

## Health and Care Scrutiny Committee

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Meeting Venue  
**Council Chamber - County Hall,  
Llandrindod Wells, Powys**

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Meeting Date  
**Friday, 5 April 2019**

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Meeting Time  
**10.00 am**

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For further information please contact  
**Lisa Richards 01597 826371**  
**[lisa.richards@powys.gov.uk](mailto:lisa.richards@powys.gov.uk)**



County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

29 March 2019

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The use of Welsh by participants is welcomed. If you wish to use Welsh please inform us by noon, two working days before the meeting

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### AGENDA

<b>1.</b>	<b>APOLOGIES</b>
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To receive apologies for absence.

<b>2.</b>	<b>DECLARATIONS OF INTEREST</b>
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To receive declarations of interest from Members.

<b>3.</b>	<b>DISCLOSURE OF PARTY WHIPS</b>
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To receive disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

(NB: Members are reminded that, under Section 78, Members having been given a prohibited party whip cannot vote on a matter before the Committee.)

<b>4.</b>	<b>MINUTES</b>
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To authorise the Chair to sign the minutes of the last meeting as a correct record.  
(Pages 5 - 10)

<b>5.</b>	<b>WORKFORCE AND AGENCY</b>
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To receive a presentation on workforce issues.

(Pages 11 - 44)

<b>6.</b>	<b>EXEMPT ITEMS</b>
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The Monitoring Officer has determined that category 3 of the Access to Information Procedure Rules applies to the following two items. His view on the public interest test (having taken account of the provisions of Rule 14.8 of the Council's Access to Information Rules) was that to make this information public would disclose information relating to the financial or business affairs of any particular person (including the authority holding that information). These factors in his view outweigh the public interest in disclosing this information.

Members are asked to consider these factors when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.

<b>7.</b>	<b>SUPPORTED LIVING FRAMEWORK</b>
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To consider the report of the Portfolio Holder for Adult Services.

(Pages 45 - 62)

<b>8.</b>	<b>EXTRA CARE HOUSING</b>
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To consider the report of the Portfolio Holder for Adult Services.

(To Follow)

<b>9.</b>	<b>WORKING GROUPS</b>
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**9.1. Social Care Working Group**

To consider the summary of the first meeting of the Social Care Working Group.

(To Follow)

**9.2. Task and Finish group**

To appoint Members to a new Task and Finish Group which will look at three reports considering budget reviews for services for young adults. The areas to be considered are Physical Disability, Learning Disability and Mental Health.

<b>10.</b>	<b>WORK PROGRAMME</b>
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To note the scrutiny forward work programme.

(Pages 63 - 70)



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## MINUTES OF A MEETING OF THE HEALTH AND CARE SCRUTINY COMMITTEE HELD AT COUNCIL CHAMBER - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON FRIDAY, 22 FEBRUARY 2019

### PRESENT

County Councillor J Charlton (Chair), H Hulme, A Jenner, E Jones, S McNicholas, K M Roberts-Jones, J M Williams and R Williams

Cabinet Portfolio Holders In Attendance: S M Hayes

Officers: J Coles, Head of Children's Services and Dylan Owen, Head of Transformation

### 1. APOLOGIES

Apologies for absence were received from County Councillors G I S Williams (Chair), D E Davies, G Morgan, D Rowlands, J Williams and R Powell

### 2. DECLARATIONS OF INTEREST

There were no declarations of interest. Two Members, County Councillors S McNicholas and J M Williams, informed the Committee that they had a Powys owned residential care home in their ward.

### 3. DISCLOSURE OF PARTY WHIPS

There were no disclosures of party whips.

### 4. ELECTION OF VICE CHAIR

In the absence of the Chair, the Committee agreed to take this item first and whoever was appointed Vice Chair would Chair the meeting.

**RESOLVED that County Councillor J Charlton be elected Vice Chair for the remainder of the year.**

### 5. MINUTES

The Chair was authorised to sign the Minutes of the last meeting of the Health, Care and Housing Committee on 4 February 2019 as a correct record.

### 6. CHILDREN'S SERVICES

#### Documents:

- Performance Report – December 2018

**Discussion:**

- The presentation of the document had been revised to provide the narrative at the beginning
- Assessments – there had been a dip in performance in November due to outstanding assessments being cleared. Performance had increased to 94% in December.
- The Committee were pleased to note that seven children who had had three or more placements were now settled in permanent arrangements
- Performance for Looked After Children had improved for the third consecutive month
- The Committee were concerned that Performance data was not up to date – January data was available but had not yet been considered by the Improvement and Assurance Board. It would be useful if the most up to date information was provided for Committee.
- An issue relating to staffing in one team which had affected performance was highlighted. An Agency manager had been put in place to resolve the issue.
- Sickness levels were much improved for permanent staff
- The number of agency staff had increased to 43. A restructure would be implemented in April which would address the issue. Members asked if greater detail could be provided, for example, long or short term, persistent short term absences and comparators with other local authorities. Members asked how managers were kept informed of sickness absence – within Adult Services, a sickness report was received from HR which provided monthly comparisons and trends. There was a significant level of absence within domiciliary care staff. Children's Services Management Team also received a monthly report and greater detail has been requested.
- The HR recording system, TRENT, was unable to discount missed supervision sessions if an employee was absent on long term sick leave which did have an impact on performance recording. However, 95% of supervisions are on time. Front line child care teams have the highest levels of supervision
- The introduction of data quality clerks has also had a positive impact
- Early help provision is key but is not yet well enough developed. Communication across all services is essential to ensure preventative action across the Authority. This will be demonstrable through the Children's Services Improvement Plan.
- Long term trends were important to recognise. Whilst it could be expected that there would be an increase in the numbers of looked after children following a critical inspection, the quality of intervention must be measured to develop longer term indicators.
- There remained a significant number of children referred to assessment teams but this had fallen from 70% to 58%. All children subject to Care Orders have been reviewed.
- A high number of staff left in December – this could be due to the Christmas break
- The Head of Service was asked if feedback was provided to an Agency regarding the quality of work – this does happen but there is room for improvement

- It had been reported that there were 14 children without care plans – care plans had been completed and were being worked to, but they had not been signed off
- Stabilizing the workforce was key
- Early help hubs were in place
- The February performance report will be improved – work has been ongoing with Business Intelligence Unit to understand how business processes fit in with the new staffing structure
- There is a proposal to merge some Panels to enable health and education to work more closely towards early intervention. A ‘think family’ approach is to be adopted.
- Members were reminded that all concerns must be directed through PPD in the first instance
- The Committee asked for feedback from the most recent CIW Monitoring visit. Safeguarding had been subject to a thorough review the outcome of which had been positive. There was room for further improvement but the Head of Service was pleased to report that no issue had been identified by CIW which had not already been noted by officers. The next monitoring visit will be in three months but officers do not yet know what the theme of that visit will be.

**Outcome:**

- **The Chair summed up and suggested the following issues raised during the meeting should be subject to ongoing or further scrutiny at either the Committee or Social Care Working Group:**
  - **CS Improvement Action Plan**
  - **Early Intervention**
  - **Cross team partnerships**
  - **Independent Reviewing Officers**
  - **Agency workers – finance and risk, benefits and opportunities**
  - **Think Family**
  - **Visits to Teams**

<b>7. ADULT SERVICES</b>
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**Documents:**

- Adults’ Performance Report, December 2018

**Discussion**

- 90% of safeguarding enquiries are responded to in 7 days – this was lower than had been achieved, but the Head of Transformation was pleased to report that this had improved to 100% during January.
- Supervisions remain high and although there had been a drop over the Christmas period, the January report shows this is at 96%
- PPD has been significantly more effective with 92% of calls answered. The service is to be rebranded ASSIST and relaunched in late March. There will be a new means of access for health professionals
- Technology Enabled Care has become a significant service following considerable development
- A major challenge is the availability of domiciliary care – recruitment and retention remains a challenge across the County. Twenty clients have no

care but many are waiting for increased levels of care. This is also impacting on Delayed Transfers of Care. It is hoped in the longer term that this can be managed by community care, technology enabled care and sheltered housing, but in the short term there are issues. The average number of days waiting for care is now 30 days.

