

Meeting of:	Cabinet
Date of Meeting:	Monday, 02 November 2020
Relevant Scrutiny Committee:	Healthy Living and Social Care
Report Title:	Social Services Training Arrangements
Purpose of Report:	For Cabinet to consider not extending the social services regional training arrangements
Report Owner:	Cabinet Member for Social Care and Health
Responsible Officer:	Director of Social Services
Elected Member and Officer Consultation:	Cabinet Member for Social Care and Health Managing Director Head of Human Resources Head of Finance Strategic Leadership Team Social Services Management Team
Policy Framework:	This is a matter for Executive decision by Cabinet
Executive Summary:	<ul style="list-style-type: none"> In November 2017 Cabinet approved a proposal to establish a regional Social Care Workforce Development Training Unit and provided delegated authority to enter into a partnership agreement to provide governance for this proposal. The partnership agreement term is from 1 April 2018 to 31 March 2021 with an option to extend. This report proposes that no extension is sought to this arrangement and that alternative local arrangements are put in place by Social Services together with the Organisation Development and Learning Department of Human Resources.

Recommendations

1. That Cabinet agrees that the current regional training arrangement should not be extended.
2. That subject to recommendation 3, Cabinet provides delegated authority to the Director of Social Services, in consultation with the Cabinet Member for Social Care, and the Head of Human Resources to create a locally provided training service for Social Services to be effective from April 2021.
3. That Cabinet refers this report to the Health and Social Care Scrutiny Committee for their consideration.

Reasons for Recommendations

1. To cease the current arrangement at the end of the partnership agreement from 1st April 2021.
2. To ensure that local training for Social Services and Social care providers is in place when the agreement expires.
3. To ensure wider member oversight of this important development.

1. Background

- 1.1 The Directors of Social Services in both Councils share a commitment to working in partnership across the region wherever practicable to do so.
- 1.2 It is the statutory responsibility of the Director of Social Services to maintain overall responsibility for not only Social Services workforce planning, training and professional development but that of the wider Social Care Sector (including third sector partners and independent and private providers).
- 1.3 It is evident that in order to deliver on this responsibility, very close working arrangements need to be in place between Social Services Commissioning, Social Care Providers, Adult Services, Children and Young People Services, and the training team. The culture of the Council and Social Services should be closely linked to all training and development and this is inherently difficult to achieve through regional provision.
- 1.4 The experience of working with social care providers and third sector colleagues throughout the Covid 19 pandemic has proved that locally determined support arrangements are essential.

2. Key Issues for Consideration

- 2.1 The response to Covid-19 has had a dramatic effect on the provision of Social Care. In particular the need to work in close partnership at a local authority level with social care providers has been paramount. Social care commissioning, the provision of PPE and testing have been coordinated positively at a local level with a number of additional benefits. The proposed changes would allow Social

Services to build on this further through local support and training arrangements being provided on this same footprint.

- 2.2** To support a smooth transition to a locally provided service, it is intended that a small training team is created before April 2021 which would be hosted by Organisation Development and Learning, but jointly managed with Social Services. This team would be developed using the budget provided through the training grant and the existing match funding arrangements.
- 2.3** Colleagues from both Councils have considered the effectiveness of the regional arrangements to date and are supportive of the proposals to provide training services more locally.
- 2.4** The Director of Social Services has contacted Social Care Wales who administer the grant funding to ensure that they are aware and to determine any implications of the agreement terms not being extended. It is likely that the training grant will be passed to one authority to administer, however the separate allocations are clear.
- 2.5** The training booking system will need to be reviewed as the move to a single regional system has been partially implemented. It is expected that the Council's IDev system will enable this to be resolved.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1** Long Term
 - 3.1.1 Ensuring that training can be delivered with closer partnership to essential commissioning staff is likely to ensure that this arrangement can provide for the sector going forward.
- 3.2** Integration
 - 3.2.1 By placing a proposed Social Services Training team as part of the wider corporate organisation development and learning service it is expected that over time this will bring greater resilience
- 3.3** Involvement
 - 3.3.1 Social Services requires close working with those that utilise the service and their families and carers. The effectiveness of this is dependent on good training and responsiveness to local issues.
- 3.4** Collaboration
 - 3.4.1 Social Services will continue to work through regional partnership arrangements for wider workforce issues.
- 3.5** Prevention
 - 3.5.1 Social Services endeavour to respond proactively to support and assist our residents which requires well trained staff.

4. Resources and Legal Considerations

Financial

- 4.1** Prior to the regional partnership the Vale of Glamorgan Council received an annual grant from Social Care Wales to support its Social Care Workforce Development Programme (SCWDP). The value of the grant in 2016-17 and 2017-18 was £273,161. The Council provided 30% match funding of £117,069. The total SCWDP expenditure was £390,230. The staffing costs for the training unit during 2017-18 were £194,023. This left a budget of £196,207 to fund other non-staff related training.
- 4.2** Under the current arrangement Cardiff Council incur costs for running the training unit and invoice the Council £117,069 for our contribution.
- 4.3** It is proposed to revert to the Vale of Glamorgan claiming the grant directly from Social Care Wales to support our Social Care Workforce Development Programme (SCWDP). We are awaiting confirmation of the level of funding from Social Care Wales, but the assumption is that the value of the grant in 2021-22 will remain as this year I.E £273,161 and the Council will provide 30% match funding of £117,069. The total SCWDP funding available is assumed to be £390,230.

Employment

- 4.4** Cardiff Council have been contacted regarding potential TUPE liabilities. They have advised that this is likely to apply to one member of staff.

Legal (Including Equalities)

- 4.5** There are no legal implications as a direct result of this report at this time.
- 4.6** Any proposals to change the nature of the way in which services are provided would be accompanied with an Equalities Impact Assessment and a Privacy Impact Assessment.

5. Background Papers

Report to Cabinet – 23rd January 2017 – Setting up a Regional Social Care Workforce Development Unit for the Vale of Glamorgan and Cardiff.

Report to Cabinet – 6th November 2017 – Proposal to develop a Regional Social Care Workforce Development Unit for the Vale of Glamorgan and Cardiff.