10,213,357. The grant element, which provides 70% of the cost of the programme, will be £7,149,350.
6. Since staff members are the principal resource for providers of social care their learning and development needs to be planned, resourced, delivered and evaluated effectively. The primary responsibility for these tasks remains with employers. The SCWDP grant is intended to provide a significant supplement to the resources provided by employers to train and develop their own staff.
7. With the exception of the ring-fenced flat rate allocation for social worker qualifying and post qualifying training, the grant will be distributed solely using the Standard Spending Assessment (SSA) formula.
8. We expect to see grant applications setting out clearly the arrangements for SCWDP Partnerships across each public service footprint area to mirror the Social Services and Well-being (Wales) Act implementation arrangements This will need to include proposed membership of the Partnership, links to the leadership arrangements in place in each region and key milestones in the Partnerships becoming fully operational.
9. Applications must include learning and development plans for the whole social care sector, including wider partnership organisations, in each region. We expect these regional plans to be aligned to the Social Services and Well-being (Wales) Act Regional Implementation Plans and Delivering Transformation Grant proposals and to be based on the same public services footprint.
10. We require that a named regional lead is identified in the application to lead the development of the regional learning and development plan for the Social Services and Well-being (Wales) Act . This lead person will also co-ordinate the relationship between the regional learning and development plan, and the implementation plan and national strategy for the Act. They will be the link into the the Care Council for Wales and work with them as part of a virtual team. The individual will work closely with the named lead director for learning and development identified through the Delivering Transformation Grant arrangements.
11. All documentation will be required to be submitted to the Welsh Government in electronic format with the exception of the Grant Acceptance Forms which must be submitted in hard copy only with 'wet' signatures. A proforma for applications will be issued alongside this circular.
12. The Social Services & Well-Being (Wales) Act 2014 received Royal Assent on 1 May 2014. There will be significant learning and development requirements to implement the new legislative framework.

13. For 2015-16 and beyond we expect this grant to support the implementation of the new legal framework across all providers and organisations. A national learning and development strategy will be put in place to reflect the overall implementation programme. The first stage of that strategy – a general awareness raising programme - is already available and a programme of delivery should be factored in to the partnership plan to reach as broad a target group as possible. A comprehensive programme to reflect each part of the Act will be developed by the Care Council for Wales, in partnership with key organisations, and will be available from Autumn 2015. This national programme will ensure that all those delivering duties under the Act are equipped to deliver. We expect the programme to take full account of specialist services and roles. Partnerships will need to ensure that a plan is in place and resources are available to deliver key elements of the comprehensive programme at a regional level to all relevant staff and organisations although we expect that a number of elements will be delivered nationally. The balance of national and regional delivery responsibilities will become clear as the planning process progresses and regional leads will need to be engaged in this work at an early stage working with the Care Council to secure the most effective framework for delivery. The programme will ensure that all those impacted upon by the Act will have the necessary skills and qualifications to deliver their functions within the new models of working and that the required cultural and behaviour changes are driven forward and underpinned by consistent messages. Due to the timetable for the development of the national learning and development strategy, partnerships will not be in a position to confidently set out their regional delivery responsibilities in relation to the Act within their grant applications. We will therefore require updated plans by 25 September 2015 that take account of these requirements.
14. Grant applications for 2015-16 will need to be made on a regional basis through the six regional areas. We understand that there is a significant transition between local and regional working moving towards a fully integrated approach.. At this point, we ask that training plans are as integrated and amalgamated as possible, drawing upon contributions from each of the constituent local workforce partnerships.

B. Sources of guidance

15. This circular should be read in conjunction with 'Planning for Training and Staff Development across the Social Care Sector (2003)', which remains a valuable guidance document to help regions draw up effective training and staff development arrangements. The document is available on request from the SCWDP mailbox (SCWDP@Wales.GSI.Gov.UK).

Aims and Objectives

16. The broad **aim** of the SCWDP is to improve the quality and management of social services provision through a planned approach to learning and development and by seeking to increase the take-up of training across the social care sector.
17. The **objectives** of the SCWDP in 2015-16 and 2016-17 are:
- To ensure that staff across all partner organisations (please see list of those organisations that must be included in the plan) engaged in duties delivered under the Social Services and Well-Being (Wales) Act have the knowledge, skills and

competencies to operate under the new legal framework and that the necessary cultural changes are driven forward. Local and regional delivery will need to draw upon the learning and development programme being prepared by the Care Council for Wales

- To ensure that all core learning and development, including induction and qualification training, is reframed to reflect the new legal framework
- To continue the current support for Social Work training in Wales
- To support skills for frontline social care workers
- To support the infrastructure for learning and development across Wales, including local and regional partnership and joint working.

C. Expectations of Directors of Social Services and regions

18. The grant will support compliance with the Welsh Government statutory guidance on the role and accountabilities of the Director of Social Services (June 2009), in particular section 4.8.6 for workforce planning and professional development and section 4.8.7 for partnership working. Key to this is the development and delivery of a plan for workforce development for the whole sector workforce.

<http://wales.gov.uk/topics/health/publications/socialcare/guidance1/3188997/;jsessionid=WZmhN4JdNB7FmPLBdj5W6LQCSZhnRMRrvZTcQzk76lsTQ2K5hxYp!1471696857?lang=en>

19. Partnerships within each region are expected to draw membership from:
- commissioners
 - commissioned services
 - statutory, third sector and private sector employers
 - service users and carers and training providers.
 - regulated and non-regulated settings covering social work and social care for children and family services and adults services

Other local statutory partners including health, the police and probation services should also be involved to take advantage of opportunities to work together to ensure all are equipped to deliver the new legal framework and to align learning and development frameworks and provision. This will also support the work to consider the workforce implications that flow from the development of a more integrated approach to services. Partnerships **must as a minimum** draw members that reflect views of:

- Adult Care Providers;
- Domiciliary Care Providers;
- Children's Care Providers;
- Foster Carers;
- Further and Higher Education;
- Service Users and Carers
- LHBs.

20. The role of the Partnerships will be to:

- Steer and oversee the development and delivery of the regional learning and delivery plan
 - Ensure the plan supports the regional implementation plan for the Social Services and Well-being (Wales) Act and interfaces with the National Learning and Development Plan
- SCWDP funded learning and development across the social care workforce using the data collected by the partnership;
 - Monitor progress against those plans;
 - Evaluate the impact of the regional learning and development plan plans on services and the workforce.
21. Partnerships will want to develop wider aims and objectives to meet local needs and resources, and to plan learning and development activity that is wider than that funded by the grant.
22. The SCWDP grant should be regarded as only one source of funding for workforce learning and development. Partnerships should adopt a leadership role in relation to identifying other sources of funding for different parts of the sector and encourage and support co-ordinated approaches to learning and development across the whole sector.
23. Partnerships should also ensure training offered through the SCWDP is appropriately split, in line with local needs, across the different service areas (including children, adult, older people, management, carers and service users).
24. The data collection process involved with this grant provides important intelligence on the social care workforce. The Care Council for Wales and the Data Unit have worked with local authorities to strengthen the consistency and quality of the data and it is important that this development work continues. We are expecting the Care Council to provide leadership in this work with co-operation from local authorities.

25. Partnerships should ensure that consideration is given to the workforces' ability to deliver services bilingually, in line with the Social Services' Strategic Framework for Welsh Language Services which confirmed the Government's commitment to strengthen Welsh language services to service users and their families. ["More than just Words", Strategic Framework for Welsh Language Services in Health, Social Services and Social Care].

<http://wales.gov.uk/topics/health/publications/health/guidance/words/?lang=en>

26. Partnerships will be expected to share examples of best practice.

D. SCWDP and Social Work – a regulated profession

27. Local Authorities need to continue to ensure access to, and completion of the qualification in social work. Authorities will need to plan on the basis of the assessed future workforce need, taking into account the data and information in the report "Social Worker Workforce Planning (SWWP)" and any current local data to ensure that there is a sufficient supply of social workers in Wales in their planning.

<http://www.dataunitwales.gov.uk/publications?q=social+work+workforce+planning>

28. The continuous professional development of social workers, including the acquisition of post-qualifying social work awards, needs planning within the overall Partnership strategic plan and business / operational plan and within the context of the Social Services and Well-being (Wales) Act Those plans need to be supplemented by employer's workforce planning and staff appraisal, including individual career planning.
29. Partnership plans will be expected to show how they will continue to work with others to deliver the elements of the CPEL Programme in 2015-16 and how funding will be targeted to deliver this objective.
30. In order to continue to ensure the supply of social workers through support to social work training and to ensure that CPEL is embedded within plans and arrangements we are retaining the specific ring fenced funding element of the grant at the level of £34,000 per local authority aggregated into regional allocations to support the qualifying and post qualifying training of social workers. This can include the development of infrastructures to support the delivery of a framework for continuous professional development. Partnerships need to set out in a distinct plan how the SCWDP grant will be used to support social work traineeships and secondments and how it will be used to support CPEL. We expect this funding to contribute to funding the costs of the Consolidation Programme and 'additional places' for social workers on the other programmes within the CPEL Framework.
31. We encourage partnerships to consider implementing similar schemes for other professional training, particularly occupational therapists.

E. Targets

32. In 2015-16, key priorities should focus on preparing for the implementation of the Social services and Well-being (Wales) Act. Accredited or formal training or training linked to continuing professional education and learning and practice improvement (particularly for staff and managers of residential child care and managers of care homes and domiciliary care agencies) framed within the context of the Act should also be prioritised.
33. In addition we expect Partnerships to be enabling care and support staff in adults and child care services to achieve the Qualification and Credit Framework (QCF) Diplomas using the guidance available in the Qualifications Framework.

F. The 2015-16 SCWDP Grant

34. Indicative grant allocations for 2015-16 are provided in Annexe 2. These allocations are calculated from 2 elements:

- An allocation of £34,000 is made per local authority (also shown as aggregated regional amounts) to directly contribute to the qualifying and post qualifying training of those who are or wish to become social workers.
- The remaining £ 6,401,350 is apportioned on the basis of each authority's share of the Personal Social Services Standard Spending Assessments (SSAs) (also shown as aggregated regional amounts).

G. Funding

35. Uses of this funding are limited to the categories below:

£34 K Social Work Training

- The costs of secondments for social work qualifying training and occupational therapy qualifying training, including staff replacement costs;
- Social worker training – with an emphasis on pre-qualifying, qualifying and post qualifying training which focus on continuing professional education and learning in line with the new CPEL framework;

Remainder of grant

- The costs of developing and maintaining the Partnership, including administrative support.
- Training to support implementation of the Social Services and Well-being (Wales) Act 2014.
- The costs of other learning and development events and activities, including staff replacement and other costs for social work and social care staff and managers, with a primary focus on accredited training;
- Meeting regulation requirements for qualifications or units of qualifications <http://www.ccwales.org.uk/adult-care-home-manager/>
- Practice Improvement linked to professional regulation.
- Leadership and management skills.
- The non-salary costs, including course fees, of seconding staff for learning and development;
- The costs of staff employed to provide learning and development and for work-based assessment, including QCF assessment;
- The costs of the provision of equipment and, where justified, the rent of premises for training and assessment of competencies;
- The costs of helping users and carers to take part in the SCWDP partnership learning and development events and evaluation;

36. For learning and development supported by the SCWDP grant, **all** the following conditions must be met:

37. We anticipate that training will mostly be provided **free** of charge to all partner social care organisations¹ Charges may be made to support co-investment in training with other agencies, but no charge may be levied for training for the social services and well-being wales Act.

¹ This applies only to the aspect of training delivery. Charges in respect of administration, non-attendance or hospitality are still applicable.