- The financial position for 2019/20 will be challenging – the service will have to find £1M of savings and further pressures have been identified of £9M. There is limited ability to increase funding to domiciliary care providers – one provider has declared bankruptcy and clients have been returned to the Authority. The market is particularly vulnerable. A Dynamic Purchasing scheme has been piloted in the Ystradgynlais area.
- The Portfolio Holder reiterated the challenge in providing domiciliary care. As a society care workers are poorly rewarded. He had heard of cases where supermarkets were actively approaching workers to offer better terms. It was a national issue which was slow to be addressed. Wales was to gain tax raising powers and consideration may be given to a social care levy. The new First Minister was outlining his priorities and he was keen on a mixed provision. The Committee noted that under new management arrangements the current Head of Transformation would become the Head of Commissioning for both adults and children's services and there may be an opportunity to approach the matter in a more business-like manner. The Committee also noted that currently approximately 11000 hours of care were being provided successfully each week.
- Those carers employed in-house would receive better terms and conditions and cost significantly more. Increasing the in-house service was not a viable option under current funding levels. The only long term solution is to deliver a different type of service. Statistics show that the population will not continue to increase after 2035.
- An in-house domiciliary care service was provided in the north of the County and Members asked for clarity on this provision – Reablement was offered and a service of last resort where no private contractor was available. A bridging service was also provided where a private contractor would become available within six weeks.
- The Committee asked for information regarding the progress of the six trainee social workers

County Councillor R Williams left the meeting at 12.15.

- The importance of managing demand sooner was emphasised to reduce the burden on domiciliary care
- The responsibilities for nursing care and social care lay with different bodies – Members were aware that there had been challenges regarding which body paid for some clients. The Health Board are also picking up the benefits of early intervention and recognising that intervention as early in the process as possible, relieves acute care later on. The Director of Social Services continues to discuss these issues with the Health Board.

County Councillor A Jenner left the meeting at 12.30



- The issue of collaboration with the Health Authority was discussed and it was suggested that the Committee should receive a briefing on the role of the Regional Partnership Board
- Members also requested training on finance in light of the new requirement for scrutiny committees to consider both finance and performance

**Outcomes:**

- **A briefing on the Regional Partnership Board would be provided to a future Committee**
- **Financial training to be arranged for all scrutiny committee members**

<b>8. ACCESS TO INFORMATION</b>
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**RESOLVED to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under category 3 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).**

<b>9. MANAGEMENT OF POWYS OWNED RESIDENTIAL HOMES</b>
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The Portfolio Holder briefed the Committee on the background to the issue. Continuity of care for individuals was essential. Twelve residential care homes and one intermediate care facility would now be managed by Shaw Healthcare and this had been reported in the press. The contract would be for three years to allow for the transfer of provision in the short term but to allow a transformational approach to be taken for the future. The current provision of conventional residential care might no longer be appropriate in the longer term.

This had been a new process and a learning curve for the Authority. The lessons learned must be shared across the Authority. The Chair thanked the officers for their work during the process.

County Councillor J M Williams left the meeting at 13.00.

<b>10. WORK PROGRAMME</b>
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**Documents:**

- Scrutiny work programme

**Discussion:**

- The Committee hoped to have more control of the work programme

<b>11. SOCIAL CARE WORKING GROUP</b>
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The Committee were asked to nominate two Members to sit on a Social Care Working Group alongside the Chair of the Committee and two non-scrutiny Members who had already been appointed.

As the full membership was no longer present, it was agreed to email the Committee asking for expressions of interest to join the Working Group.

<b>12.</b>	<b>CORRESPONDENCE</b>
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There were no items of correspondence.

