



Merthyr Tydfil
Social Care Workforce
Development Partnership

End of Year Monitoring Report
2014/2015



August 2015

2014-15 End of Year Monitoring Proforma

A. Summary of Progress over the year – identifying specific issues not reported or omitted from the Mid Year Progress Report.

Overall progress against the objectives of the 5 year learning and development strategy is illustrated in section B with the key achievements of 2014/2015 illustrated below:

- ✚ Resources have continued to be allocated to the achievement of the relevant QCF awards for staff but this has been limited due to the high levels of all but one of the regulated service areas. Fostering has seen a decline in its qualification rate due to the significant recruitment that took place during 2014/2015 where the numbers of foster carers were doubled. Full figures are shown below with 13/14 figures are in brackets

Domiciliary Care Managers	100% (100%)
Domiciliary Care Workers	94% (100%)
Residential Care Homes for Older People	100% (100%)
Residential Care Homes for Older People	90% (97%)
Foster Carers	19% (51%)
Day Service Workers	100% (89%)

- ✚ During 2014/2015, 8 Local Authority based staff achieved a QCF award relevant to their post, across regulated and non regulated services.
- ✚ During 2014/2015, 5 members of the partnership graduated from the social work degree and 3 immediately secured employment within social work teams of Merthyr Tydfil County Borough Council. The remaining 2 graduates are awaiting suitable positions to become available in adult services
- ✚ During 2014/2015, 12 social workers successfully completed a post qualifying award
- ✚ The partnership has offered 3701 training places during the 2014/2015 training year. The training calendar that is in place for the first six months of the 2015/2016 training year is once again a reflection of the training needs analysis process.
- ✚ Workforce information was collected across the sector in 2014/2015 and for the sixth year running a 100% return was achieved on all commissioned services.
- ✚ A service user and carer training and development programme was devised and resources ring fenced to ensure delivery. A training needs analysis has been conducted up to March 2015 and an appropriate level of funding ring fenced for a 2015/2016 programme.

- ✚ Work continued in developing and sustaining partnership working with other local authorities around the provision of practice learning opportunities. Joint working arrangements have been maintained with Powys, and Rhondda, Cynon, Taff. In addition, work has continued with the Third Sector within Merthyr Tydfil to create quality practice learning opportunities.
- ✚ The partnership withdrew from the partnership agreements with University of South Wales but continued with The Open University, including attendance at programme management committees, recruitment and selection events, practice assessment panels.
- ✚ The partnership currently provides the vice chair for the Wales Programme Partnership for the Open University and also the employer representative for then the UK programme management committee of the Open University.
- ✚ The partnership is a member of the All Wales Practice Learning group with the Open University
- ✚ Work has continued to maintain meaningful partnership with other local agencies and other local authorities in developing joint solutions to learning and development needs. The partnership has worked with RCT, Blaenau Gwent, Torfaen, Newport, Monmouth, and Caerphilly in developing and accessing joint training programmes and events.
- ✚ A joint calendar has continued with RCT and Cwm Taf LHB to deliver a range of safeguarding children training for a second year.
- ✚ The Chair of the Partnership is Vice Chair of the Cwm Taf Children's Safeguarding Board Training Sub Group.
- ✚ The partnership has funded and delivered a series of dementia drop in sessions within community settings aimed at raising awareness of the general public.
- ✚ The partnership 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.
- ✚ The partnership sits on the training sub group of a Cwm Taf Carers Measure group.