38. Only **10% of Welsh Government SCWDP contribution** can be used to support training that is solely used to comply with health and safety legislation, as these are the responsibility of the employer. This does not include training completed as part of broader training (i.e. as part of a QCF level qualification). This legislation includes the:
- Management of Health and Safety at Work Regulations 1999;
 - Manual Handling Operations Regulations 1992;
 - Control of Substances Hazardous to Health Regulations;
 - Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR);

 - Lifting Operations and Lifting Equipment Regulations 1998;
 - Provision and Use of Work Equipment Regulations 1998;
 - Personal Protective Equipment at Work (1992);
 - Health and Safety at Work etc. Act 1974;
 - Food Safety Act 1990.
39. Grant funding should not be used to support shared corporate services either within one local authority or across a group of authorities unless the funding is wholly and exclusively used for the purposes of the SCWDP. Use of funding for collaborative social services priorities is acceptable
40. A significantly larger proportion of the grant must be utilised for learning and development and qualifications (including costs of staff to deliver training) than on programme staffing, management and administration. We do not expect the funding on programme staffing to increase. Partnerships may employ staff jointly where this is an effective approach to the development of the social care sector and costs apportioned appropriately.

H. Governance

41. **SCWDP may, in some circumstances, be subject to European Commission State Aid rules. The Welsh Government has issued guidance on how the rules apply to SCWDP.**
42. Applications should be **submitted by 29 May 2015. Please ensure all documentation is signed by the relevant Directors of Social Services.**
43. Applications will be assessed for their compliance with this circular and the relevance of the plans to it. Applications should be made using the application template provided.
44. We will expect regional partnerships to formally monitor this grant mid year and at year end. Proformas will be provided for these reports, which should document progress against planned achievements, reasons for deviations from plans, corrective actions that have been established and confirmation of spending plans for the remaining period of the financial year.
45. We will supply audit forms from the Wales Audit Office, for verification of local authority accounts of SCWDP expenditure.

46. Regional partnerships are required to evaluate the use and effectiveness of the grant and the Partnership. The Welsh Government is required to ensure the correct use of the funding and the impact of the grant programmes across Wales.

47. Directors of Social Services must ensure that:

- The SCWDP funding is utilised for the whole social care sector workforce and appropriate training places, funding and qualification opportunities are made available to all areas of the sector;
- Applications are compliant with this guidance;
- Evidence of compliance with the Qualifications and Credit Framework is provided;
- Applications include a communications plan detailing accessibility of the plan and training to the workforce across the whole sector;
- All training plans are published on the respective Social Care in Partnership websites, including details of how to apply for SCWDP training courses;
- All requested documentation is signed and submitted by respective deadlines.

Part or all of the funding **will be withheld** if a Partnership:

- Fails to comply with this circular;
- Fails to send in their application or monitoring forms by the due deadline;
- Fails to comply with the need for due vigilance through the audit of spending, including that by Wales Audit Office; or
- Fails to return evaluation documentation on the impact of its plans and use of funding (in other words, outcomes and outputs) in line with the expectations laid out in this circular.

48. Payment of the grants will be made under the powers at Section 31 (2) and Section 31 (4) of the Local Government Act 2003. The grant claim forms will be issued alongside the grant offer letter. A single allocation of the grant will be made in two instalments. This will be paid in arrears.

49. Claims for the first six months of the grant should be returned no later than 25 September 2015 and claims for the balance should be returned no later than 15 February 2016. Grant allocations are for the specified financial year **only** and **cannot** be carried over to the following year. Annex 1 sets out the 2015-16 SCWDP grant key dates.

I. Enquiries

For all enquiries and communications please contact the SCWDP grant management team via:

E-mail: SCWDP@wales.gsi.gov.uk

Social Services and Integration Directorate

Department for Health and Social Services

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J. List of Annexes

1. Summary Timetable
2. Indicative Grant Allocation

Annex 1: Summary Timetable**Social Care Workforce Development Programme 2015-16**

| Action Required | Deadline |
|---|------------------------|
| SCWDP applications and plans to DHSS | (8 weeks) 29 May 2015 |
| Approval letters to SSDs, and claim forms to Directors of Finance | 19 June 2015 (3 weeks) |
| Acceptance letters to DHSS | 3 July 2015 (2 weeks) |
| First six month claims and updated plans | 25 September 2015 |
| Mid-year monitoring reporting to DHSS | 9 October 2015 |
| Final grant claims to DHSS | 15 February 2016 |
| End of year reporting to DHSS | 26 August 2016 |
| Audit Certificates to Auditor, and copied to DHSS | 30 September 2016 |
| Audited Certificates to DHSS | 27 January 2017 |

2015-16 SCWDP Allocation**Total SCWDP Grant** £7,149,350

| Region & Local Authority | Social Worker Qualifying Training Allocation | Remaining Grant distributed using PSS formula | Welsh Government Contribution | Local Authority Contribution | Total Local Authority SCWDP Expenditure |
|-------------------------------------|---|--|--------------------------------------|-------------------------------------|--|
| | £ | £ | £ | £ | £ |
| North Wales | | | | | |
| Isle of Anglesey | £34,000 | 142,974 | £176,974 | £75,846 | £252,820 |
| Gwynedd | £34,000 | 241,459 | £275,459 | £118,054 | £393,513 |
| Conwy | £34,000 | £249,572 | £283,572 | £121,531 | £405,103 |
| Denbighshire | £34,000 | £211,767 | £245,767 | £105,329 | £351,096 |
| Flintshire | £34,000 | £277,758 | £311,758 | £133,611 | £445,369 |
| Wrexham | £34,000 | £275,631 | £309,631 | £132,699 | £442,330 |
| <i>Sub total</i> | | | | | £2,290,230 |
| Mid and West | | | | | |
| Powys | £34,000 | £255,884 | £289,884 | £124,236 | £414,120 |
| Ceredigion | £34,000 | £143,518 | £177,518 | £76,079 | £253,597 |
| Pembrokeshire | £34,000 | £246,720 | £280,720 | £120,309 | £401,029 |
| Carmarthenshire | £34,000 | £382,965 | £416,965 | £178,699 | £595,664 |
| <i>Sub total</i> | | | | | £1,664,410 |
| Western Bay | | | | | |
| Swansea | £34,000 | £505,011 | £539,011 | £231,005 | £770,016 |
| Neath Port Talbot | £34,000 | £320,926 | £354,926 | £152,111 | £507,037 |
| Bridgend | £34,000 | £286,598 | £320,598 | £137,399 | £457,997 |
| <i>Sub total</i> | | | | | £1,735,050 |
| | | | | | |
| Cardiff | £34,000 | £719,389 | £753,389 | £322,881 | £1,076,270 |

| | | | | | |
|--------------------------|-----------------|-------------------|-------------------|-------------------|--------------------|
| Vale of Glamorgan | £34,000 | £238,845 | £272,845 | £116,934 | £389,779 |
| <i>Sub total</i> | | | | | £1,466,049 |
| | | | | | |
| Rhondda Cynon Taf | £34,000 | £521,871 | £555,871 | £238,230 | £794,101 |
| Merthyr Tydfil | £34,000 | £139,473 | £173,473 | £74,346 | £247,819 |
| <i>Sub total</i> | | | | | £1,041,920 |
| | | | | | |
| Caerphilly | £34,000 | £387,588 | £421,588 | £180,681 | £602,269 |
| Blaenau Gwent | £34,000 | £167,245 | £201,245 | £86,248 | £287,493 |
| Torfaen | £34,000 | £203,468 | £237,468 | £101,772 | £339,240 |
| Monmouthshire | £34,000 | £158,816 | £192,816 | £82,635 | £275,451 |
| Newport | £34,000 | £323,872 | £357,872 | £153,374 | £511,246 |
| <i>Sub total</i> | | | | | £2,015,699 |
| | | | | | |
| Wales TOTAL | £748,000 | £6,401,350 | £7,149,350 | £3,064,009 | £10,213,359 |

APPENDIX 2**Cwm Taf Social Services and Wellbeing Partnership Board****Social Care Workforce Development Plan 2015 - 2016****The Cwm Taf Social Services and Wellbeing Partnership**

There is a history of effective collaboration between partners in the Cwm Taf region and there is a strong commitment to work together to prepare for the Social Services and Wellbeing Act (Wales) 2014.

It is the role of the Cwm Taf Social Services and Wellbeing Partnership Board (CTSSWP) to bring together public service leaders across the Cwm Taf region to drive forward the transformation of Health and Social Care services needed to meet the requirements and vision for the Social Services and Wellbeing Act (Wales).

The key aim of the CTSSWP Board is to achieve this whilst also delivering efficient and effective citizen centred services across the Cwm Taf region that help support good health and wellbeing outcomes for people in their communities.

The self-assessment undertaken in Cwm Taf as part of its preparation for the Social Services and Wellbeing Act helped shape the strategic priorities for the regional implementation plan submitted to Welsh Government in March 2015.

A strategic priority in that regional implementation plan is that:

'The People in the Cwm Taf region will receive sustainable services delivered by a capable, confident and skilled workforce and we will ensure the service changes that we propose through our commissioning arrangements are supported by a comprehensive workforce strategy'.

Key actions relating to this strategic priority for 2015/16 are to:

- Establish the future workforce requirements (size, type, skills and knowledge) and in conjunction with an analysis of our current staff profile agree a sequenced plan to transform the workforce configuration where it is identified as necessary
- Review the social care training arrangements in the two Local Authorities by June 2015 and implement a revised regional service from January 2016

Aside from the specific actions noted above the Regional Implementation plan details the broader transformation required across all the regional partners to meet the requirements of the Social Services and Wellbeing Act (Wales) as well as the service change agenda across Health and Social Care.

In implementing the Social Services & Well-Being (Wales) Act 2014, the Cwm Taf Regional Partnership is committed to developing a greater range of sustainable integrated services for adults and children. To deliver this ambition opportunities will be pursued to

develop 'one workforce' across health and social care (in its widest sense). This will therefore require an alignment of health and social care workforce strategies to ensure that this becomes a reality. The desired goal is not just a skilled, capable and satisfied workforce, but ultimately improved outcomes for our service users/ citizens.

Within this context the Social Care Workforce Development Partnerships (SCWDP) will be an essential component of the transformation agenda and will be an integral part of the Governance arrangements of the CTSSWP Board (which includes Care Council Wales representation at both Partnership and Executive level).



 Gio Isingrini
 Lead Director Cwm Taf Region



 Sian Nowell
 Head of Transformation Cwm Taf
 Region

A. The Social Care Workforce Development Partnership's in Cwm Taf

The aim of the SCWDP's in Cwm Taf will be to continue to improve the quality and management of social services provision through a planned approach to learning and development and to increase the take-up of training across the care sector.

The objectives of the SCDWP in 2015 - 2017 are:

- To ensure staff across all partner organisations engaged in duties delivered under the Social Services and Well-being (Wales) Act have the knowledge, skills and competencies to operate under the new legal framework and that the necessary cultural changes are driven forward. Local and regional delivery will need to draw upon the learning and development programme being prepared by the Care Council of Wales
- To ensure that all core learning and development, including induction and qualification training is reframed to reflect the new legal framework
- To continue the current support for Social Work training in Wales
- To support skills for frontline social care workers
- To support the infrastructure for learning and development across Wales including local and regional partnership and joint working

The objectives for the SCWDP are challenging and therefore the SCWDP's in the Cwm Taf region will need to ensure that their combined resources are targeted to be used to maximum effect.

We are therefore committed to:

- Reviewing the current SCWDP's across the region with partners to consider the advantages and efficiencies that will be gained by merging the current arrangements under one regional SCWDP during 2015/6

- Reviewing the current training functions in RCT and Merthyr to consider how a more integrated service across the region could provide opportunities to improve efficiency and effectiveness for both Local Authorities during 2015/6
- Working in partnership with Care Council Wales to ensure the Cwm Taf responds to its regional delivery responsibilities effectively in 2015/6

We are anticipating that the future Cwm Taf SCWDP plans will be fully integrated but this is a first attempt to bring the priorities of both the RCT and Merthyr together into one plan.