**County Councillor J Charlton  
Chair**

# Improvement and Assurance Board Workforce Workshop

Dylan Owen, Jennifer Jeffreys and Jan  
Coles

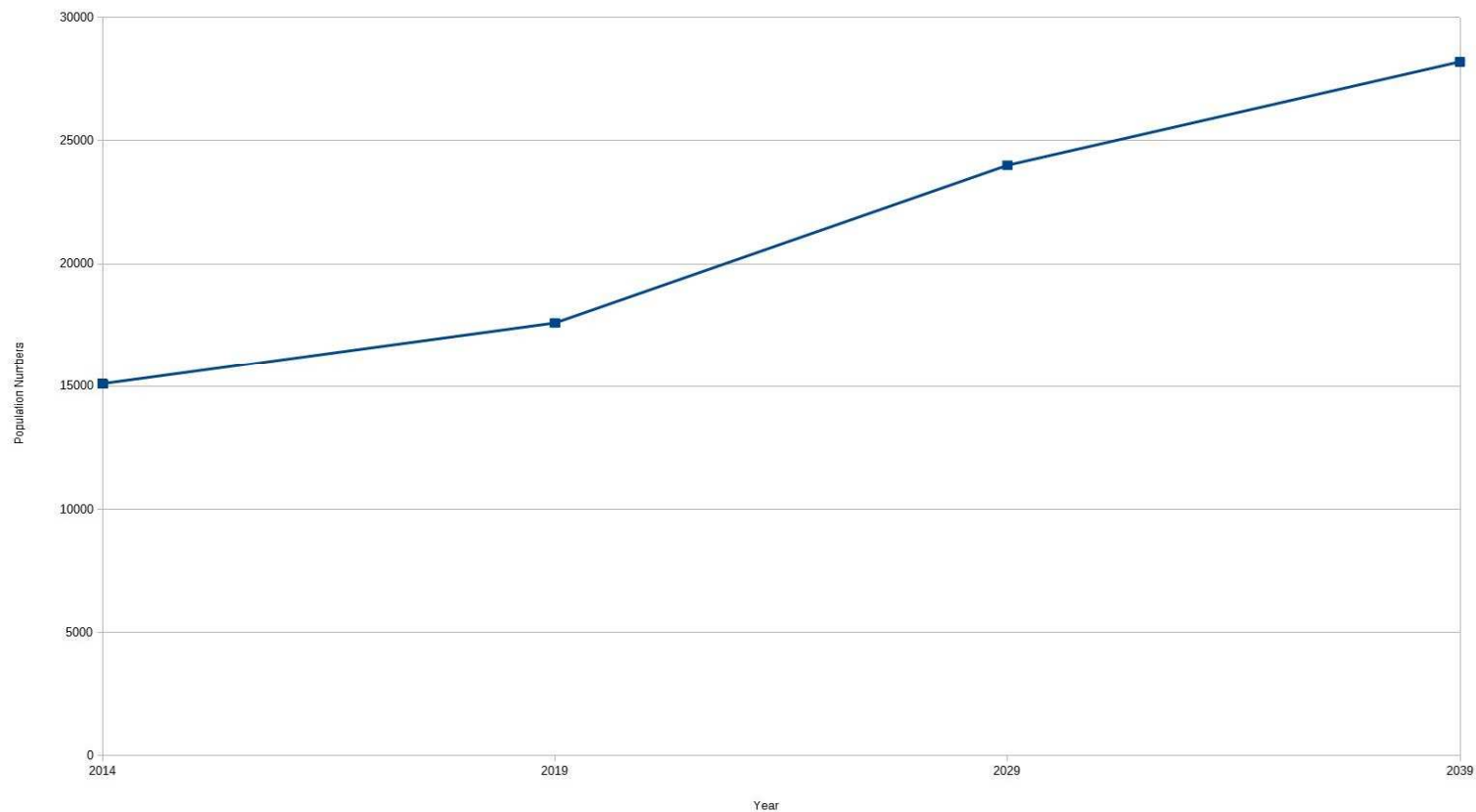
26<sup>th</sup> February 2019



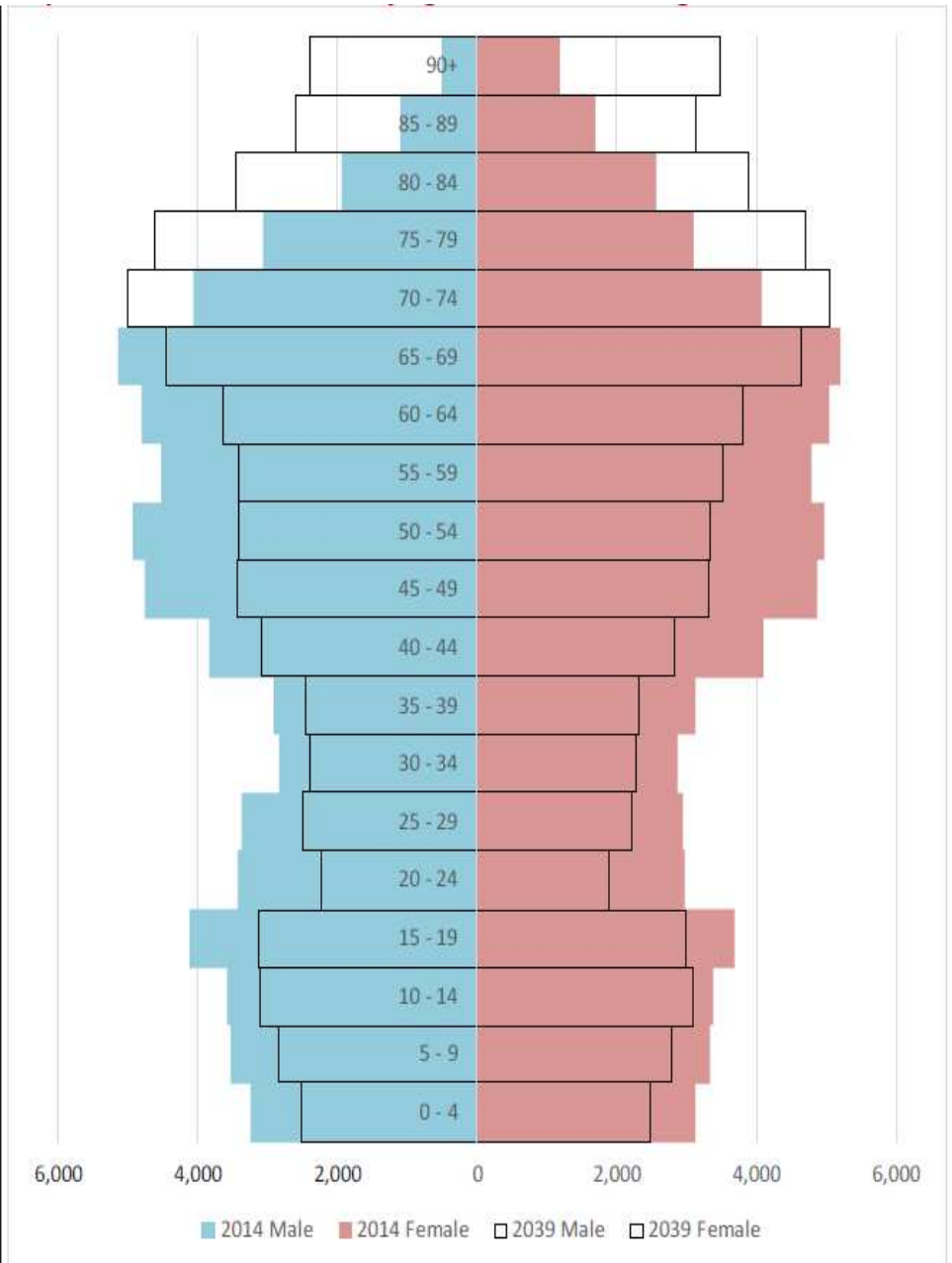
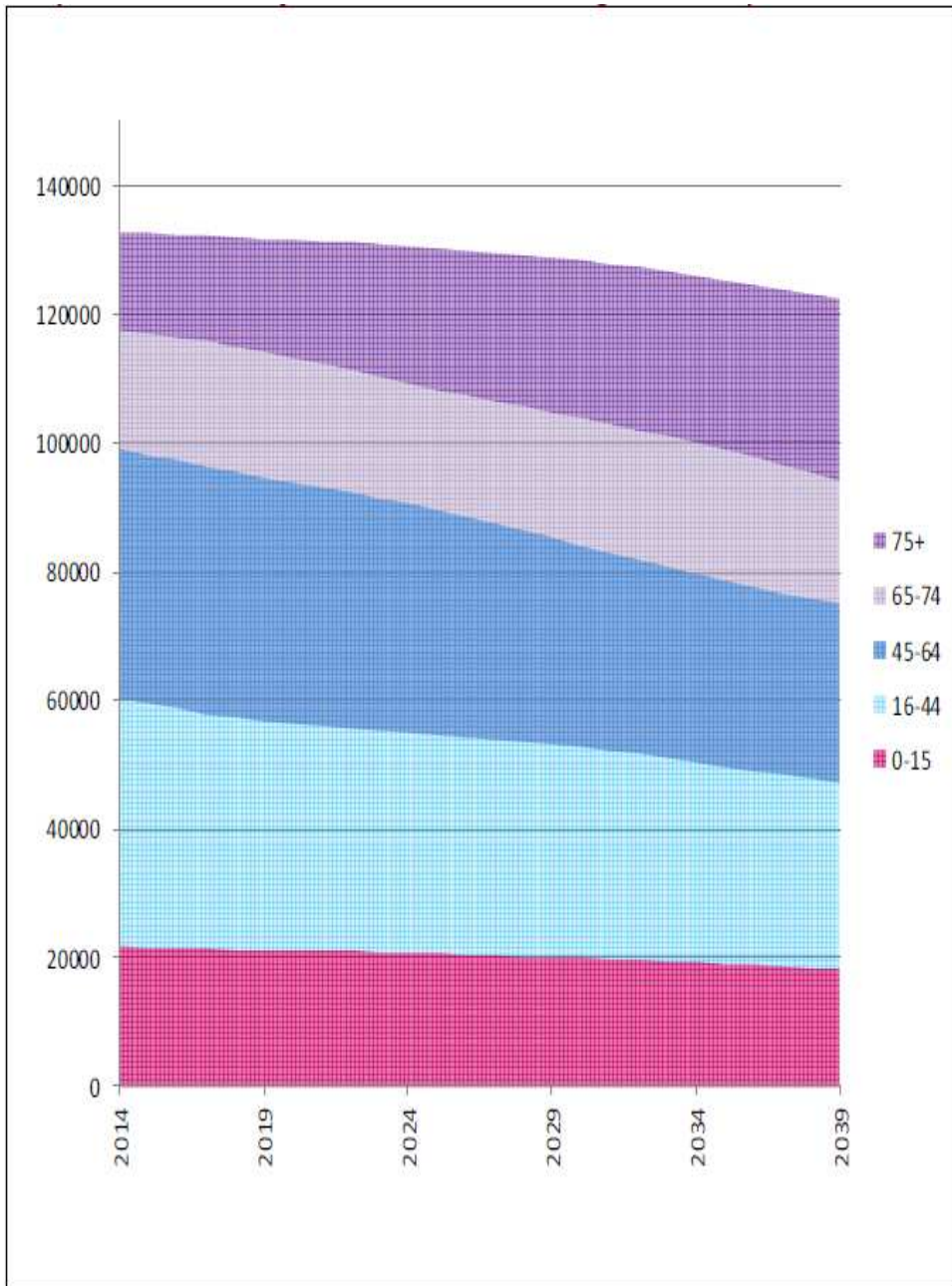
# Celebrating Demographic Change

