

COMMUNITY & ADULT SERVICES SCRUTINY COMMITTEE

4 OCTOBER 2017

Present: County Councillor McGarry(Chairperson)
County Councillors Ahmed, Asghar Ali, Carter, Goddard,
Jenkins, Kelloway and Lent

17 : APOLOGIES FOR ABSENCE

No apologies for absence were received.

18 : DECLARATIONS OF INTEREST

No declarations of interest were received.

19 : MINUTES

The minutes of the Community & Adult Services Scrutiny Committee held on 6 September 2017 were agreed as a correct record and signed by the Chairperson.

20 : PROPOSAL TO DEVELOP A REGIONAL SOCIAL CARE TRAINING UNIT FOR CARDIFF AND THE VALE OF GLAMORGAN - PRE-DECISION SCRUTINY ITEM

The Chairperson welcomed Councillor Susan Elsmore, Cabinet Member for Social Care and Health; Tony Young, Director of Social Services and Angela Bourge, Operational Manager, Strategy Performance and Resources to the meeting.

The Chairperson invited Councillor Elsmore to make a statement in which she said that this was part of the jigsaw in relation to regional working. Councillor Elsmore Chairs the Regional Partnership Board and had attended the launch of the Strategic Plan 2017-2022; adding this was a key area going forward, and it was about better, more streamlined use of resources.

The Chairperson invited the Director of Social Services to make a statement in which he said that this was one of the later pieces in the improvement jigsaw and was a very important piece of work; he added that he had a statutory responsibility as Director of Social Services for the workforce. The workforce plan and strategic development had not had a great track record in Cardiff and the Vale previously; all parties were now very committed and looking to future proof the workforce which was an enormous task. There was a need for a regional workforce unit, this was an important step in establishing the infrastructure needed for that, so it was a good news story.

Angela Bourge provided Members with a presentation on The Proposal to Implement a Cardiff & Vale of Glamorgan Social Care Regional Workforce Development Training Unit, which gave information on Demands; Funding; Benefits of an Integrated Approach; Mitigation of Risks; Proposed Operational Structure; Ongoing Relationship with Cardiff Academy and the Governance & Performance Framework.

The Chairperson invited questions and comments from Members:

- Members asked about benefits to Cardiff, noting that the Vale is a third of the size; Members considered that gains for Cardiff didn't seem to be that great, apart from the kudos for hosting the unit, and there was great responsibility in doing this and there would be complexities in having Statutory Board line managers embroiled in complex HR systems. Officers advised that the Vale would be TUPE'd to Cardiff and become Cardiff employees and be on the DigiGov system; adding that the challenge would be meeting the needs of the Vale as they are very different to Cardiff's needs. It was noted that Cardiff already does a lot of regulatory work with the Vale, and reports on grants etc.; meaning that although challenging they were used to working together. This unit would streamline processes and avoid duplicated efforts. The Cabinet Member stated that this aligns with the direction of travel of the Regional agenda. The Director added that they both share the same providers and a common approach to the relationship with them. There was a public duty to do things once and properly, this would rationalise expertise and give direct control over the resource that covers the delivery.
- Members were interested to see what courses would be provided and were advised that officers go to providers on an annual basis to see what is needed or requested. Currently the courses were on outcome based approaches, planning and courses relating to the Act. Ongoing courses were Child Protection, Adult Protection, Safeguarding, E-Learning etc. Courses are generally based on what the market is saying is needed.
- Members asked if there had been any discussions on running courses on weekends. Officers advised that this does happen, courses are run on evening and weekends and some are available as E-Learning courses.
- In relation to the consultation feedback, Members noted that when staff were consulted in July, 87 responses were received back; Members asked how many were originally sent out. Officers noted the low number of returns, 800 Cardiff and Vale staff had been consulted. Officers stated that they do survey staff on other things and other times and low returns are commonplace. With regard to feedback, Officers added that there was a concern that Cardiff could dominate the unit due to its size and some of the Vale staff were worried that their ideas could be compromised. The needs of the 2 authorities are very different and this has to be acknowledged; part of the agreement would be the Governance arrangements which would ensure that Cardiff delivers for the Vale. This feedback had been anticipated and officers said that it was mitigated by the acknowledgement of the differences and that they would be managed.
- Members asked if Officers were satisfied that there had been enough consultation with Staff. Officers stated that more could always be done; Survey monkey had been used and the consultation survey was easy to complete in a few minutes. Officers did also go to staff groups and talk to staff face to face, there had also been management team discussions too. The Director added that Training and Development was often seen as a minority interest, the Board was trying to raise its profile as it is an important issue. The Cabinet Member added that of those who did respond, 86% did so in favour and that positives should be taken from that. Nationally, social care is

