

Social Care Learning & Development Group

Monday 16 January 2017 at London Councils 9.30 -12.30

Present

Gordon	Deborah	LB Sutton
Whittaker	Linette	LB Barking & Dagenham
McEvelly	Angela	LB Hounslow
Skelton	Jayne	LB Hounslow
Secker	Dawn	RB Kingston
Brice	Tristan	London ADASS
Minulescu	Iulia	LB Camden
Morse	Karen	Skills for Care
Roberts	Gareth	LB Lambeth
Ahmed	Maria	LB Bexley
Ecker	Marianne	LB Haringey
Gumbo	Tafara	LB Greenwich
Hendry	Joyce	LB Barnet

Apologies

Jackson	Amanda	LB Camden
Jacobs	Andrew	LB Lewisham
Nash	Mike	LB Croydon
Short	Dan	LB Merton
Masters	Emma	LB Havering

Agenda

1. Welcome – Minutes & matters arising

- All welcomed to the meeting
- Minutes agreed

2. Linette Whittaker – Barking & Dagenham - Rotational Nursing

- How we could consider this approach for social work?
- Currently being used for Band 5 Nursing level at Barking & Dagenham
- Taking on Nurses via an advert, could be targeted at newly qualified nurses
- 18 months programme Rotational placement acute, primary & community
- Develop understanding of how 3 area work together, physical, mental
- Nurses bring new ideas which could be implemented for the future
- Within the 3 placements, they can also access social care services
- We could also look at NQSW social work rotations which will help to break down the barrier
- In Hounslow they have a career development framework
- In Lambeth – Career progression panels – qualification or portfolio
- Newham – BIA training - recovering money from social workers if they leave included in their contract
- Agency contracts London, will be funded training themselves and will not be paid whilst attending training days

National Graduate scheme – staff currently rotate

3. Karen Morse– Skills for Care

Skills for Care Business Plan 2017 – will be signed off shortly

Sustainability & Transformation Plans

- Skills for Care has 10 Locality Managers (9 in post)
- Each Locality Manager is involved in the Local Action Board
- Devolution workforce board – Health Education & Sussex are part of London Group overlap with Local Education Training Board
- How is social care going to be represented as most of the regions in the country have Trade Organisations
- We do not have a trade organisation in London. Local Authorities have Provider Forums – maybe this could be considered here!
- No one present at meeting is a member of a group of a local STP
- Piece of work being done across London to look at the various groups and who does what
- Clinical staff will promote supporting individuals – more one to one support

Transforming Care Partnership

- Moving people with Learning Disabilities out of hospitals back to local areas
- Skills for Care & Skills for Health working together to implement recommendations from Winterbourne
- Report to House of Lords – leave to remain. Big impact on London
- Employers have been going abroad to Europe to recruit. Issues to be address for future. Lots of recruitment being done in Spain & Bulgaria
- Some experience by Europeans is that London is not a friendly place to work
- Doctors are training in the UK and then going off to Australia to work

Registered Manager Network – collaborative working

- Registered Managers in most areas across London.
- Greenwich, Bexley and Enfield do not have a Network. Any LA's wishing to support in that area, please let Karen know
- Skills for Care are also looking at the large employers in the area who may be able to support
- Those that are set up have had positive feedback
- Funding is available for next year. Networks will need to apply for funding

Social Work & Occupation Therapy Apprenticeships

- Funding available
- Commissioners Qualification

Value Based Recruitment

- Seminars have been set up
- Need 2 people from the same organisation to implement
- Because of recruiting using a value based approach, recruiters need to be clear how decision are being made
- £360 for 2 people
- Local Authority could provide in house for organisations and charge Providers to attend if this is requested

Core Skills – Front Line workers

- Launched – e.g. medication. Information is available on the Skills for Care website

Social Care Commitment

- Some Local Authorities have included this within their contract
- Has been seen a valuable resource
- Business acumen – some social care providers need to be more business minded