Population Projection for Powys

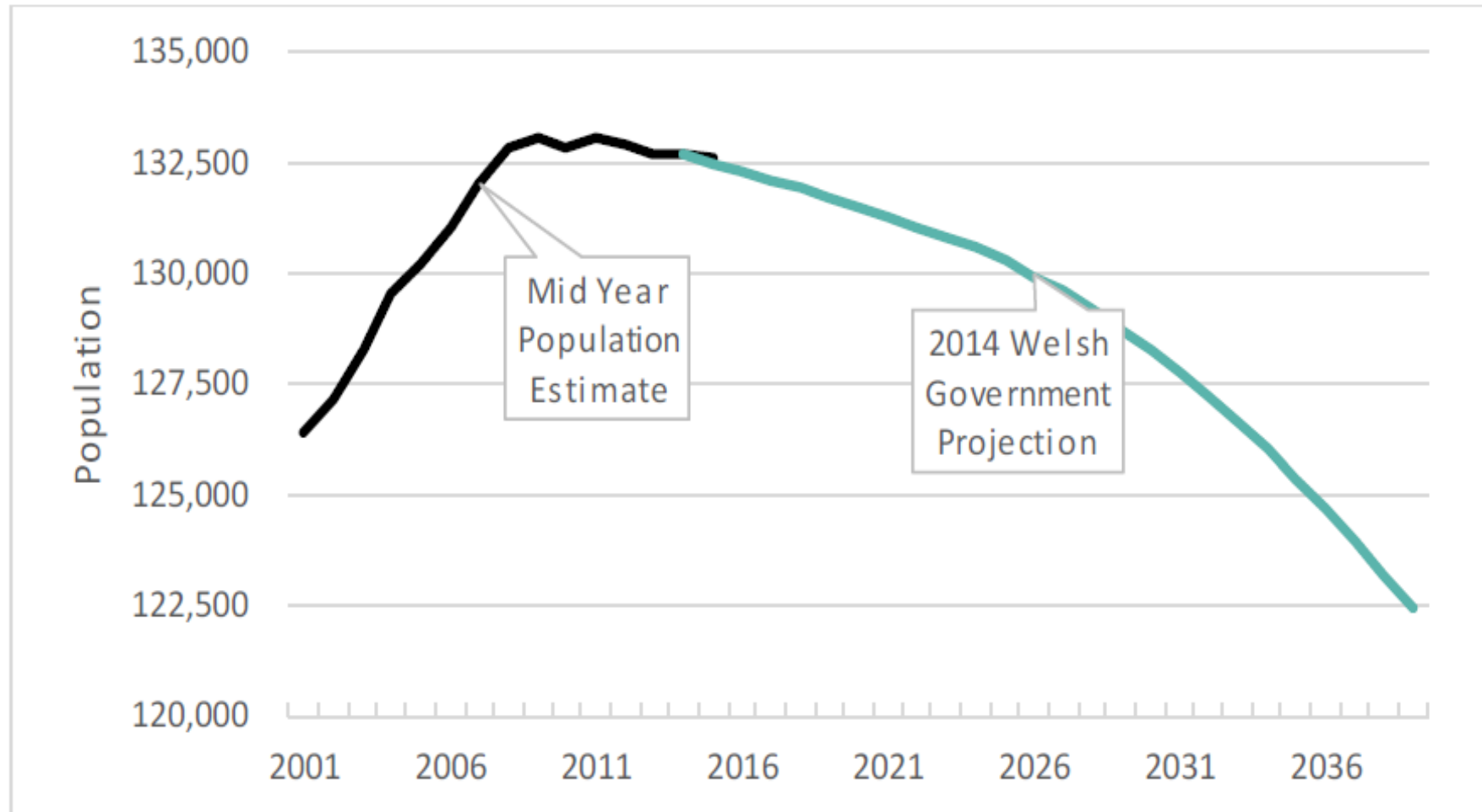
75+ Age







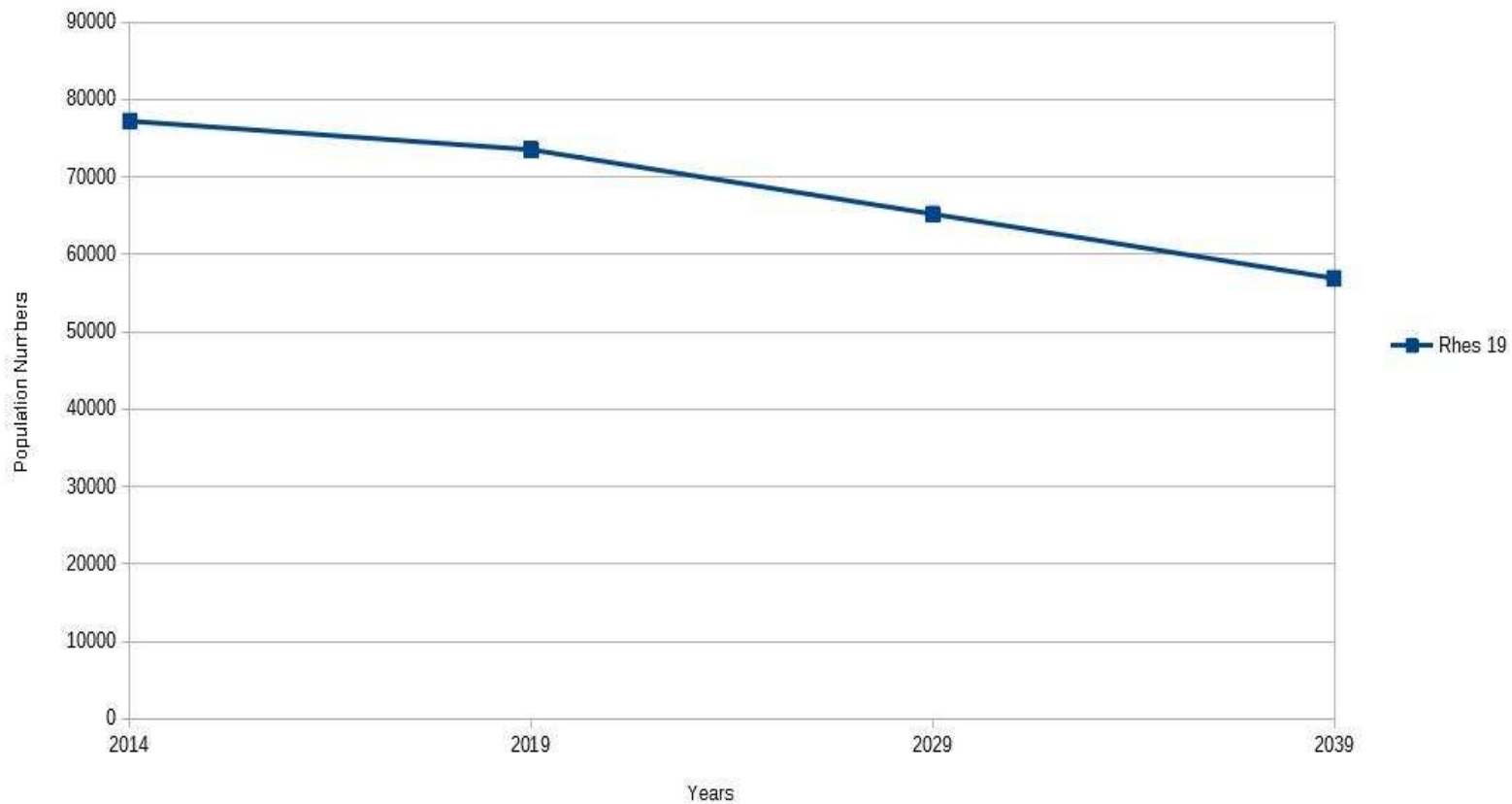
# Welsh Government - 2016



# Understanding Challenges

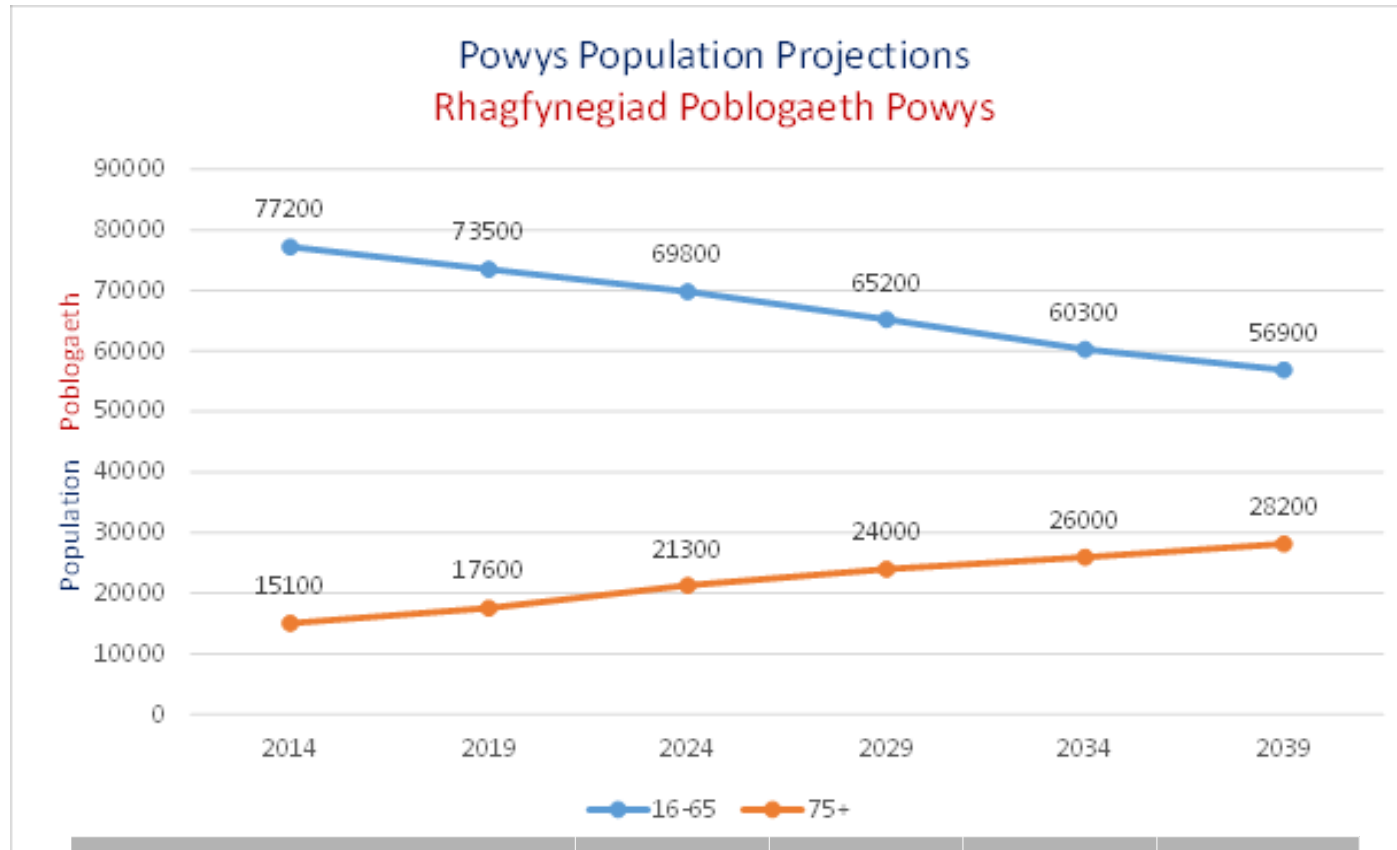