Whilst there are currently some different priorities across the region they are not remarkably opposed and in light of the current commitment across regional partners to work together on the wider transformation agenda it is anticipated that the position will be more closely aligned from January 2016.

| <u>Priorities for the RCT SCWDP</u> | <u>Priorities for the Merthyr SCWDP</u> |
|---|--|
| <ul style="list-style-type: none"> • Support the requirements aligned to the Social Services and Wellbeing Act • Supporting changing practice for Adult Safeguarding • Response to the Family Justice Review • Facilitating training for Best Interest assessors • Facilitating Risk Management training in children's services • Further development of QCF awards and CPD units • Further Basic skills development • Continued support for the CPEL framework • Development of practice in Dementia services | <ul style="list-style-type: none"> • Support the requirements aligned to the Social Services and Wellbeing Act • Supporting changing practice for Adult Safeguarding • Response to the Family Justice Review • Facilitating training for Best Interest assessors • Further development of preventative and early intervention skills especially in the family outreach service • Continued support to the CPEL framework |

B. SCWDP Partnership Governance

The current arrangement for both RCT and Merthyr SCWDP's are for their plans to be based on workforce data collected by the Partnership coordinators, and take account of local and national requirements.

Both partnerships facilitate communication and joint working within the social care sector in RCT and Merthyr to identify and supply initiatives to meet workforce development needs.

The partnerships commission learning and development activities and provide links to other organisations as appropriate, to meet those needs through;

- Grant funded training programs available to social care providers
- An annual program of face to face training
- Development of flexible training delivery methods
- Access to conferences and network events

- QCF qualifications and competence frameworks
- CPEL and CPD opportunities for qualified social workers and registered managers
- Ongoing support, advice and guidance
- A wide range of communication and information including regular newsletters and SCWDP website

Ownership of the Social Care Workforce Development Plan.

The plan has been developed and agreed by the Executive of the SCWDP and endorsed by the Director of Social Services in both RCT and Merthyr. In line with priorities set by the Welsh Government and the SCWDP Circular, informed by sector-wide training needs analysis, and following strategic priorities set out through the SCWDP Executive Groups, the work programme has been planned for 2015-16, and in some instances (such as for Social Work qualifying training) into 2018.

Endorsement of the plan by the Partnership.

The plan has been shared with both SCWDP Executive Groups electronically during April 2015, and finalised at Executive Group meetings on Tuesday 5th May 2015 for RCT and Wednesday the 6th of May for Merthyr. In addition the plan has been noted by the Cwm Taf Social Services and Wellbeing Partnership Board at its meeting on the 14th of May 2015.

The plan is published on the Care Council for Wales Social Care in Partnership, (SCIP (SE)) website, www.ccwales.org.uk/scip-south-east-wales/, the RCT SCWDP web page www.rctcbc.gov.uk/scwdp and the Merthyr Tydfil web page www.scws.merthyr.gov.uk

Meetings and engagements.

RCT

The Meeting schedule for the SCWDP 2015-16 is as follows (subject to change with regards to further integration with Merthyr):

| SCWDP Executive Group: | Venue: |
|--------------------------------------|-------------------------------------|
| 5 th May, 2pm | Dewis Centre for Independent Living |
| 5 th September, 2.p.m. | Dewis Centre for Independent Living |
| 10 th November, 2.p.m. | Dewis Centre for Independent Living |
| 19 th January 2016 2.p.m. | Dewis Centre for Independent Living |
| February / March 2016 Meeting | Date to be confirmed |

Merthyr

The meeting schedule for the SCWDP 2015-16 is for planned meetings in September and February (subject to change with regards to further integration with RCT)

Communication.

- The SCWDP Web pages are hosted by the Rhondda Cynon Taf and Merthyr Tydfil Local Authority public websites and as such, are widely accessible. They are both regularly developed and updated on the following weblinks:

www.rctcbc.gov.uk/scwdp

www.scws.merthyr.gov.uk

- The Circular, along with Partnership training plans are published on the web pages, with links also made available through to the regional Social Care in Partnership, (SCiP (SE)), where the training plans are also published.
- Hard copies of the Training Schedule are sent out by Royal Mail and email to all partners on the RCT SCWDP database. This is done in electronic format only for Merthyr.
- Additional links and information are published through the regional SCiP (SE) website, at: www.ccwales.org.uk/scip-south-east-wales/
- The Partnership Coordinators provide quarterly SCWDP newsletters in RCT whereas in Merthyr news bulletins are published on the website with members' updates provided by email.
- The Partnership Coordinators liaise closely with members throughout the annual training needs process, including dialogue and follow-up in both Authorities and provide email and telephone contact, which is regular and ongoing.
- Partnership training and events provide opportunities for interaction and sharing of learning and good practice.
- Representation of key stakeholders at the SCWDP Executive Group Meetings facilitates more strategic discussion and decision-making, SCWDP information and documentation are circulated through the Executive group in RCT, as individual members have an agreed responsibility for consultation and dissemination within their constituencies, as noted in the document "Executive Group Member Roles & Responsibilities". For Merthyr this is more directly managed through the training unit.

Current stakeholders and Membership of the Partnership.

At present there are 102 contracted services providing social care within RCT and 16 in Merthyr these services cover a range of domiciliary, residential, day, community and voluntary services to vulnerable children and adults. Combined with Local Authority services these form one workforce across the Cwm Taf region.

In RCT the Executive of the SCWDP is chaired by the Head of Transformation, which affords an overall strategic lead to the work of the Executive Group. There is an expectation that the Merthyr and RCT SCWDP will integrate over the course of the next 12 months within the overall regional governance arrangements of the CTSSW partnership.

Current membership for both SCWDP's includes statutory, independent and voluntary social care providers, health and education providers, service-users & carers.

Both RCT and Merthyr work with an Executive that acts as the co-ordinating group, linking into existing multi-agency training groups and wider Strategic planning arrangements.

The inclusion of Service Users and Carers at the heart of the Partnerships will continue to provide an important perspective to the SCWDP's work; the Partnership will also work closely with the voluntary sector via the County Voluntary Councils and with DEWIS Centre for Independent Living (which provides support for Direct Payments in both County Boroughs).

The SCWDP Partnerships will also continue to facilitate important links across the workforce planning, commissioning and contracting functions, to ensure that the workforce can respond effectively to new service models, the wider transformation agenda and the data emerging from provider quality assurance processes including inspection and regulation 27 visits.

Partnership working with local HE & FE institutions and independent training providers will continue in both Local Authorities to facilitate and support an effective range of training provision, including the Degree in Social Work, Post-Qualifying Awards and QCF Diplomas in Health and Social Care.

The SCWDP's across the region will continue to invite members from within representative areas in order that an appropriate range of perspectives is maintained within the Partnership. The membership will continue to be reviewed with a view to engaging other appropriate members as the work of the Partnership continues to develop across the region. Membership of sub-groups is dependent upon the focus of the particular group.

SCWDP Partnership Values (across the region).

- The different perspectives, knowledge and experience of partners are welcomed and valued
- There is a commitment to the sharing of information, ideas and resources
- There is an undertaking to communicate openly and build mutual understanding and trust
- There is a commitment to anti-oppressive and anti-discriminatory practice
- There is support for Equality of Opportunity for all partners to commit to a shared purpose: the delivery of quality social care services through the development of a competent and qualified workforce.

The current RCT SCWDP Executive Group.

| | |
|--------------------|--|
| Giovanni Isingrini | Group Director, Community & Children's Services- RCT |
| Andrew Gwynn | Service Director, Children's Services-RCT |
| Sian Nowell | Head of Transformation – RCT (Chair) |
| Gareth Llewellyn | Service User Representative |
| Vacancy | Carer Representative |
| Bob Gatis | Service Director, Community Care – RCT |
| Gwyneth Elliott | Strategic Commissioning Manager (Adults) – RCT |
| Emma Rees | Workforce Development Manager, Children and Young Peoples' Partnership –RCT |
| Janet Preece | Early Years |
| Margot Hopwood | SCWDP Partnership Coordinator-RCT |
| Sarah Williams | SCWDP Partnership Coordinator-RCT |
| Peter Radmore | Senior Development Officer- Learning Disability |

| | |
|----------------|---|
| Mair Thomas | Professional Support, District Nursing Cwm Taf LHB |
| Eileen Clews | Registered Manager, Residential and Nursing Care (Older People) |
| Sue O'Neil | Domiciliary Care Coordinator, Hafod Care Association- |
| Maria James | Children and Young Peoples' Officer, Interlink- |
| Maria Abson | Mental Health Development Officer, Interlink and VAMT |
| Stephen Harris | Chief Executive, DEWIS Centre for Independent Living |
| Helen Morgan | Curriculum Area Manager for Care, Coleg Y Cymoedd |
| Ruth Llewellyn | The Adolescent and Children's' Trust (T.A.C.T.) Cymru, |
| Andrea Bishop | Human Resources - RCT |
| Simon Floyd | Business Administration – RCT |

The current Merthyr SCWDP Partnership

| | |
|-------------------|---|
| Lisa Curtis Jones | Director of Social Services - MTCBC |
| Mark Anderton | Head of Adult Services - MTCBC |
| Jon Day | Workforce Development Manager – MTCBC |
| Deana Newport | SCWDP Coordinator - MTCBC |
| Vacancy | Head of Children Services - MTCBC |
| Sharon Richards | Health and Social Care Coordinator – VAMT |
| Elaine James | Carers Coordinator – VAMT |
| Kate Hood | Training Manager - LLamau |
| Sam Sason | Owner - Frederick House |
| Nicola Meek | Merthyr College |

Contact Details

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Tel: 01443 680616
 Email: Christopher.D.Lee@rctcbc.gov.uk

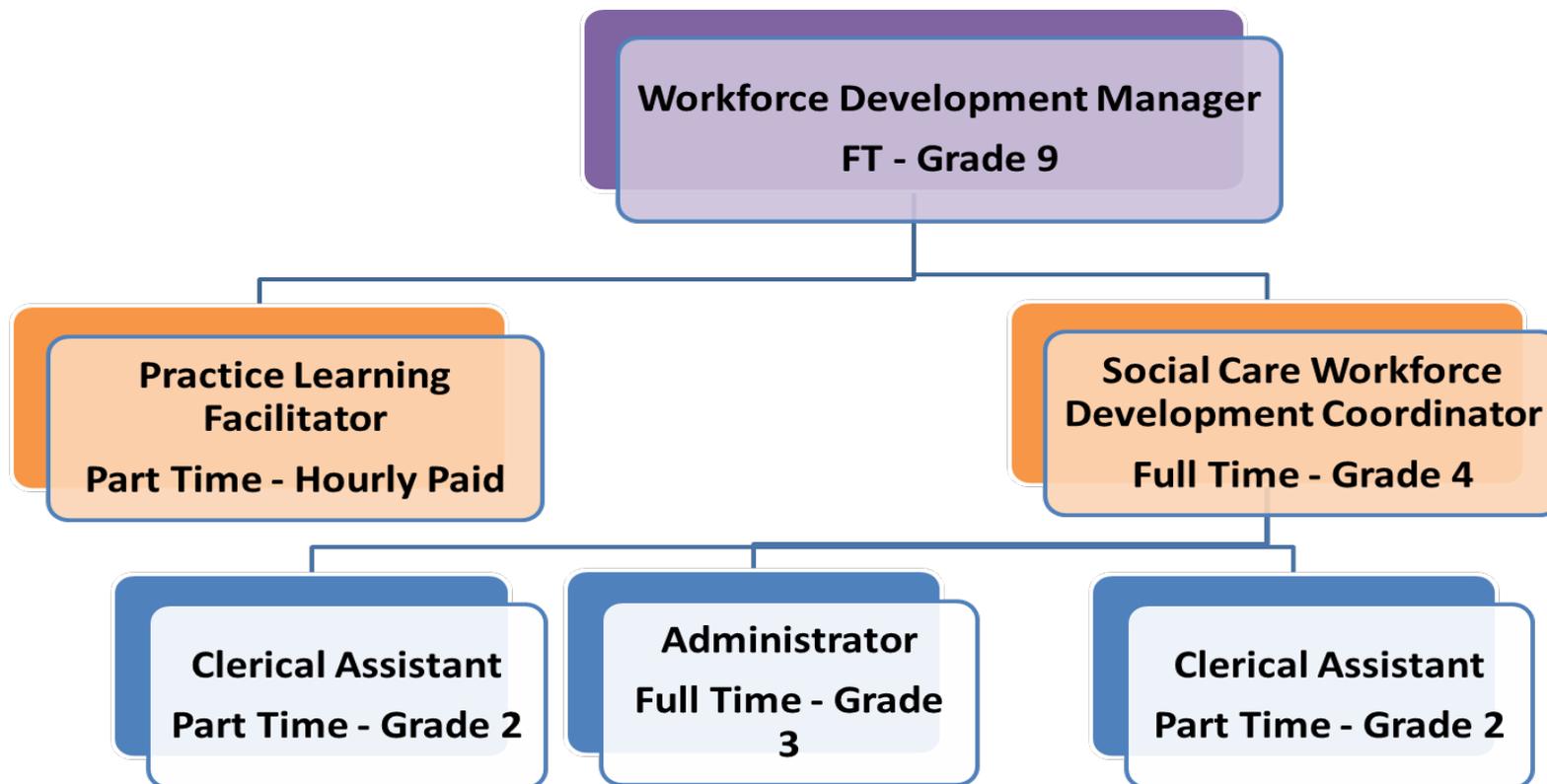
Steve Jones Head of Finance - Merthyr Tydfil

