

WEST DUNBARTONSHIRE COUNCIL

Report by the Director of Social Work Services

Social Justice Committee: 17 January 2007

Subject: Social Work Services - Workforce Development Plan 2006-2010

1. Purpose

- 1.1** To provide members with information on the Social Work Service's Workforce Development Plan, and to report progress with introducing section based plans for specialist groups of staff. A copy of the departmental plan is attached as an Appendix to the report.

2. Background

- 2.1** The Regulation of Care (Scotland) Act 2001 requires the Council to train and develop staff as set out in the Codes of Practise for Employers in Social Services. The Care Commission and the new Social Work Inspection Agency will inspect our adherence to these codes in care provision and local authority field services.
- 2.2** The Workforce Development Plan for Social Work Services was first developed in August 2005 and has recently been revised and updated to cover 2006 – 2010. The plan covers core elements common to all groups of staff within Social Work Services. In addition, specific section based plans are being introduced and developed to reflect the more detailed requirements of each component section in the service.
- 2.3** The policy sets out the key aims and expected outcomes in relation to Employee Development. It recognises that training has to be delivered within a context of continuous improvement and the best use of finite resources.
- 2.4** It acknowledges that effective employee development is closely linked to improvements in corporate and service performance. It builds on the Corporate Employee Development Strategy and is aligned to the requirements of Performance Development Planning (PDP).
- 2.5** The policy recognises the regulatory requirements for the social service workforce and aligns with our Policy for Continuing Professional Development (CPD) for social services workers. Departmental Policies on both PDP and CPD have been presented to previous meetings of this Committee.

3. Main Issues

- 3.1** The recent "Changing Lives" Report, following the 21st Century review of Social Work, set out a vision for the future of social work services in Scotland. The National Strategy for the development of the Social Services' Work Force

spells out the actions required to ensure that the social services workforce is confident, competent and valued.

- 3.2** Our Workforce Development Plan also needs to be seen in the context of the Codes of Practice for employers and employees laid down by the Scottish Social Services Council (SSSC), the registration of the social services workforce and the Post-Registration Training and Learning (PRTL) requirements which accompany registration.
- 3.3** The Workforce Development Plan sets out key targets for the next three years which show how training is planned, prioritised and linked to regulation and to budgets. The section plans allow managers to plan training so that their staff are equipped to fulfil their responsibilities safely and to the highest possible standards.

4. Departmental Workforce Development Plan

- 4.1** There are six Headline Objectives contained within the Departmental Workforce Development plan:
- All new & existing staff will have access to comprehensive induction in order to fulfil the responsibilities of the role.
 - All staff undertake statutory training programmes required for their post.
 - The numbers of qualified staff increase in line with requirements for regulation and registration for social care staff.
 - The numbers of qualified Social Workers increase.
 - All staff will have access to Continuous Professional Development (C.P.D.) and Post Registration Training and Learning (P.R.T.L).
 - All sections of the Social Services Department will participate in Performance Development Planning (P.D.P.) and quality assurance initiatives.

5. Personnel Implications

- 5.1** Workforce Development planning will assist the department's managers to fulfil their responsibilities and to ensure that upskilling of the workforce is carried out efficiently, effectively, economically and in line with the 21st Century Review guidelines. It is envisaged that this will have positive implications for our workforce and that employees will feel supported by the Council.

6. Financial Implications

- 6.1** There are no financial implications attached to Work Force Development planning as it will be undertaken from existing resources.

7. Conclusions

- 7.1** The Council, as employers of Social Care Workers, has a responsibility to support employees in developing the right skills and competencies, which enables and empowers them to carry out their duties effectively.
- 7.2** The Workforce Development Plan illustrates to all our stakeholders the Council's commitment to the continuous development of its workforce and valuing the staff contribution to CPD. This key commitment to supporting employee development applies to all staff.
- 7.3** This plan will enhance service improvements by building capacity and maximising the potential of each individual within the workforce. It will provide clear pathways from entry through to advanced professional development and develop positive and learning partnerships with other professionals from statutory, voluntary and private sectors.

8. Recommendations

- 8.1** It is recommended that members note the contents of the report.

William W Clark
Director of Social Work Services

Person to Contact:	Beryl Middleton, Section Head, Quality Assurance and Training. Bruce Street, Clydebank. 0141 951 6140
Background Papers:	Social Work Service's Workforce Development Plan 2006-2010 Continuing Professional Development Policy – report to Social Justice Committee 12 April, 2006 Continuing Professional Development Policy – update report to Social Justice Committee 8 November, 2006 Social Work Performance Development Planning Policy
Wards Affected:	All