Population Projections for Powys

16 - 64 Age





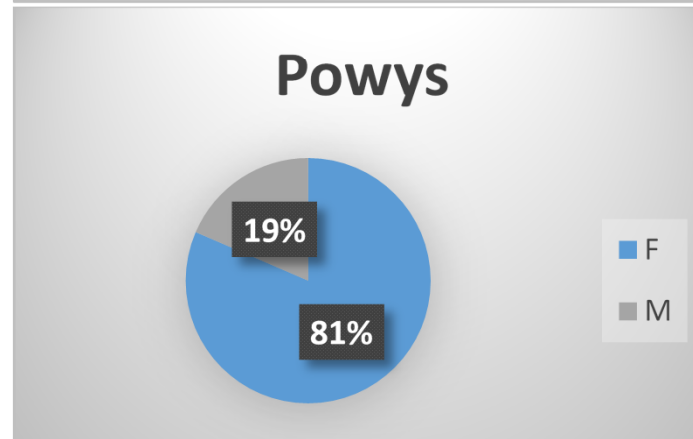
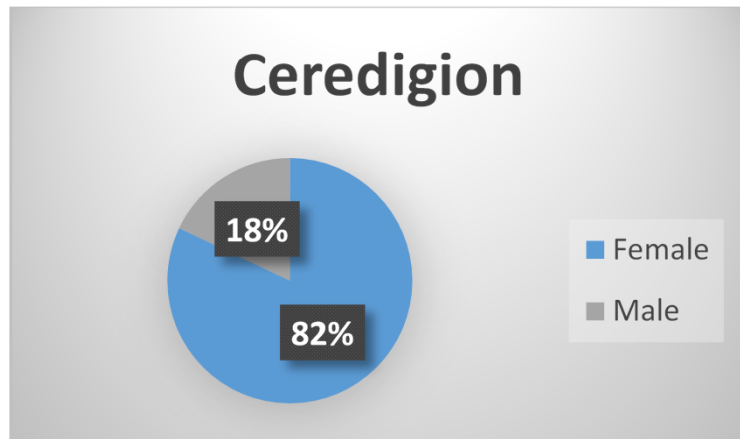
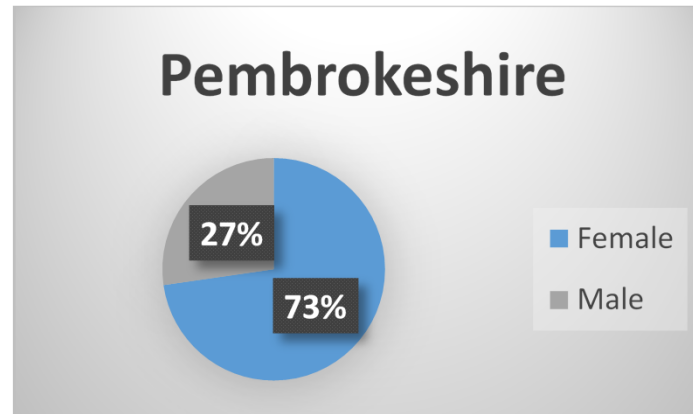
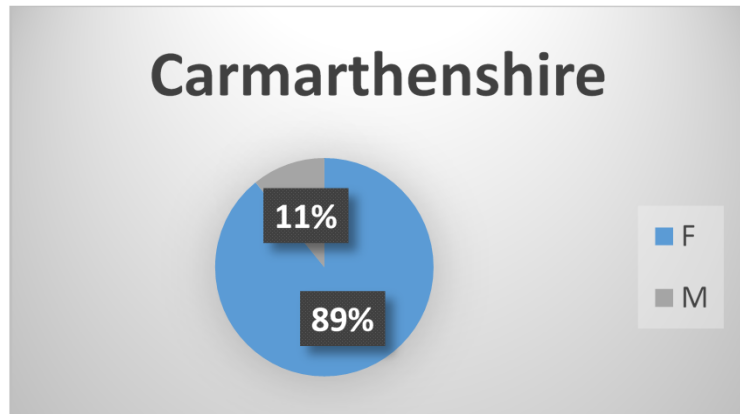
# Demographics