Tel: 01685 725220
 Email: Steve.Jones@merthyr.gov.uk

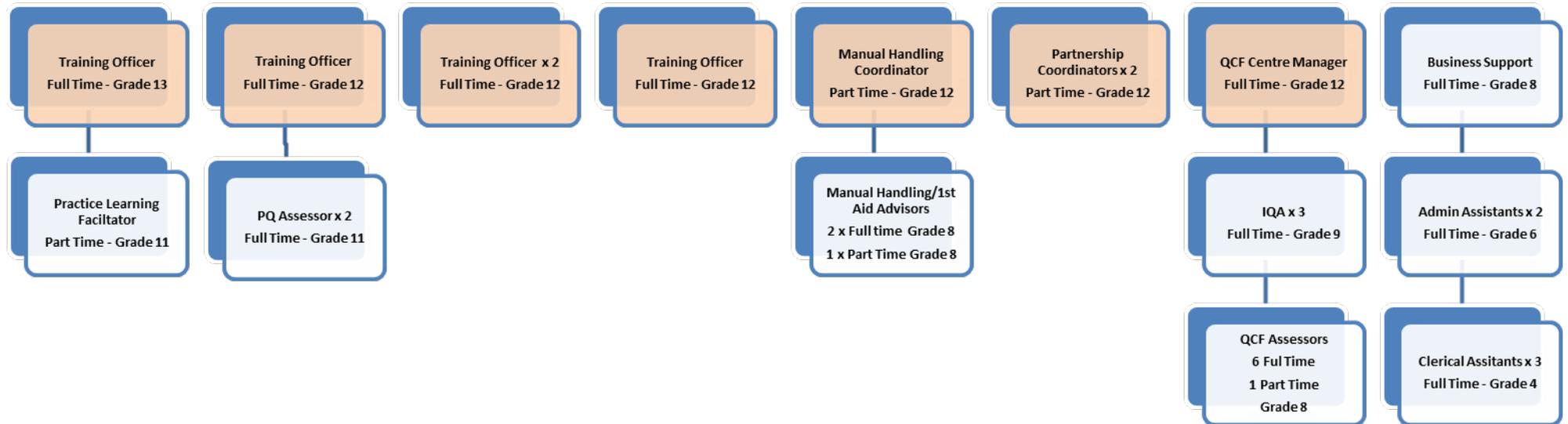
The Partnership**C. Resources**

The following indicates the essential staffing infrastructure that is the driving force behind the partnership and critical to its success.

The structure for Merthyr is as follows



The structure for RCT is as follows:



In terms of **RCT**, the Learning & Development Centre for Social Care occupies most of the ground floor of a detached two-storey building. It was officially launched as a Learning Centre in June 2003.. The facilities include 4 Training rooms, one IT Training Room, a Moving and Handling demonstration room and one demonstration bathroom plus office space. Additional external facilities are used as required by the work programme, wherever possible working with partner providers in the localities to focus re-investment in our community infrastructure.

As indicated in the financial plan, significant Council funds are made available from local authority resources to fund the other key learning and development service posts, including: VQ Centre Manager, Student Learning and Development Officer, a number of other Training Officer posts, the majority of the Business Administration staff, our dedicated in-house Moving and Handling / First Aid team and the Service Manager. Budgets for delivering health and safety training for social care staff, and delivering advice to the social care sector) is fully resourced from local authority budgets.

Whilst both structures are fit for purpose as Local Social Care Workforce Development Partnerships, it is recognised that there is scope for further joint working. As a result there is a review currently underway that will consider the options for full regional working which is planned to report in June 2015 with an implementation of any recommendations by April 2016.

Neither financial forecast indicates more than 10% spend on health and safety provision and equally a greater proportion of spend is allocated to the delivery of direct training as compared to infrastructure and staffing costs. This is represented in the structures above and also the financial templates included with this submission.

All training is free at the point of access the partnership and the only recharge will be in relation to joint collaborative work with other Local Authorities, as deemed necessary, on a cost recovery basis.

D. Collaborative Working arrangements

In addition to the commitments set out in section A of this document to review the currently separate arrangements in the Cwm Taf region we will continue to seek collaborative opportunities with others to ensure we maximise efficiency and value for money.

As a region there has been significant progress in developing collaborative services with our strategic partners for example the Multiagency Safeguarding Hub (MASH); the joint equipment store; SEWIC; the adult and children's' Safeguarding Boards; the regional adoption service; the reablement service; Youth Offending Services; Integrated Family Support services.

We have a track record of collaborative working across the region of Cwm Taf and areas where joint workforce development solutions have been well established between RCT and Merthyr include the development of a single training plan for Safeguarding Children with a similar approach being considered for safeguarding adults in 2015; a joint Mental Health training programme for CPD purposes for social workers; a close dialogue and support in relation to the provision of practice learning placements and the provision of mentoring to first year in practice social workers. Both partnerships also work closely with other Local Authorities in relation to the provision of shared learning and development interventions especially in relation to children service, practice learning and post qualifying

awards for social workers in line with the emerging CPEL framework and joint governance of these programmes and a regional approach to Public Law Outline training.

The partnership are looking forward to working collaboratively with the Care Council Wales to deliver the national learning and development strategy required to prepare the workforce for the Social Services and Wellbeing (Wales) Act 2014 and are pleased that the CCW is now an established member of the CTSSWP Board and Executive as this will ensure the effective co-ordination of the anticipated delivery framework.

E. Emerging Effective Practice

Whilst the very nature of workforce development can be seen as cyclical and in some instances repetitive as core needs are required to be met, both partnerships have built on and developed existing or new initiatives throughout the year which are illustrated below. The intention in 2015/2016 is to strengthen and further develop these whilst look for more innovative and creative ways of meeting the needs of the workforce.

As indicated earlier, one overarching initiative between the two Local Authorities will be ongoing through the 2015/2016 year is the possible development of a regional workforce development function. This review is due to conclude in June 2015 with a series of options being offered for decision making purposes with a view to implementing the preferred option in April 2016.

RCT

- Clear pathway for qualifying and post qualifying programmes for social workers, including robust and well-resourced First Year in Practice and Mentoring scheme as well as significant take up in the first cohorts of the Experienced Practitioner and Senior Practitioner awards of the CPEL framework.
- Joint planning and delivery in conjunction with the Regional Integrated Family Support Service, especially in supporting learning in relation to complex families in order to promote change.
- Specific programmes of learning in conjunction with the substance misuse specialist within the local authority.
- In conjunction with corporate colleagues, the development of an e-learning induction programme with clear links to further learning in relation to the Social Services and Well Being (Wales) Act.
- Innovative approaches to dementia training including team based delivery
- Extended access to QCF opportunities for the wider social care sector.
- Introduction of and further development of an accredited Social Care Induction Framework.
- Further develop of the QCF provision to personal assistants following an extremely positive evaluation of the initial programmes.
- A programme of CPD for night care workers.
- Exploration of collaborative opportunities for the QCF assessment centre with Early Years colleagues.
- A strong and robust learning provision to support the work of the Cwm Taf Safeguarding Children's Board.
- Effective delivery of range of practitioner forums to promote learning in relation to safeguarding.
-

Merthyr

- Rationalisation of undergraduate degree numbers has eased pressure on practice learning placements whilst “freeing up” resources to be redeployed in meeting the requirements of the emerging CPEL framework.
- Strengthening the links with the sole partner for the provision of the undergraduate degree, with a member of the SCWDP partnership appointed as Vice Chair of the Wales Programme Partnership with the Open University with a retained presence on all governing aspects of the degree programme.
- The partnership is represented on an all-Wales task and finish group aimed at developing a strategy for practice learning for social work degree students.
- The partnership is represented on a technical group for the development of an “aspiring social care managers” award.
- In partnership with RCT, developed a recruitment process for the AMHP programme with Swansea University to better improve retention rates on the programme
- Introduction of a peripatetic mentoring resource for Newly Qualified Social Workers throughout their first year in practice.
- The partnership has continued to fund a series of dementia drop in sessions within community settings aimed at raising awareness of the condition amongst the general public.
- The partnership once again ran a series of events in Carers week.
- Support has continued to be given to the Local Voluntary Council in developing and delivering training programmes to support the management of volunteers.
- Lead on the commissioning role in relation to the regional approach to Public Law Outline training

F Evaluation and Performance Management

Both Partnerships carry out similar evaluation methodology for the programmes delivered as follows:

- All courses coordinated by the partnership carry individual evaluation forms that question whether the outcomes of the training have been achieved. This process will continue and the information will be collated and processed to give the information required for any evaluation. This includes feedback form the facilitator as well
- Systems have been established to monitor the attendance rates at training events and produce regular data in relation to cost per course, cost per head and attendance and non-attendance rates
- A progress report will be produced twice yearly for the Welsh Government, which is then shared with the partnerships and the relevant Local Authority management boards
- The training needs analysis also allows an opportunity to reflect on the provision and take account of any amendments required either to the provision in general or to the specific content of the programmes
- In terms of qualifications and awards, then the partnerships are fully involved in the associated governance arrangements either through the relevant HEI processes and Care Council for Wales’s quality assurance processes or the adherence to the requirements of being an accredited assessment centre i.e. QCF awards

The functioning of the partnership is critical, not only in terms of the consultation on the relevant applications and associate priorities but also in terms of the evaluation of the progress to those priorities.

In **Merthyr**, aside from the monitoring reports to Welsh Government, progress is reported against the targets established in the ACRF reporting structure. In **RCT**, as well as the monitoring reports to Welsh Government progress is reported through the training executive (internally) and the SCWDP executive board (externally).

The Plan

G. Context of strategic needs and priorities

The population of the Cwm Taf region was estimated to have been 289,200 in 2007; with 81% residing in RCT.

Within the Cwm Taf region there are areas of deprivation particularly in the post industrial Rhondda, Cynon and Merthyr Valleys. 73 (39%) out of the 188 lower super output areas in the Cwm Taf region are among the most deprived in Wales.

The Social Services & Wellbeing (Wales) Act 2014 and its associated secondary legislation focus on wellbeing, rights and responsibilities. People, their families and their communities are rich assets and are at the centre of this legal framework.