recognised as National Strategic Importance, there needed to be a sensible approach to accommodate people's needs fairly.

- Members discussed the fact that some people don't know that they can get help from the Council with care. Officers recognised that unpaid carers are a valuable part of the social care workforce, there is work undertaken with organisations who work with people to ascertain needs, take up training courses, awareness raising and guidance and support signposting. The Director added that there was also outreach work undertaken with the hard to reach communities and this had been well received.
- Members asked if there were any concerns about the Social Care funding review; officers said no, there had been very little changes this year in how it was administered; the review had been more about administering the funding rather than the funding itself.
- With reference to setting up the unit, Members asked if the one-off cost would be part of the grant or whether Council contributions would be needed. Officers advised that the one-off initial set up costs would be met initially by unfilled vacancies.
- Members noted that the unions had concerns over the OM2 position being created and asked if these concerns had been addressed. Officers advised that there had been no objections as such just that the Unions felt that the Council should not be creating any Operational Manager positions currently.
- Members asked if there was a risk of losing expertise for monetary gain in setting up the combined unit. Officers stated that there are currently 2 managers who are acting up, and have substantive posts to go back to; it was hoped they would both apply for the position.
- Members asked if the restructure would lead to a loss of staff. Officers advised that this was not envisaged, they would start with vacancies not being filled, and they did not envisage any loss of posts or displacement of staff.
- Members made reference to the Equality Impact Assessment; Officers noted that it was a mostly female workforce, so any changes have an impact. There were no post losses expected. With regards to salary, the OM2 post would be an opportunity for someone, and those currently acting up would have their substantive posts to return to. The Director added that in Social Care overall the workforce was over 80% female.
- Members asked about the practicalities of having 2 offices and 1 manager. Officers explained that would only be initially, they hope to find a suitable location between Cardiff and the Vale to suit both; currently the team deliver across the region from 2 bases.

AGREED – That the Chairperson on behalf of the Committee writes to the Cabinet Member conveying the observations of the Committee when discussing the way forward.

21 : COMMUNITY & ADULT SERVICES SCRUTINY COMMITTEE WORK PROGRAMME 2017/18

Alison Jones – Principal Scrutiny Officer outlined the report to Members. It was noted that at the last meeting of this Scrutiny Committee on the 6 September 2017, Members agreed the following:

- Committee meetings would aim to last no more than 3 hours, which equates to approximately 2 substantial items and 1 smaller item, as recommended by the Wales Audit Office.
- A system of briefs/updates/progress reports be established, to free up valuable Committee time, but also to keep Members informed of progress against these issues. Should any concerns or questions be raised these would then be brought onto the Committee's Agenda for formal consideration.
- Performance monitoring reports and "Deep Dives" into performance be scrutinised by a Performance Panel. The Panel would regularly report back to Committee with their comments, concerns or requests for further investigation at full Committee.

Members noted the Inquiries, Pre-Decision items, Briefings/Presentations; Briefings and Performance Panel items that would be programmed over the forthcoming year.

RESOLVED: to sign off the 2017/18 Work Programme.

22 : DATE OF NEXT MEETING

The next meeting of the Community and Adult Services Scrutiny Committee is scheduled for 15th November 2017 at 4.30pm.