Age Group	2014	2019	2029	2039
<b>Working Age (16-64)</b>	77,200	73,500	65,200	56,900
<b>75+</b>	15,100	17,600	24,000	28,200



# Gender Diversity

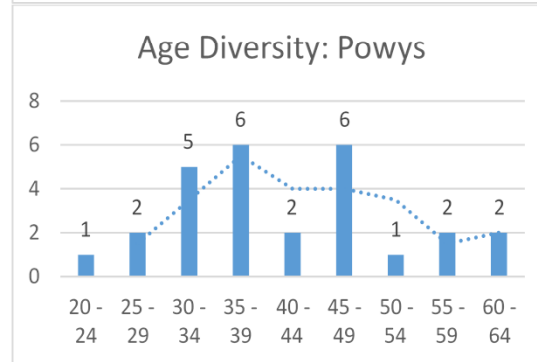
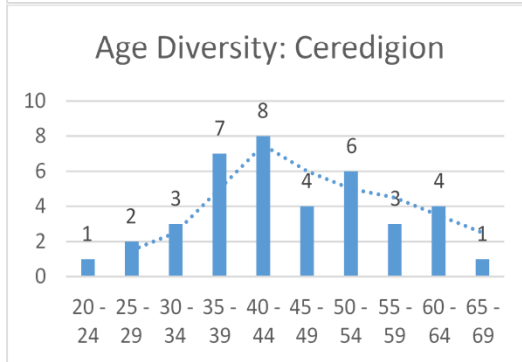
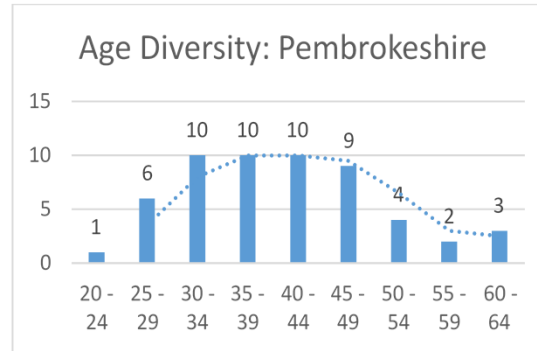
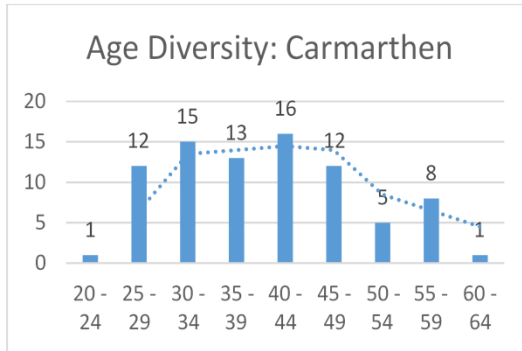


The English national average for Children's Social Workers is **85% female, 15% male**.

Pembrokeshire have twice the number of men working in Social Work roles compared to the (English) national average, potentially demonstrating good practice.



# Age Diversity



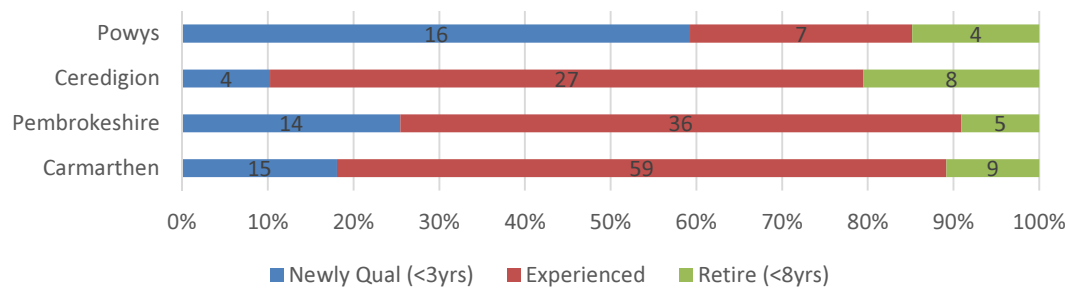
- Age diverse population (employees over 60 and under 25)
- 10% expected to retire at each Council within 8 years
- 21% expected to retire at **Ceredigion** within 8 years - potential risk area

	Retire 0 yrs [65 - 69]	Retire 0-3 yrs [60 - 64]	Retire 4-8 yrs [55 - 59]	Cumulative retirements within 8 years
<b>Carms</b>	0	1 (1%)	<b>8 (10%)</b>	9 (11% of current staff)
<b>Pembs</b>	0	3 (5%)	2 (4%)	5 (9% of current staff)
<b>Ceredig</b>	1 (3%)	<b>4 (10%)</b>	<b>3 (8%)</b>	8 (21% of current staff)
<b>Powys</b>	0	2 (4%)	2 (4%)	4 (8% of current staff)



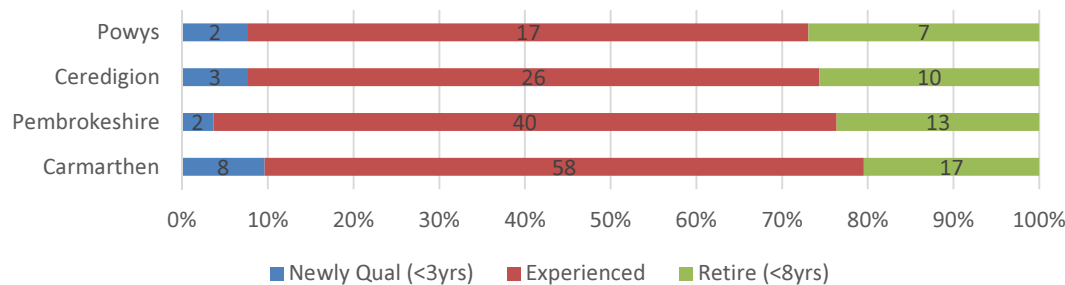
# Workforce Planning

Workforce Overview: Currently (as at 1st May, 2018)



*Current practice: replacing leavers with newly qualified.*

Workforce Overview: Projection (8 years time)