Implementing the requirements of the Act necessitates a transformational approach (do different things, rather than do the same things in a different way) across the Cwm Taf region, directed via the Cwm Taf Social Services and Wellbeing Partnership Board, the pace and nature of the transformation required is vast and we are mindful that for Cwm Taf this agenda is set within the context of:

- A population that is adversely affected by wider welfare reforms which has a significant impact on the capacity and resilience of our communities
- Challenging financial pressures for the Local Authorities and University Health Board with a knock on effect to the third sector
- Increasing demands on services both in terms of numbers and complexity
- Uncertainty with regards to Local Government reorganisation

2014/15 saw the undertaking of a self-assessment across the Region to gauge preparedness for implementing the Act. The results were tested by a critical friend to ensure the approach taken and subsequent judgments made were consistent and fair. Appendix 1 identifies the workforce related issues raised within that assessment

The evaluation was used to develop an implementation plan to define the strategic improvement priorities for the region. Those agreed strategic priorities are set out in Appendix 2.

In terms of workforce, based on submitted returns, there are 1454 employees in direct services within **RCT** as a local authority and 2540 in direct care services in the wider sector. In **Merthyr** the numbers are 363 employees in direct care services within the Local Authority and 630 employees in direct care services in the wider sector.

This requires continued consideration by the partnership in terms of how the wider sector as the majority provider continue to influence the direction of the learning and development strategy.

Qualification levels in the Local Authority remain high, even in non-regulated settings but the picture in the independent sector is mixed, with turnover playing a part in the inconsistent achievement rates in this part of the sector.

Qualification rates were reported for the commissioned sector in the data collection exercise submitted in March 2015 with both partnerships committed to the ongoing collection of workforce data at local, regional and national levels.

H. Strategic Direction

The drivers for effective workforce development are varied but in summary include:

- Responding to relevant guidance and legislation that has a direct impact on the delivery of social care and social work services, in particular the Social Services and Well Being (Wales) Act and the subsequent transformation agenda that will be required.
- Responding to local, regional and national initiatives with relevance to workforce development including the Single Integrated Plan and the regional implementation plan.
- Meeting the learning and development needs of the Social Care Sector based on need identified formally through the annual training needs analysis process and informally through the ongoing narrative with the partnership;
- Findings from the ACRF process and subsequent action plan;
- Findings from self-assessment linked to the Cwm Taf Safeguarding Adults Board and the Cwm Taf Safeguarding Children's Board
- Findings from inspection visits e.g. CSSIW, Health and Safety Executive, etc.;
- Findings from internal contract monitoring processes including regulation 27 visits;
- Conclusions from the data being produced as a result of the All Wales Data Collection Model for planning numbers of Social Worker training places;
- Responding to the workforce data produced through the partnership on an annual basis;
- Responding appropriately to the qualification profile of the Social Care Sector in the region against identified national targets;
- Facilitating the qualification and post-qualifying training needs for Social Workers
- Responding to the workforce development requirements emerging from the Family Justice review
- Responding to the workforce development requirements from the Carers Measure
- Take account of regional and national joint working particularly around new service models, particularly integrated services

It is fair to say that two key initiatives at national level will drive the direction of travel for the partnerships both locally and regionally with the first being the Social Services and Wellbeing (Wales) Act. Whilst this is still at its consultation stage and awaiting the detail that will help shape practice, the partnerships have already been undertaking work that will provide a firm foundation for the principles of the Act.

These include:

- Delivering a range of learning and development programmes aimed at professionalising the workforce including QCF, qualifying and post qualifying training for social workers, etc.
- Developing a wide range of learning and development interventions to assist teams to provide preventative and early intervention approaches e.g. parent nurturing, motivational interviewing, cognitive behaviour therapy, etc.
- Forging closer links with other service areas including early years and team around the family services
- Providing robust responses to both local and sub-regional approaches to safeguarding children and adults in the form of consistent training delivery across the Cwm Taf area for front line staff and teams, and the localised training of Designated Lead Managers and Non-Criminal Investigators to build capacity and support the Safeguarding Team

As the detail emerges from the guidance and codes associated with the Act then the provision will shift accordingly to meet those emerging priorities. Both SCWDP's have been fully involved in the consultations to date and will continue to do so, including having a presence on any relevant task and finish groups associated with the development of learning materials and resources to support the Act.

The second key initiative is the Regulation and Inspection Bill, and the impact that will have on how learning and development is funded, commissioned and subsequently delivered. Again the partnerships are committed to working with all relevant partners and agencies in ensuring that it is fully prepared for the implementation of this Bill including the anticipated changes to the regulation of services and the workforce.

For **Merthyr**, there are 7 key aims which shape the provision as part of an overall 5 year strategy which concludes in 2016. These aims are as follows:

- | | |
|---------------|---|
| Aim 1 | Achieve a coordinated approach to the collection and analysis of the social care workforce within both individual organisations and across the partnership. |
| Aim 2 | Merthyr Tydfil will exceed all current regulatory targets for the social care workforce. |
| Aim 3 | A learning and development framework will be developed which will identify the needs of the individual, the service/departments and organisations and any inspection or report outcomes. |
| Aim 4: | To ensure the provision of a needs based learning and development framework for Service Users and Carers across Merthyr. |
| Aim 5 | To evaluate the efficiency and effectiveness of all learning and development services provided. |
| Aim 6: | An holistic quality framework will be designed and implemented to ensure learning and development makes a positive contribution to service improvement including local regional and national initiatives. |
| Aim 7 | Merthyr Tydfil Social Care Workforce Development Partnership will actively manage the partnership agenda on learning and development. |

RCT have identified the following as key strategic priorities for the next two years:

2015-16 Key strategic priorities

1. Progress sector wide social care workforce plan, informed by the Social Services and Wellbeing (Wales) Act and wider Welsh Government legislative programme. Ensure delivery aligns to defined locality footprint and is informed through locality strategic and political direction.
2. Continue to ensure full implementation of the workforce and practice implications emerging from the Family Justice Review, including new practice guidance around the revised Public Law Outline (PLO).
3. Evaluate and implement relevant outcomes from locality reviews of our workforce approach in the context of our communities needs. We will focus on our Preventative Strategy, and in implementing the outcomes from the workforce strategy work in children's services. Adult services will focus on the effectiveness of our revised operating model across the locality workforce, in conjunction with key partners.
4. To develop accredited training strategy aligned to career pathways to ensure a sustainable workforce for the future, with particular emphasis on management and leadership skills.
5. Refine the Consolidation phase of CPEL for Social Work for optimum ongoing delivery, and ensure implementation of a sustainable strategy in relation to career development and higher stages of CPEL for social work across the locality.
6. Implement and monitor sustainable programme of learning and development across the sector, informed by the vision for national delivery emerging from Welsh Government.

2016-17 Key Strategic priorities

1. Recognise and evaluate the workforce benefits of partnership locality working with health and our other partners.
2. Begin to quantify the impact of our preventative strategy for children and their families, and use these findings to re-focus our wider workforce development programme.
3. Renew locality workforce actions, informed by the anticipated outcomes from the reviewed SCWDP approach from Welsh Government.
4. Evaluate findings from first phase of accredited training strategy to inform next phase developments within available resources.
5. Progress implementation of subsequent phases of Continuing Professional Education and Learning framework for Social Work and other key staffing groups within a wider locality context, monitoring anticipated impact on workforce retention and service quality.
6. Review Learning and Development Service Action Plan to ensure alignment to SCWDP review, locality and national context.

I. Current Priorities

Both SCWDP's undertake a formal training needs analysis on an annual basis but the needs of the whole sector are also informed through strong and robust ongoing dialogue with services.

In Merthyr the training needs analysis involves meetings with all internal and external service providers whereas in RCT it is a mixed approach of attendance at team meetings, provider forums, paper based returns and individual dialogue with services. In both partnerships, sign off is through both the senior management team and the partnership boards as to the priorities for the forthcoming year.

Aside from the repetitive, cyclical core training for services, the following is a breakdown of the more specialist, niche areas of learning and development being planned for the sector across the two SCWDP's.

Both partnerships are committed to deliver local, regional and national interventions as appropriate and relevant

RCT

| Adult Services | Children Services |
|--|--|
| Non-criminal investigations Advanced dementia provision including recovery and recovery focussed practice Dealing with uncooperative/resistant families Statutory advocacy Excellence in report writing Outcome Focussed Practice Substance misuse in older people Motivational Interviewing Legal Highs and new trends Best Interest Assessment Mental Capacity Act | Sexual Exploitation and grooming Direct work with children who experienced sexual exploitation Foetal alcohol disorder Kinship Care Legal Highs and new trends Supervision in child protection Analysis and permanency planning Working with families where parents have mental health issues Speech language and communication needs Child development Attachment and child development Motivational Interviewing Court Skills Public Law Outline Risk Assessment and Risk Management |

Merthyr

| Adult Services | Children Services |
|--|---|
| Behaviour Management in Dementia Services Court Skills Advanced Ordinary Residence Advanced Nearest Relative Motivational Interviewing Risk Assessment and Risk Management Bi Polar conditions Pressure and posture in wheelchair seating Mental Capacity Assessments Dealing with uncooperative/resistant families Use of community equipment Sexual Abuse in older people | Guided Formulation Parenting Assessment Family Group Conferencing Dialectic Behaviour Therapy Motivational Interviewing Risk Assessment models for Sexual Abuse (SVR20/HC20) Outcome approaches in contract monitoring Resilience for Foster Carers Counselling skills for trauma, bereavement and other significant life events Parent Nurturing Programmes Secure Based Model Critical reflection and analysis of assessment Public Law Outline |

5 objectives of the grant:**1. Social Services and Well Being (Wales) Act:**

Both partnerships adopt a fully inclusive approach to the delivery of learning and development to the social care sector and this will continue throughout the life of this plan and towards the implementation of the Social Services and Well Being (Wales) Act. The training needs analysis is sector-wide and close working relationships have been established with Health, Education, Police, Probation and Early Years, through existing forums and the desire to collaborate on common agendas to avoid unnecessary duplication.

Work is already underway on the learning resources required to assist in the implementation of the Act and both partnerships are already involved in responding to the consultation processes around this development, including providing feedback on the Awareness Raising resource being launched in May 2015 and the early, indicative content for the learning resources for the parts of the Act that were consulted on in the winter of 2014.

Both partnerships are committed to this as a priority and will ensure that sufficient human resource is available to support the ongoing development process. The partnership will be represented on the virtual group hosted by the Care Council with a view to developing the training programmes that are developed to meet the priorities of the emerging national learning and development strategy. This commitment extends to ensuring that the right

expertise is accessed from within the services to ensure their contribution is at the heart of the curriculum design and delivery.

2. Core Learning and Development is reframed to reflect the new legal framework:

At such time that the level of detail is available to assist this process, including the publication of the relevant codes of practice and associated guidance, then the changes will be made accordingly. Progress being made in this area will be reported on in the update report due in September 2015.

3. To continue the current support for Social Work Training in Wales:

The work plan for the next 3 years in relation to the qualifying and post qualifying awards is clearly mapped out in Section, J.

4. To support skills for frontline social care workers:

The clear priorities for the whole sector are identified earlier in this section and the sector wide training plans for both partnerships can be seen via the following links:

<http://scws.merthyr.gov.uk/>
www.rctcbc.gov.uk/scwdp

5. To support the infrastructure for learning and development across Wales, including local and regional partnership and joint working:

As previously indicated, a review is taking place as to the working arrangements for the two SCWDP's, with a view to considering options for a Cwm Taf wide learning and development provision. Previous work undertaken has already established joint working arrangements in relation to Mental Health and Safeguarding. This more formal review will establish the most effective options for taking this work forward and look to the rationalisation and redeployment of the existing resources accordingly.

As previously stated, commitment exists to ensure the necessary representation and contribution to the development of the training curriculum associated with the implementation of the Social Services and Well Being (Wales) Act. 2014

Welsh Language Provision

In **Merthyr**, the evaluation processes take account of the changes in trends in workforce data particularly around the use of the Welsh Language. At present, the cross sector workforce information indicates that there are extremely low levels of the workforce who have a command of the Welsh Language (17 members of the workforce acknowledge any use of the welsh language, 13 of which are in the Local Authority) and this is reflected in the absence of demand for training and development opportunities through the medium of Welsh. The number of those having any command of the Welsh Language has remained static over the last couple of years. There is a commitment from the partnership, that where such demand emerges then sufficient resources will be afforded to ensure that the needs of the workforce are met.