B. Details of any significant events identified or occurring during the year – progress against planned achievements.

Progress against the Aims and Objectives from the 5 Year Learning and Development Strategy

Aim 1: We will achieve a coordinated approach to the collection and analysis of the social care workforce within both individual organisations and across the partnership.			
Objective	Target	Progress 14/15	Target 15/16
1.1 Enable partners to utilise electronic systems for workforce data	100% of services trained	100% accessed the on line service	NA
1.2 Provide systems support to all partner agencies on an ongoing basis	100% return of workforce information on an annual basis	100% return achieved	100%
1.3 Individual organisations utilise electronic MIS system to identify own workforce needs	100% of partners using reports function	100% accessed the on line service	NA
1.4 To electronically collect workforce information annually	100% return from all partner agencies and services annually	Achieved	Annually
1.5 Analyse and report on workforce data	Twice yearly analysis report produced	Achieved	March 2016
1.6 Distribute workforce information amongst SCWDP	100% of services receive report	Achieved	May 2016
1.7 Review support service needs after implementation of electronic data collection methods	Produce a needs analysis and annually thereafter	Achieved	NA

Aim 2: Merthyr Tydfil will exceed all current regulatory targets for the social care workforce				
Objective	Target	Progress 14/15	Target 15/16	
2.1	Ensure provision of relevant work based qualifications for regulated service:	Domiciliary care to increase from 69% to 82% by 2016 Foster Carers from 29% to 38% by 2016 Residential Care Workers from 74% to 89% by 2016	Domiciliary Care 94% Foster Care 19% Residential Care Workers 90%	NA 25% 100%
2.2	Encourage take up of work based qualifications to meet local need in non regulatory provision	Meet 100% demand for work based qualifications based on agreed outcome of annual training needs analysis Annually report on uptake of work based qualifications by partners	100% achieved	100%
2.3	Provide a route to professional qualifications for those within the social care sector within the borough	A maximum of 3 sponsored places per year	1 sponsored place taken up	1 place
2.4	Ensure the provision of post qualifying learning and development opportunities	Achievement of a maximum of 3 post qualifying awards per year	12 PQ awards achieved	19 PQ awards

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			
Objective	Target	Progress 14/15	Target 15/16
3.1 Undertake an annual training needs analysis with social care workforce.	100% return from all partner agencies and services	100% achieved	100%
3.2 Consult on the needs of the services, with managers, to establish priority areas for learning and development	100% of services/organisations consulted	100%	100%
3.3 Analyse consultation information and report on the outcome priorities	Evaluation report	Completed and reflected in grant submission	Include in grant submission
3.4 Provide a learning and development programme reflective of identified need	Twice a year programme published Annually meeting 85% of needs identified Annually meeting 100% of service priorities	2 programmes produced and delivered 93% of need met 100%	Twice annually 85% 100%
3.5 Reduce non attendance at learning and development events	At least 3% decrease annually	Nonattendance decreased by 1%	5%

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			
Objective	Target	Progress 14/15	Target 15/16
3.6 Evaluate the impact of learning and development programmes provided	At least 95% evaluation of all events as satisfactory or above	98%	95%
3.7 Provide reliable management information on learning and development activities	Twice a year report on learning and development activities	2 reports completed and circulated	Twice annually

Aim 4: To ensure the provision of a needs based learning and development framework for Service Users and Carers across Merthyr

Objective	Target	Progress 14/15	Target 15/16
4.1 Undertake an annual training needs analysis for service users and carers.	100% return from all service user and carers groups	100%	Annually
4.2 Provide a learning and development programme reflective of identified need for service users and carers	Twice a year programme published 12 courses for users and carers annually (120 people) Meeting at least 85 % of needs identified	Two programme produced and delivered 21 courses delivered (457 people) 100% of need met	Twice annually 12 courses for users and carers annually (120 people) Meeting at least 85 % of needs identified
4.3 Evaluate the impact of the learning and development programmes for service users and carers	At least 95% evaluation of all events as satisfactory or above	98%	95%
4.4 Provide reliable management information on learning and development activities	Twice a year report on learning and development activities	2 reports completed and circulated	Twice annually

Aim 5: To evaluate the efficiency and effectiveness of all learning and development services provided

Objective	Target	Progress 14/15	Target 15/16
5.1 Explore, develop and implement collaborative approaches to learning and development.	Deliver collaborative services with a minimum of 5 other local authorities and 3 other agencies on annual basis supporting a minimum of 50 shared training courses per year	53 course delivered with 7 other local authorities and 3 other organisations	50 courses with 5 other local authorities and 3 other organisations
5.2 To identify social care workforce learning and development requirements within the CTSCB and LSAB agenda	Evaluation Report	Achieved	Built into grant submission