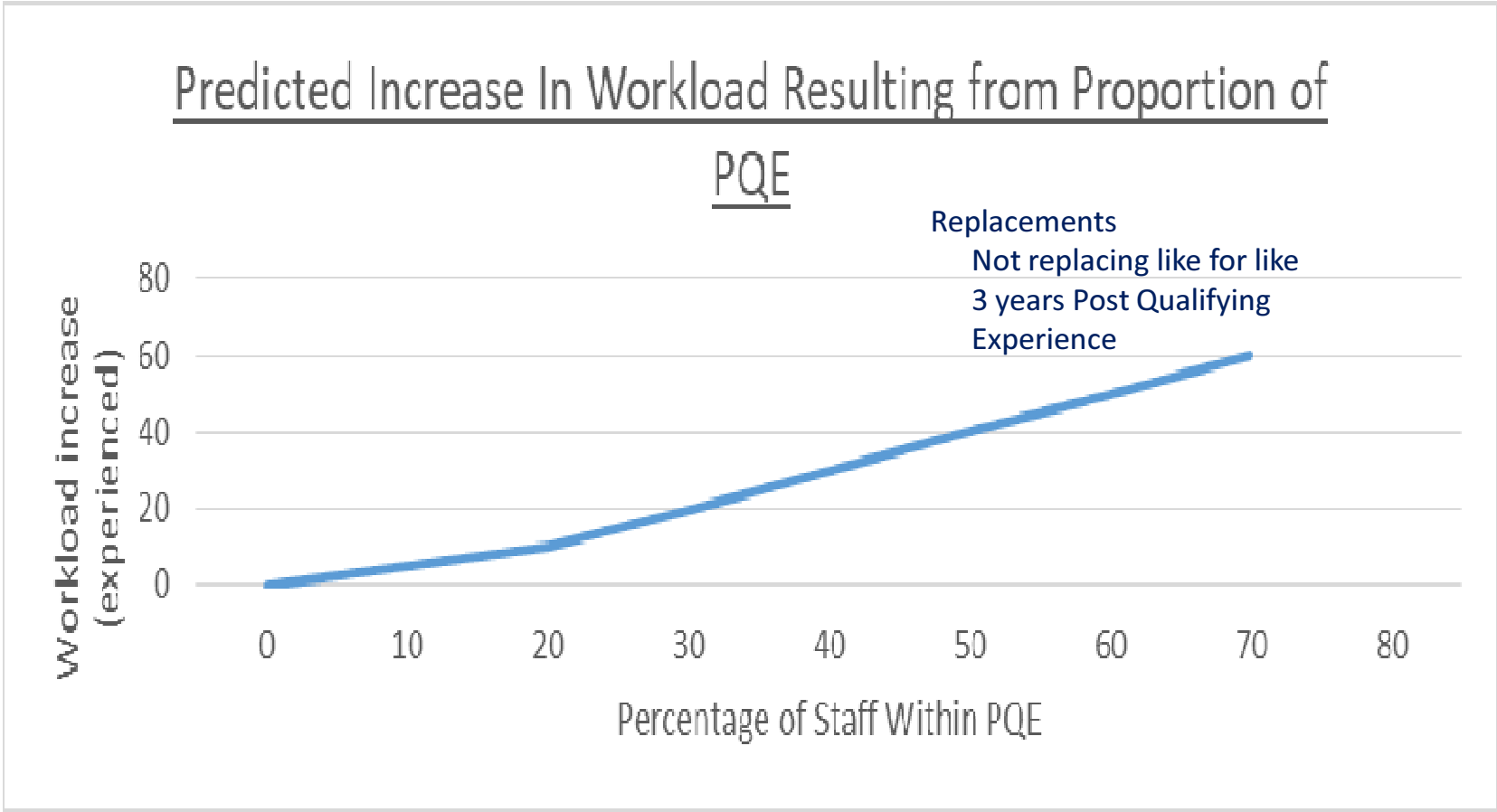
If the only leavers in the next 8 years were retirements, the existing practice for replacements would be very effective



# Predictive Model

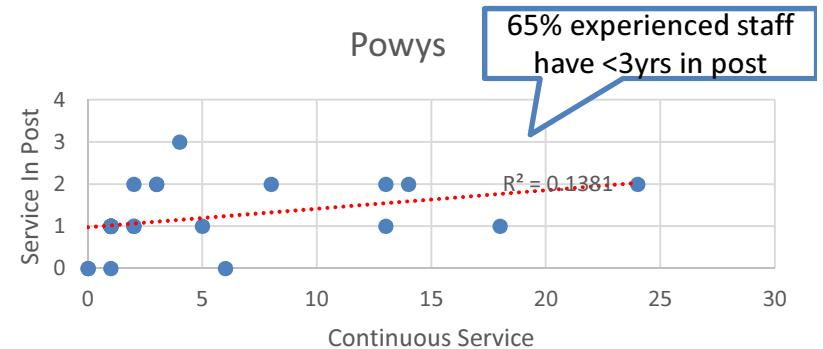
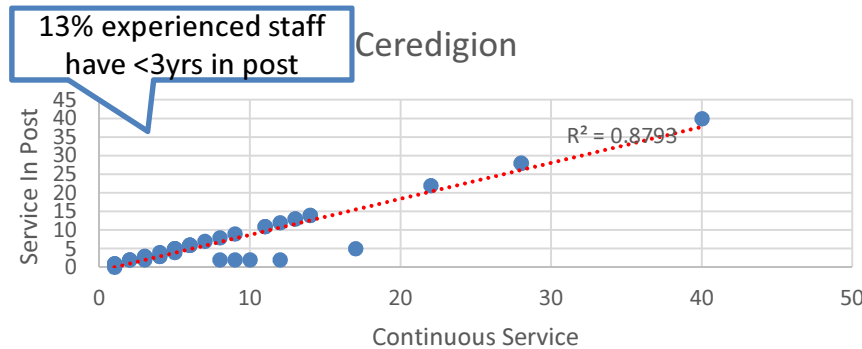
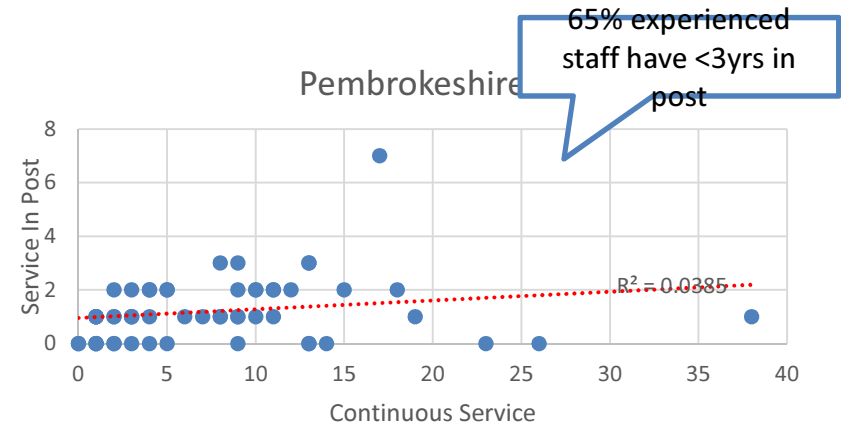
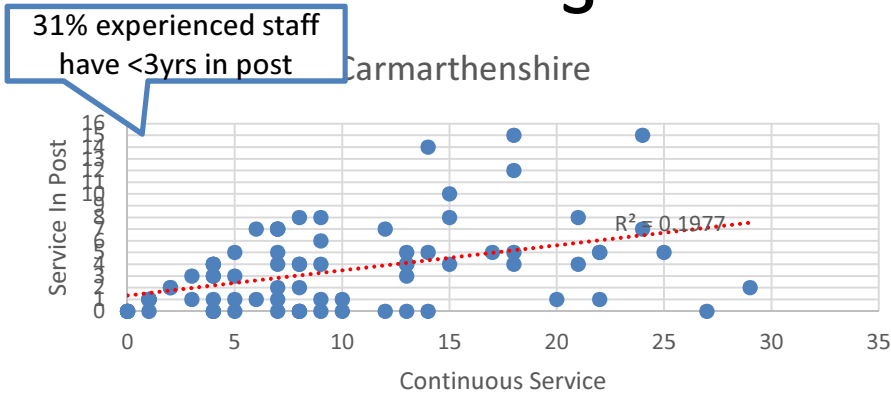
*If 20% of the staff are newly qualified, then there will be a 10% increase in caseload for the experienced staff  
(compared to: if all of the staff were experienced and on same caseload each)*

*For every additional 10% of experienced staff replaced with PQE, there will be a corresponding 10% further increase in the workload for the experienced staff*