The Degree in Social Work is available through the medium of Welsh through the Open University although again uptake for this from Merthyr has been nil and low across the whole of Wales.

The partnership has in the past, and will in the future, support those accessing Welsh Language lessons at a variety of levels that are on offer in the borough.

In **RCT** the situation is similar. Workforce Data collected in December 2014 identified only 87 social care workers across all the partnership providers who acknowledged any command of the Welsh language. Within the Local Authority only 41 staff (mostly senior managers and social work staff) have been identified as confident to work with the public through the medium of Welsh

There has been no demand for training courses to be facilitated in Welsh and no demand through the Assessment centre to date but as with Merthyr there is a commitment to ensure the Welsh language needs of the workforce and social work students are met as they arise

In 2014/15 7 Welsh language 2 day taster sessions for beginners working in social care were arranged through the Social Care Workforce Development Partnership. Attendance was variable with 43 people attending in total

CPEL for Occupational Therapists

As both SCWDP's offer training needs analysis and training programmes that are sector wide, then the needs of the Community Occupational Therapists are captured through this process including the non-qualified members of the team.

In RCT, through the Manual Handling training team, there is a strong emphasis on advice and guidance being provided to this part of the profession in addition to specialist learning and development opportunities afforded as part of the training needs analysis process and subsequent prioritising of resources to meet need.

Training for Registered Staff

As can be seen from the previous narrative and the available training programmes, substantial opportunities are afforded to ensure that the training needs of the whole sector are met. Reframing of available opportunities will take place as the detail of the various parts of the Act are confirmed and begin to shape policy and practice.

Investment in QCF training

RCT has an excellent track record of providing a quality provision through its well established accredited assessment centre. It offers a range of qualifications across several disciplines, across the whole of the sector. It provides an innovative and creative underpinning knowledge programme to support assessment in practice and this is reflective of the qualification levels of the workforce which is complimented by a Social Care Induction Framework which acts as a gateway to the full QCF as a discreet accredited programme.

The current qualification levels for registered settings is as follows:

| | |
|---|-------|
| Residential Managers for Older People Services | 100% |
| Domiciliary Managers | 100% |
| Residential Managers for Services to Younger Adults | 100% |
| Residential Managers for Children & Young People | 100% |
| Direct Care staff Residential Services for Older People | 69.9% |
| Domiciliary Care Workers | 83.9% |
| Direct Care staff in Residential Services to Younger Adults | 86.7% |
| Residential Child Care Practitioners | 87.5% |
| Foster Carers | 29% |

Early conversations have taken place with the Early Years accredited assessment centre to explore the scope for joint working and collaborative approaches, especially in relation to the delivery of assessor awards. These discussions will continue into 2015/2016 to further develop joint working arrangements where appropriate.

Merthyr, due to size and available resources, has had to take a slightly different approach and adopts a commissioned model for its provision of QCF awards. It has for some years had a successful partnership with Merthyr College who provides all level 2 and 3 social care and children and young people QCF's.

Investment made over preceding years has resulted in the current qualification levels for registered settings:

| | |
|--|------|
| Residential Managers for Older Persons Homes | 100% |
| Managers of Domiciliary Care Services | 100% |
| Social Care Workers for Older Persons Home | 90% |
| Domiciliary Care Workers | 94% |
| Foster Carers | 19% |

This has resulted in limited numbers of staff currently working towards QCF awards due to the high level of achievement already in place. The exception to this is the Foster Care where the % of qualified foster carers has dropped significantly. This is not due to a loss to the service of qualified workers but an unprecedented increase in the levels of foster carers due to an intensive recruitment campaign where the number of Foster Carers increased by nearly 50% from 54 to 108. An increase in investment in this area was already undertaken in 2014/2105 and will continue in to 2015/2016.

J. Social Work Qualifying Training Plan and Social Work Post Qualifying Training

The plan for supporting employees to gain a social work qualification is under constant review. The context of the review is to establish how the current service level can continue to maintain 'Practice Learning Opportunities' with sufficient accredited practice assessors that can support these learners balanced against the workforce planning data that is starting to emerge in terms of demand and supply for newly qualified social workers. The partnership has been actively involved in the debate around the supply and demand of social workers over the last 5 years both at a regional and national level. It will continue to contribute to this debate and the annual data collection model that emerged in 2008.

The priorities for **Merthyr** for 2015/2016, for both qualifying and post qualifying awards are summarised as follows:

The Degree in Social Work

Significant work has been undertaken on addressing a series of real challenges that the local authority faced over the last couple of years. This is especially in relation to the volume of students requiring placements within the Borough and the pressure that brings for services and organisations in terms of capacity both in terms of accommodating placements and providing sufficient and suitable practice assessment. In 2014/2105 the service worked with 15 students which is a significant drop compared to previous years. This has allowed a re-direction of resources into the CPEL framework.

Despite this reduction in placements through hosted students, the partnership is currently sponsoring 5 people for the degree with 5 having graduated in the winter of 2014.

Equally, despite this reduction, a few recurring challenges remain and these are illustrated below:

Partnership working (statutory)

Due to the relatively low number of social work teams in Merthyr compared to the number of social work students requiring statutory placements at any one time, the department has in the past relied on its partnership working with other local authorities to meet its placement opportunity obligations. Although this demand from others has reduced, dialogue is ongoing with all relevant partners including the Third Sector, to ensure this collaboration is maintained and strengthened and to this end the department is represented on the practice learning network which is a sub group of the Social Work Education and Training Group comprising the 10 local authorities in the South East Wales region. Equally because of the rationalisation of practice learning opportunities for Merthyr, it is in a position to offer support to other Local Authorities that have a demand.

The continued emphasis on workforce planning.

The Welsh Assembly Government and the Association of Directors of Social Services (ADSS) led on the development of a social worker data model to facilitate the prediction of demand for newly qualified social workers. The partnership is committed to a continued contribution to this process.

Evaluation of placement opportunities

All practice placements are evaluated and it is essential that all students, practice assessors and placement links provide this important feedback on every placement. The information obtained through this process is essential in ensuring that the placements on offer provide the highest quality experience for all concerned. In light of this, great emphasis is placed on the return of the evaluation forms.

Long term financial planning

In light of the informal announcement that the grant will cease in its current format in March 2017 and in the absence of information that indicates what, if any, funding stream will replace the current grant, the partnership has sought assurance from the Director of Community Services, that the Local Authority will meet any costs incurred for the delivery

of the degree between April 2016 and December 2017. This assurance has been provided.

Social Services and Well Being Act.

The partnership is committed to working with HEI partners to ensure that the relevant focus and emphasis is given to the Act in terms of curriculum design, assessment and practice learning. This equally applies to the development and review of the CPEL framework.

Social Work Post Qualifying Programme – priorities for 2015 /2016

First Year in Practice.

Continued strengthening of the partnership with RCT to meet the limited requirements the borough faces for first year in practice.

Mentorship

A mentoring resource was developed during 2014/2015 and work will continue to develop this resource in line with the needs of those in their First Year in Practice.

Consolidation Programme.

The partnership has committed appropriate resources to the consolidation programme in its first year including Charing the PAP. It has requested a review take place and the partnership is committed to being fully involved in the evaluation and review of this new provision. Numbers achieving this award were six during 2014/2015 with one currently working towards.

Experienced Practitioner Award

Despite promotion, there was limited uptake to this new award, with only one person enrolling on the programme. Promotion of these opportunities has recently been circulated to all qualified social workers with a view to establishing interest for the 2015/2016 academic year.

Best Interest Assessor Module

During 2014/2015, the partnership has accessed accredited provision through Bournemouth University and has qualified three workers during the year. Demand will increase for this provision as demand for Best Interest Assessments increase in light of the West Cheshire judgement.

Team Manager Development Programme

The partnership has continued its commitment to this programme and currently has three learners working towards completion; two achieved this award during 14/15.

Practice Assessment

A key aspect of the sustainability of the Social Work Degree is building the capacity of the sector in terms of practice assessment to compliment the range of practice learning opportunities. During 2104/2015 2 people were supported through the University of South Wales for this award and are currently working towards this completion.

The priorities for **RCT** for 2015/2016, for both qualifying and post qualifying awards are summarised as follows:

The Degree in Social Work

Students

Continued close partnerships with two universities i.e. Cardiff and the University of South Wales through relevant partnership agreements. Despite some operational pressures these commitments will continue to be honoured to optimise outcomes for hosted students.

Governance

RCT has a long track record of effectively contributing to the University governance processes for both programmes and this is set to continue.

RCT also host students for placements through the Open University, although this is not many in number, and support for them is the same as our other hosted students. RCT will host/second a total of 68 from all three programmes, across all 3 years and from those that qualify it is likely to recruit just over half the number (12 last year out of 22).

Student Support

The aim of the Student Learning function within RCT is to provide placement experience in a wide variety of different settings across the Local Authority, Voluntary and Independent sector, in order to prepare those who will qualify, for the world of social work. Training and support will continue to be offered to all Practice Assessors and On-Site contacts.

The student function outlined above is currently being provided against a backdrop of significant change. The University of Glamorgan is merging with Newport and Caerleon College to become the University of South Wales and the Social Work Faculty is actually moving to Newport. In addition, and in relation to current work-force data, there is a query as to whether RCT are hosting the correct numbers of Social Work Students. The impact of these changes on how RCT operate is yet unknown but discussions will be ongoing throughout 2015.

Practice Learning Opportunities

As already mentioned, our Voluntary and Independent Partners continue to show dedicated commitment to the provision of Practice Learning Opportunities (PLOs). This year again we have broadened our use of this sector which has resulted in further high quality and interesting placements. Over the 3 PLO levels, 13 Independent or Voluntary

agencies have provided 24 PLOs for students, almost a third of our requirement within RCT.

It is our intention to further develop our partnerships with the Voluntary and Independent sector with a view to seeking out additional PLO's, standardising certain processes and expectations, providing additional support and offering CPD opportunities to the on-site PA's and other qualified social work staff. This year, we are planning to offer regular support meetings to our Voluntary and Independent sector colleagues.

Quality Assurance

Both students and PLO providers/practice assessors complete questionnaires at the end of each PLO. These are designed to gather information on all aspects of the practice learning provision. The findings are used to identify areas for development in relation to individual agency settings, as well as wider training and support needs for Practice Assessors.

Additionally students are invited to meet together as a group towards the end of their PLOs to have "focus group" discussions, which adds further qualitative information.

Both programmes invite Practice Assessors and on-site supervisors to attend review workshops towards the end of each academic year, to review PLOs and identify strengths and areas for development. This process could benefit from strengthening, and the manner in which the information is gathered and stored remains basic and plans are being discussed to strengthen this.

Practice Assessment

RCT is duty bound to ensure supply of sufficient competent practice assessors and others who contribute to practice learning and assessment as agreed in the partnership agreement(s). Every year, therefore, staff are funded to undertake the USW PQ module "Assessing and Supervising Social Work Students" as well as the Level 7 module on offer from Cardiff University entitled "Enabling Practice". At this point in time, 10 social workers are working towards the Assessing and Supervising Module, with a view to building work based capacity for practice assessment.

In addition, both university programmes offer specific topic workshop training to new and experienced practice assessors alike. RCT also offers Practice Assessor peer support sessions throughout the academic year, which provide, a forum for exchanging ideas/best practice, a way of ensuring some consistency as well as being a source of support for those involved in practice learning. These will continue.

Experienced Practice Assessors are also invited to participate in selection interviews for University programmes, sit on programme management groups and act as mentors for PQ candidates. Practitioners also contribute to the teaching on the qualifying programmes.