4. Tristan Brice– London ADASS Improvement Programme

Updated London ADASS Workforce Plan – attached

Memorandum for Agency Social Workers - Agency rates

- Variations highest & lowest costs
- Working with LA's to look at bandings, links to job roles
- Goes live 1st April 2017
- Nationally need to cap levels for each job role
- Lynette W and Jane S agreed to join group

Apprenticeships

- Need to review new model for Apprenticeships, levy's that will be incurred, Social Work & Occupational Apprenticeships etc.
- The need to work with Apprenticeship leads in Local Authorities so that social care Apprenticeships are included in what is being planned

The Commissioning for Wellbeing Module

- The module will be accredited by Highfield.
- Tender was advertised last week for Training Provider to deliver
- All LA's to nominate a Commissioner for the Pilot
- 1st group 14 to 16 staff
- 1 person from each local authority to lead on Assessments (recommended by the Commissioning Group)

Domiciliary Care Price & Quality

- Review of spend, bed blocking and budgets across health and social care
- Training for Providers waiting for Dom Care Review

5. Deborah Gordon & Joyce Hendry – Learn to Care

Learn to Care Updates

- Linette Whittaker has stepped down as Learn to Care London rep. Request for 1 or 2 representatives
- All information from Learn to Care Event has been distributed and is available on the Learn to Care website

London Event – Monday 3 April 2017 at London Councils

- **Creativity and innovation in workforce development and planning in social care**
The Group agreed the following priorities for the April Event
 - London ADASS Workforce Plan
 - Integration, Skills, Capabilities & New Roles
 - Preparation for Social Work Registration
 - Strength Based Approaches through Innovative Learning & Development

- Key issues for Children's Services
- Apprenticeships

Group update – All

Barnet

- Strengths based practice programme
- Trained all social work teams 12 week programme – training, coaching & reflection sessions
- Training back office – whistle stop tour of the 12 week programme
- Strengths based practice lead starts today
- New Corporate L&D offer – soft skills, management etc.

Greenwich

- Focusing on Apprenticeship options

Kingston

- Integration
- Strengths based practice workshops
- LA rep on CEPN

Camden

- Re-structured 5 to 3 Directorates
- Workforce strategy
- Apprenticeship team
- Children resilient families programme – to follow in Adults

Barking & Dagenham

- 40 projects across council services
- Masterclasses for social workers
- Cutting edge professional
- Research in Practice – big push this year
- Making savings “smarter working”

Hounslow

- EBR Open University
- Upskilling PE's
- Apprenticeship levy
- IR35 Implications for non-permanent workforce

Haringey

- Teaching Partnerships
- ASYE workforce
- Dementia hub

Bexley

- Service has moved Organisational Development Transformation & Change sits under Director of Finance
- New Director Bexley for Adult Social Care
- Strengths Based Approach – need for monitoring
- Team has been involved in research with residents
- Hat day – Cross rail, Google, Dragons Den

- Think Ahead

Lambeth

- HR restructure has centralised L&D for the whole council – no social care specialism Adults and Children’s Social Care now have 1 L&D Manager and 0.75 L&D Advisor each (reduced from 4-5 posts each previously).
- L&D managers now working closely with PSWs.
- Practice learning / ASYE post deleted. Increasing role of practitioners in supporting ASYE programme. Approx no NQSWs for 2017/18 = 19 (children’s) and 13 (adults).
- Focus on Heart of Practice systemic training in Children’s Social Care.
- Full review of learning offer to adult social care providers in collaboration with Commissioning.
- Council-wide focus on core management and leadership skills alongside new online performance management tool.

Sutton

- Reviewing processes across L&D across Adults & Children’s
- Commissioning L&D programmes
- Good response to ASYE programme. Currently 5 in Adult’s and 5 in Children’s
- Adults services currently being reviewed
- Developing Adults Workforce Strategy
- Sutton Vanguard has been nominated for Skills for Care Accolade

6. A.O.B.

None