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			
Objective	Target	Progress 14/15	Target 15/16
6.1 To review inspections, assessments and serious case reviews	100% of reports reviewed, learning and development implications identified and reported to director of Community Services	100%	100%
6.2 To respond to the social care learning and development needs identified within ACRF review	100% of critical social care learning and development needs identified in ACRF are met	100%	100%
6.3 Merthyr Tydfil to contribute towards the national development of strategic policies	100% of policy documents responded to within given timescales and distributed	Consultation on the Social Services and Well Being (Wales) Act codes of practice and regulations	100%

Aim 7: Merthyr Tydfil Social Care Workforce Development Partnership will actively manage the partnership agenda on learning and development			
Objective	Target	Progress 14/15	Target 15/16
7.1 Facilitate quarterly meetings of the SCWDP	2 meetings per year	1 meeting held	2 meetings
7.2 Ensure social care partnership makes an effective contribution to the ACRF evaluation process	ACRF report reviewed and commented on by partners	Circulated to commissioner network for comment	Annually
7.3 To promote and develop best practice amongst providers,	At least 1 joint event annually	Dementia workshops held in community settings AMHP conference held	Annually
7.4 To twice annually report to the partnership on progress against objectives	Twice Annual analysis /report on progress	2 reports completed and circulated	Annually
7.5 To monitor and review progress of the SCWDP Strategy	Annual Evaluation Mid Strategy Review of Objectives Production of joint Objectives for 2016 strategy	Completed Completed October 2014 Consultation as part of the grant submission for 15/16	Annually Annually Annually
7.6 To annually report to SCWDP on the intended learning and development plan and associated spend allocation	The SCWDP to agree and endorse learning and development plan prior to submission to WAG	Draft submission circulated and meetings held prior to sign off by the Director of Community Services	Annually

C. Details on wider authority pressures relating to social services or training and development

No undue resource pressures exist that affected the delivery of the targets within the SWCDP grant application.

D. Details of any changes/ deviations from SCWDP application, and reasons.

There has been no change or deviation from the original SCWDP application submitted in 2014.

E. Corrective action that has been taken.

Not applicable

F. Emerging Effective Practice

A summary of new practice resulting in improvements for the partnership, programme or funding – including areas such as the partnership, training participants, business governance, collaborative initiatives, efficiency savings etc. This will be collated and disseminated across Wales as an improvement tool.

- ✚ The Chair of the partnership was commissioned to undertake a review of the workforce development function in RCT and as a result recommendations have been made to establish a regional workforce development unit across the Cwm Taf footprint
- ✚ Early work has begun on awareness raising around the Social Services and Well Being (Wales) Act including attendance at the Welsh Government sponsored train the trainer events
- ✚ The partnership is fully involved in the relevant work streams linked to the regional transformation implementation plans
- ✚ 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.
- ✚ Further strengthening of the first year in practice pathway especially in aligning this part of the pathway to the consolidation programme including the introduction of a peripatetic mentoring resource for Newly Qualified Social Workers throughout their first year in practice.

- ✚ In partnership with RCT, developed a recruitment process for the AMHP programme with Swansea University to better improve retention rates on the 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.
- ✚ Lead on the commissioning role in relation to the regional approach to Public Law Outline training
- ✚ A joint learning and development calendar has continued with RCT and Cwm Taf LHB to deliver a range of safeguarding children training across the region
- ✚ 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.
- ✚ Continued progress has been made against all targets within the National Minimum Standards (NMS) in Local Authority services. Due to the high levels of qualified staff, it has had the net effect of less resources being allocated to NMS requirements allowing for funding to be redirected to more specialist, bespoke programmes

G. Confirmation of Spend in 2014 – 15 – Ref: Financial Data Sheet and explanation of any variation from projected spend reported at Mid-Year stage

No under spend reported

H. Any other additional relevant information not covered above, and any included in the application, and was/ not achieved.

None to report

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