Social Services and Well Being (Wales) Act

All staff, including students, will receive the relevant training in line with the Social Services and Wellbeing (Wales) Act and this is in place for both of the programmes with which RCT is partnered.

Social Work Post Qualifying Programme – priorities for 2015 /2016

Newly Qualified Social Workers

At present RCT have a group of 12 taking part in a purpose designed programme with an additional 1 staff member joining us from Merthyr. Mentoring will be offered on the same basis as last year.

In addition, we provide regular meetings for the Mentors, providing an opportunity to share resources, discuss issues of concern, and look at consistency of approach. The model of working with Newly Qualified Social Workers reflects the recommendations of the Welsh Government document of 2007 and will continue along these principles of good practice.

CPEL

Following earlier consultation by CCW it appears that completion of a CPEL Programme will become mandatory for some staff groups and will determine their registration with CCW. RCT will prepare accordingly when confirmed and have the necessary support in place to allow participants the necessary time and space in the workplace to complete.

In 2015/ full take-up is envisaged, of the 7 CCW funded places across the SPP/EPP and CSWP Programmes. If more funded places become available then uptake in RCT would increase.

In May/June 2015 various staff and manager meetings will take place to explain the various opportunities and to gauge initial support. Last year supply of places exceeded demand but it was possible to accommodate interest.

In respect of Consolidation, RCT staff in the appropriate career time-frame are expected to undertake the Award. They are assisted with their Portfolio completion and observed in practice via staff from the Training and development Unit. In respect of consolidation programmes for social workers, 12 completed during 2014/2015 with a further 12 expected to progress during 2015/2016.

Best Interest Assessment

Although there is not currently a requirement for BIA's in Wales to hold a formal qualification to assess; RCT, Merthyr and UHB staff have still undertaken accredited training over the last few years – via University of South Wales and more latterly via Bournemouth University. It is expected that a full programme in partnership with Merthyr will be required for 2015/2016 to accommodate the increased demand in this area following the West Cheshire judgment, equating to approximately 14 social workers undertaking this particular award with 12 having achieved in 2014/2015

Breakdown of projected spend on qualifying and post qualifying provision

| Area of Resource | SCWDP Contribution | | Local Authority Contribution | |
|--|--------------------|---------|------------------------------|---------|
| | RCT | Merthyr | RCT | Merthyr |
| Practice Facilitation of hosted and sponsored students | 24,063 | 15442 | 10,312 | 6618 |
| Fees for degree for sponsored students | 10,725 | 8169 | N/A | 3501 |
| Support for hosted students from mainstream HEI's | N/A | 2,500 | N/A | 0 |
| Replacement costs for sponsored students | N/A | 0 | N/A | 46282 |
| Fees for building practice assessment capacity | 2,016 | 2,800 | N/A | 1200 |
| Resources to support CPEL awards | 8,000 | 7903 | 3,075 | 3387 |

APPENDIX 1

Workforce Development Outcome of Cwm Taf Regional Self Assessment January 2015

| Quality, availability and development of workforce | Assets and Enablers | Deficits and Barriers |
|---|---|---|
| Merthyr adults and children combined | <ol style="list-style-type: none"> 1. Experienced, well trained staff (introduction of CPEL) 2. Experienced LAC staff team to enable the needs of LAC to be effectively met 3. Contact service, based in Gellideg Family Centre 4. Well trained/supported foster carers 5. Effective Social Care Workforce Development | <ol style="list-style-type: none"> 1. A Training requirement exists for Carers Assessments 2. The need to recruit foster carers in the locality and employed by the local authority 3. Need to develop/improve Workforce Strategy 4. Capacity of the team to deliver the requirements in the Social Services and Wellbeing Act 5. Awareness raising around the spirit and requirements of the SC&W (Wales) Act 6. Specialist data analysis training |
| RCT adults and children combined | <ol style="list-style-type: none"> 1. Experienced, well trained staff (introduction of CPEL) across adults and children's 2. Workforce strategy development in children's services 3. Large number of in-house experienced foster carers for children's services 4. Well trained staff across care management and provider services/Effective SCDWP | <ol style="list-style-type: none"> 1. Retention of front line social workers in the children's assessment and care planning teams 2. The ratio of qualified/unqualified staff in some service areas 3. Some concerns regarding the quality of management Skills and experience in the independent sector |

APPENDIX 2**Strategic Priorities - Cwm Taf Implementation Plan 2015/16**

- To understand the Care and Support needs of the Cwm Taf population, we will complete a comprehensive population needs assessment by April 2017.
- To ensure that people in Cwm Taf are able to access information, advice and assistance to the standards required by the Social Services * Wellbeing (Wales) Act, we will work across the region to agree a service model and implement the arrangements by April 2016.
- To increase our local community capacity and resilience and help people meet their wellbeing needs through less formal service arrangements we will develop a strategy, linked to the population needs analysis, to nurture and support an effective network of third sector and social enterprise activity.
- We will ensure our approach and practice with regards to eligibility, assessment and care planning focuses on personal wellbeing outcomes and meets the requirements set out in the Regulations and Codes of Practice (parts 3 and 4 of the SS&W Act) - by April 2016.
- We will ensure that arrangements are in place so that adults who transfer between health and social care services receive an integrated assessment and only have to tell their story once.
- We will ensure that people who need assistance in the community can access health and social care services through a single point and that they experience a seamless approach that meets their needs effectively through an integrated @ home service.
- We will ensure older people are able to access modern services that promote their independence, reduce reliance on long term services and emphasise choice and control by implementing a joint commissioning strategy for older people across the region.
- We will improve the lives of people using mental health services, their carers and their families by working in partnership in Cwm Taf to implement the Welsh Government 'Together for Mental Health' Strategy across the region.
- We will ensure people in the Cwm Taf region receive sustainable services delivered by a capable, confident and skilled workforce and that we ensure the service changes that we propose through our commissioning arrangements are supported by a comprehensive workforce strategy.
- We will ensure that children and families have access to effective support in the community to meet their wellbeing needs and avoid the risk of those needs escalating into situations that require more intensive and invasive interventions. We will therefore work in partnership across the Cwm Taf region to implement a children's strategy that will continue to emphasise preventative interventions.

- We will continue to ensure our Governance arrangements for safeguarding both children and adults are robust through the Regional Safeguarding Boards. We will also ensure arrangements are in place to implement the revised adult protection requirements under Part 7 of the SS&W Act from April 2016.
- We will measure our performance using the National Outcomes Framework and incorporate the underpinning structure of performance measurements and Quality standards for reporting from April 2017.
- We will ensure that our Social Care policies and procedures are reviewed and updated to address the new requirements in the SS&W Act. In particular we will ensure the following Policies are updated and that we implement the revised arrangements from April 2016:-
 1. Direct Payments,
 2. Transition,
 3. Ordinary residence
 4. Fairer Charging
 5. Case transfer/portability/to include adults and children in secure settings
 6. Advocacy

Planned figures

| | | | | |
|--|----------------------|------|-----------------|-------------|
| Total SCWDP Awarded Expenditure | £794,101.00 | TRUE | | |
| WG Contribution | £555,871.00 | | LA Contribution | £238,230.00 |
| Total Amount Claimed from WG (70%) | £555,871.00 | TRUE | | |
| Total Amount of Local Authority Spend (1) | £883,870.00 | | | |
| Local Authority (30%) Mandatory Contribution | £238,230.00 | | | |
| Additional Local Authority Spend | £645,640.00 | TRUE | | |
| Total Spend | £1,439,741.00 | | | |

| Breakdown | WG Contribution (70%) | Mandatory Local Authority SCWDP Grant Contribution (30%) | Local Authority Spend in Addition to 30% contribution | Total Spend |
|-----------|-----------------------|--|---|-------------|
|-----------|-----------------------|--|---|-------------|

| | | | | |
|---|-------------------|------------------|-------------------|-------------------|
| Total costs for social worker qualifying training & social worker post qualifying | £44,010.00 | £4,290.00 | £13,700.00 | £62,000.00 |
| Social Worker Qualifying Training and Post Qualifying Training £34K ringfenced allocation - Actual spend | £34,000.00 | TRUE | | £34,000.00 |
| Social Worker Qualifying Training | £34,000.00 | | | £34,000.00 |
| Post Qualifying | | | | £0.00 |
| SWQT further grant spend in addition to £34K | £0.00 | £0.00 | £0.00 | £0.00 |
| PQ further grant spend in addition to £34K | £10,010.00 | £4,290.00 | £13,700.00 | £28,000.00 |

| | | | | | |
|---|-------------|------------------------|-------------|-------------|---------------|
| Costs of providing training events and activities (3) | £444,759.00 | | £205,182.00 | £373,761.00 | £1,023,702.00 |
| Costs for staff replacement to support training attendance | £0.00 | Cabinet - 23 July 2015 | £0.00 | £0.00 | £0.00 |
| Other costs of delivering training (Please specify below): | £0.00 | | £0.00 | £0.00 | £0.00 |
| Details: | | | | | |
| Costs of staff employed in <u>managing and administering</u> training and development (4) | £66,794.00 | TRUE | £28,626.00 | £255,179.00 | £350,599.00 |
| Costs of evaluation | £0.00 | | £0.00 | £0.00 | £0.00 |
| Costs for the provision of equipment | £0.00 | | £0.00 | £3,000.00 | £3,000.00 |
| Costs supporting service user and carers involvement | £308.00 | | £132.00 | £0.00 | £440.00 |

| | | | | | |
|---------------|--------------------|--|--------------------|--------------------|----------------------|
| TOTALS | £555,871.00 | | £238,230.00 | £645,640.00 | £1,439,741.00 |
| | Equal to cell D9? | | Equal to cell D11? | Equal to cell D12? | Equal to cell D13? |
| | TRUE | | TRUE | TRUE | TRUE |

| | | | | | |
|--|--|--|--|------------|-----------|
| Income generated from training | | | | | £5,000.00 |
| Of total in cell K49, <u>proportion of activity and/ or funding</u> utilised for collaborative working purposes with other local authorities | | | | Activity % | 8-12% |
| | | | | Funding £ | 0 |

Notes:

This should equal the total LA monies allocated for training and development. This figure will then be split automatically into the LA 30% SCWDP contribution and additional LA spend in cells D11 and D12 respectively.

This should only include staff costs directly associated with the SCWDP Partnerships.

This should include all costs associated with delivering training including training provider costs, staff costs for those directly delivering training, non-salary costs (including course fees) for seconding staff for training, and business costs (such as premises hire/ lease).

This should exclude all costs for social worker training which should be included in lines 25 to 32.

This should only include costs associated with resources utilised in managing and administering training.

Staffing Data Collection
Planned figures

| | 1 | 2 | 3 | 4 | 5 | | |
|---|--|---|--|---|---|-------------------|--|
| | | Cabinet - 23 July 2015 | | | | | |
| Rhondda Cynon Taf | | Planned 2014-15 | | Planned 2015-16 | | | |
| Category | Total number of staff in post as at 31st March 2014 (Validated) | Number of Staff with the recommended Qualification as at 31st March 2014 (Validated) | % of staff with recommended qualification at March 2015 (i.e the outcome of 14-15 activity) (Unvalidated) | % of staff with recommended qualification at 31 March 2016 | % of staff working towards recommend qualification at March 2016 | | |
| Central Management (STF lines 101-104) | 82 | 64 | 2.75 | 2.75 | 0.25 | TRUE ##### | |
| Local Authority | 75 | 57 | 75% | 75% | 0% | | |
| Voluntary | 3 | 3 | 100% | 100% | 0% | | |
| Independent/ Private | 4 | 4 | 100% | 100% | 25% | | |
| Training Managers and Officers (STF lines 105 & 106) | 20 | 13 | 0.65 | 0.63 | 0 | TRUE ##### | |
| Local Authority | 20 | 13 | 65% | 63% | 0% | | |
| Voluntary | 0 | 0 | 0 | 0 | 0 | | |
| Independent/ Private | 0 | 0 | 0 | 0 | 0 | | |
| Social Work Team Leaders (STF lines 112, 118, 124 & 125) | 40 | 40 | 1 | 1 | 0.1 | TRUE ##### | |
| Local Authority | 40 | 40 | 100% | 100% | 10% | | |
| Voluntary | 0 | 0 | 0% | 0% | 0% | | |
| Independent/ Private | 0 | 0 | 0% | 0% | 0% | | |
| Social Workers (STF lines 113-117, 119-123, 126-130) | 503 | 372 | 2.73 | 2.75 | 0.05 | TRUE ##### | |
| Local Authority | 467 | 336 | 73% | 75% | 5% | | |
| Voluntary | 17 | 17 | 100% | 100% | 0% | | |
| Independent/ Private | 19 | 19 | 100% | 100% | 0% | | |
| Occupational Therapists (STF lines 107-110) | 30 | 30 | 1 | 1 | 0 | TRUE ##### | |
| Local Authority | 30 | 30 | 100% | 100% | 0% | | |
| Voluntary | 0 | 0 | 0% | 0% | 0% | | |
| Independent/ Private | 0 | 0 | 0% | 0% | 0% | | |
| Domicillary Care Managers (STF lines 131, 132, 135 & 136) | 90 | 51 | 2.23 | 2.33 | 0.35 | TRUE ##### | |
| Local Authority | 11 | 8 | 82% | 70% | 10% | | |
| Voluntary | 62 | 29 | 53% | 69% | 19% | | |
| Independent/ Private | 17 | 14 | 88% | 94% | 6% | | |
| Domicillary Care (STF lines 133, 134, 137, 138) | 1919 | 1207 | 2.01 | 2.26 | 0.254 | TRUE ##### | |
| Local Authority | 635 | 551 | 91% | 94% | 2.40% | | |
| Voluntary | 695 | 383 | 56% | 62% | 9% | | |
| Independent/ Private | 589 | 273 | 54% | 70% | 14% | | |
| Residential Care Managers (STF lines 201, 202, 208, 209, 215, 216, 222, 223, 229 & 230) | 109 | 92 | 2.47 | 2.46 | 0.17 | TRUE ##### | |
| Local Authority | 42 | 35 | 83% | 83% | 14% | | |
| Voluntary | 4 | 3 | 66% | 66% | 0% | | |
| Independent/ Private | 63 | 54 | 98% | 97% | 3% | | |
| Residential Care (STF lines 203, 204, 207, 210, 211, 214, 217, 218, 221, 224, 225, 228, 231, 234) | 1509 | 1015 | 2.21 | 2.48 | 0.229 | TRUE ##### | |
| Local Authority | 483 | 310 | 72% | 76% | 3.90% | | |
| Voluntary | 33 | 26 | 70% | 84% | 8% | | |
| Independent/ Private | 993 | 679 | 79% | 88% | 11% | | |
| Day & Community Services Managers (STF lines 301, 302, 308, 309, 315, 316, 322, 323, 329 & 330) | 27 | 16 | 0.75 | 1.77 | 0.22 | TRUE ##### | |
| Local Authority | 9 | 4 | 44% | 33% | 11% | | |
| Voluntary | 18 | 12 | 31% | 44% | 11% | | |
| Independent/ Private | 0 | 0 | 0 | 100% | 0% | | |
| Day & Community Services (STF lines 303, 304, 307, 310, 311, 314, 317, 318, 321, 324, 325, 328, 331, 332, 335) | 360 | 155 | 2.07 | 2.18 | 0.16 | TRUE ##### | |
| Local Authority | 274 | 114 | 42% | 43% | 1% | | |
| Voluntary | 86 | 41 | 65% | 75% | 15% | | |
| Independent/ Private | 0 | 0 | 100% | 100% | 0% | | |
| Other Social Care Staff | 253 | 80 | 1.26 | 1.29 | 0.03 | TRUE ##### | |
| Local Authority | 253 | 80 | 32% | 35% | 3% | | |
| Voluntary | 0 | 0 | 94% | 94% | 0 | | |
| Independent/ Private | 0 | 0 | 0 | 0 | 0 | | |
| SUMMARY | 4942 | 3135 | 21.13 | 22.9 | 10.128 | TRUE ##### | |
| Local Authority | 2339 | 1578 | 8.59 | 8.47 | 3.376 | | |
| Voluntary | 918 | 514 | 6.35 | 6.94 | 3.376 | | |
| Independent/ Private | 1685 | 1043 | 6.19 | 7.49 | 3.376 | | |
| Foster Carers | 284 | 74 | 26% | 28% | 9% | | |
| Childminders | 0 | 0 | 0 | 0 | 0 | | |
| Service Users & Families | 0 | 0 | 0 | 0 | 0 | | |
| Staff from other statutory agencies (e.g health, education, police etc) | 0 | 0 | 0 | 0 | 0 | | |
| TOTAL - WHOLE SECTOR | 5226 | 3209 | 21.39 | 23.18 | 20.346 | TRUE ##### | |

Notes:

Column 1 – Record actual validated information March 2014
Column 2 and 3 – Record planned outcome of 2014-15 interventions/actions (unvalidated at this stage)
Column 4 and 5 – Planned outcome of 2015-16 interventions/actions
Column 4 and 5 - % rather than actual figures at Planning Stage

Social Worker Qualifying Training & Post Qualifying

Cabinet - 23 July 2015
2015-16

Agenda Item 1

Planned figures

Rhondda Cynon Taf

Social Worker Qualifying Training

| Social Worker Qualifying Training | Total number supported from 2015-16 SCWDP (a) | Number of students entering level 1 during 2015-16 | Number of students on level 1 as at 1st April | Number of students on level 2 as at 1st April | Number of students on level 3 as at 1st April | Number of students expected to qualify before 31st March (b) |
|-----------------------------------|---|--|---|---|---|--|
| Seconded Individuals | 6 | 0 | 0 | 3 | 3 | 3 |
| Trainees | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | 86 | 21 | 22 | 21 | 22 | 22 |
| Total | 92 | 21 | 22 | 24 | 25 | 25 |

| Social Worker Qualifying Training | Total Costs of supported training in 2015-16 | Cost met by SCWDP (70% WG) in 2015-16 | Cost met by (30%) LA SCWDP contribution in 2015-16 (c) | Cost met by LA resources in addition to 30% SCWDP contribution in 2015-16 |
|-----------------------------------|--|---------------------------------------|--|---|
| Seconded Individuals | £34,000.00 | £34,000.00 | £0.00 | £0.00 |
| Trainees | £0.00 | | | |
| Other | £0.00 | | | |
| Total | £34,000.00 | £34,000.00 | £0.00 | £0.00 |

TRUE

Equal to sum of financial summary tab cells D27 and D31?

TRUE

Equal to financial summary tab cell F31?

TRUE

Equal to financial summary tab cell I31?

Notes:

- a This column represents the sum of columns F to L only.
- b This column represents only students expected to qualify before 31st March. This will be used to track progression through the programme and calculate the qualification
- c This column represents **funding utilised** from the local authority **30%** contribution. Figures in this column are **not** required to be 30% of column F.
- d This column mirrors the headings found in the financial summary page rows 34 to 47. Further guidance on what should be included in each row can be found at the base of the financial summary tab.

| Post Qualifying Training (d) | Total Costs of supported training in 2015-16 | Cost met by SCWDP (70% WAG) in 2015-16 | Cost met by (30%) LA SCWDP contribution in 2015-16 (c) | Cost met by LA resources in addition to 30% SCWDP contribution in 2015-16 |
|--------------------------------|--|--|--|---|
| Training events and activities | £28,000.00 | £10,010.00 | £4,290.00 | £13,700.00 |
| Staff replacement | £0.00 | | | |
| Management & Administration | £0.00 | | | |
| Evaluation | £0.00 | | | |
| Equipment | £0.00 | | | |
| CPEL Partnerships | £0.00 | | | |
| Other | £0.00 | | | |
| Total | £28,000.00 | £10,010.00 | £4,290.00 | £13,700.00 |

| | | |
|--|--|--|
| TRUE | TRUE | TRUE |
| Equal to sum of financial summary tab cells D28 and D32? | Equal to financial summary tab cell F32? | Equal to financial summary tab cell I32? |

Validated Programmes

Only qualifications awarded in relation to the following programmes should be included in the "Validated Programmes Awarded" columns of the 'Qualifications - Adults SS' and 'Qualifications - Childrens SS' tabs:

| Course Title | Place of Study |
|---|--|
| Level 6 and 7 | |
| Continuing Professional Education and Learning Framework for social workers Experienced Practitioner Programme (60) | Programme available from September 2014 through: Cardiff University in alliance with Swansea University, Bangor University and Glyndŵr University |
| Social Work with Children and Families OR Adults (10) Mental Health and Well-being (10) Enabling Others (10) Specialist Area of Enquiry (30) | |
| Level 7 | |
| Enabling Practice (30) | Cardiff University |
| Post Graduate Certificate Approved Mental Health Professional | Swansea University |
| Modules: | |
| Values Based Practice and Ethical Decision Making (10) | Swansea University |
| Professional Decision Making and Partnership in Mental Health (20) | Swansea University |
| Policy and Law in Mental Health Services (20) | Swansea University |
| Understanding Mental Health and Mental Distress (10) | Swansea University |
| Separate Module: | |
| Introduction to Social Work Practice Learning and Practice Assessment (20) | Swansea University |
| Advanced Social Work Practice Learning and Practice Assessing (10) | Swansea University |
| Post Graduate Certificate in Managing Practice Quality in Social Care (60) (Team Manager Development Programme) | Oxford Brookes University |
| Practice teaching in Social Work (40) | Glyndŵr University |
| Continuing Professional Education and Learning Framework for social workers Senior Practitioner Programme (60) | Programme available from September 2014 through: Cardiff University in alliance with Swansea University, Bangor University and Glyndŵr University |
| Engagement and Practice (15) Professional Leadership and Development (15) Specialist Area of Research (30) | |

| Level 6 | |
|--|--|
| BA(Hons) Social Work (PQ) incorporating: | Cardiff Metropolitan University |
| (i) Graduate Certificate in Post Qualifying social work | |
| (ii) Graduate Diploma in Post Qualifying social work | |
| Modules: | |
| Consolidation of Practice (20) | Cardiff Metropolitan University |
| Enabling Practice Learning (20) | Cardiff Metropolitan University |
| Assessment and Management Risk (20) | Cardiff Metropolitan University |
| Evidence Based Practice I (20) | Cardiff Metropolitan University |
| Evidence Based Practice II / III (20) | Cardiff Metropolitan University |
| Graduate Certificate in PQ social work (which can form part of the BSc (Hons) PQ Social Work Practice) | University of South Wales, Glamorgan |
| Modules: | |
| Assessing and Supervising social work students (20) | University of Glamorgan |
| Separate Module | |
| Best Interests Assessment (20) | University of Glamorgan |
| Module forming part of MA in Inter Professional Practice: | |
| Assessment of Social Work Students (20) | University of South Wales, Newport |
| Post Qualifying Certificate in Social Work Practice incorporating: | |
| Working in Caring Partnership (10) | Glyndŵr University |
| Critical Reflection on Accountability in Complex Social Work Practice (20) | |
| Practising Social Work in the Welsh Context (10) | |
| Assessment Processes & Managing Risk with Vulnerable People (20) | |
| Continuing Professional Education and Learning Framework for social workers Graduate Certificate in Consolidation of Social Work Practice (60) (CPEL Consolidation Programme) | Porth Agored in Association with University of Wales Trinity St David or The South Wales Consolidation Program delivered through the University of South Wales and Cardiff Metropolitan University |
| Applying Analysis in Assessment to Inform Interventions | |
| Working Collaboratively with Service Users and Carers and other Professionals | |
| Intervention and Application of Professional Judgement in Increasing Complex Situations | |