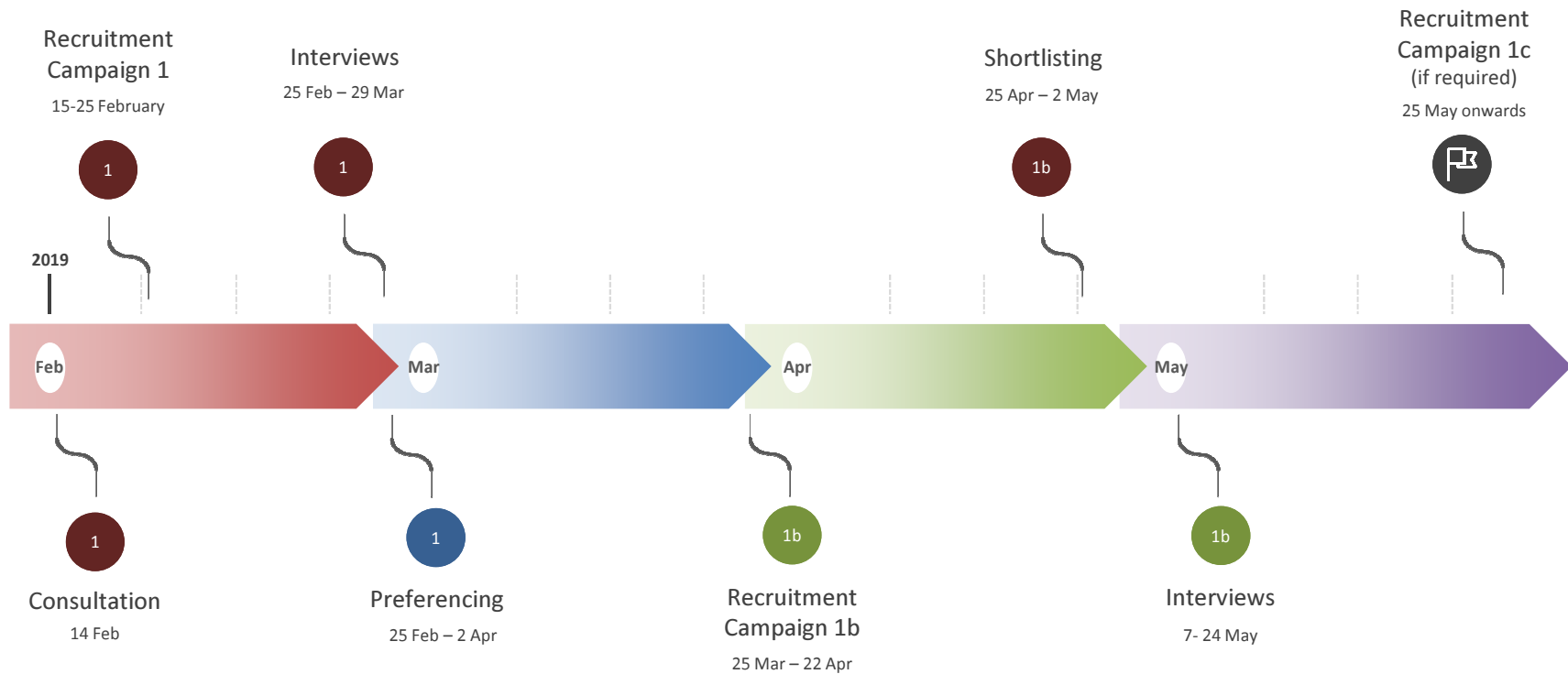


# Correlation Analysis

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# Children's Services Recruitment High Level Timeline



# Recruitment Campaign

	Impressions/Reaches	Link Clicks/Engagement
Facebook	94,411	1,001
Twitter	21,376	50
Linkedin	9,383	52.61%
Powys Website	675	105

Post	No. of Applications
Senior Manager	12
Team Manager	9
Principal Social Worker	7
Senior Social Worker/Social Worker	12
Team Leader	29
Improvement Manager	8



# Recruitment Campaign

## Children's Services Job Opportunities

### Join a transforming team

**Children's Services are on an upward journey to deliver outstanding support alongside families.**

It's an exciting time to join Powys with a dedicated and supportive Senior Leadership Team. The service is adopting the strengths-based Signs of Safety approach along with a strong focus on the voice of the child and early help and family support.



We are a fast improving service that has a clear vision on what are good outcomes for children and how to achieve them.

As part of the changes there are a great range of job opportunities for social workers and experienced leaders.

Apply now at [www.powys.gov.uk/jobs](http://www.powys.gov.uk/jobs) or for an informal discussion contact **Kath Flanagan-Jones** on **01597 826393** or email [recruitment@powys.gov.uk](mailto:recruitment@powys.gov.uk)

*Powys is a wonderful place to live and work. We certainly think it is – come and see for yourself* Closing date: **25 February 2019**

Search our jobs pages at [www.powys.gov.uk](http://www.powys.gov.uk)  
For more information contact [recruitment@powys.gov.uk](mailto:recruitment@powys.gov.uk)

Find us on social media   



# Recruitment Campaign

Qualified social workers new to Powys will receive...

- ✓ Relocation package - up to £8000
- ✓ Lease car scheme
- ✓ Professional development
- ✓ Regular supervision & mentoring
- ✓ Local government pension scheme
- ✓ Reasonable Caseloads of 15 - 18
- ✓ Competitive salary
- ✓ Work/life balance
- ✓ 24+ days holiday



Search our jobs pages at [www.powys.gov.uk](http://www.powys.gov.uk)  
For more information contact [recruitment@powys.gov.uk](mailto:recruitment@powys.gov.uk)

Find us on social media   



# Recruitment Campaign

## Pay & benefits for social workers new to Powys

Below are 12 reasons why working for Powys County Council is better than working for an agency, simple...

	Council Employees	Agency Staff
Relocation Package – up to £8000	✓	✗
Lease car scheme	✓	✗
Excellent rates of pay	✓	Hourly
A min. of 24 days holiday a year plus bank holidays	✓	✗
Local Government Pension Scheme	✓	✗
Flexible working patterns	✓	✗
Reasonable caseloads of 15-18	✓	✗
Regular supervision and mentoring	✓	✗
Work/life balance	✓	✗
Professional development with USW	✓	✗
Cycle to Work Scheme	✓	✗
Reward card	✓	✗

Search our jobs pages at [www.powys.gov.uk](http://www.powys.gov.uk)  
For more information contact [recruitment@powys.gov.uk](mailto:recruitment@powys.gov.uk)

Find us on social media   



# Steve

#CaringCareer  
[www.powys.gov.uk/jobs](http://www.powys.gov.uk/jobs)

I think it's a great opportunity for you to develop



# Recruitment Campaign

Page 29



Yn agored a blaengar - Open and enterprising



# Children's Services Appointments

Post	Post
Senior Manager Care and Support	Senior Manager Early Hel and Assessment
Strategic Improvement Manager	Team Manager EDT
Team Manager Fostering x 2	Childcare Business Support Officer
Social Worker Care and Support x 2	Childcare Business Support Worker x 2
Principle Social Worker Support for Families x 2	Team Leader Edge of Care x 2
Team Leader Family Support	Team Leader Family Time
Social Worker Court Specialist	Senior Social Worker Front Door
Project Support Officer Improvement	IDS Co-ordinator
Senior Social Worker IDS North	Principle Social Worker 14+ x 2
* To date 4 agency staff have been appointed in permanent posts	

Page 30



Yn agored a blaengar - Open and enterprising



# University Partnership & Seconded Students

- Powys is in a formal partnership with the Open University
- We have increased the number of seconded students from two to three each year
- In 2018 we seconded six in response to service needs and demands
- We have a total of eight seconded students at current time
  - Seven (2 CS and 5 AS) at Level 2 – due to qualify Autumn 2020
  - One (CS) at Level 3 – due to qualify in Autumn 2019



# Placements

- Level 2
  - We are currently providing seven placements to in house seconded Open University Students
- Level 3
  - One placement for a Chester University MA student – just completed – now working for Adults Disability Team as a SW
  - One placement for a Bangor University MA student in IFST – due to qualify Summer 2019
  - Two placements for Glyndwr University, one Older People North, one Adult Disability Team – due to qualify Summer 2019
  - One in house seconded student – Fostering South – due to qualify Autumn 2019





# Practice Assessors

- Currently have 19 qualified Practice Assessors across the LA
  - 11 in Childrens Services
  - 8 in Adults Services
- Only 5 are regular Practice Assessors (due to promotion etc)
- 7 current employees undertaking their Practice Assessors Award and have a student
  - 4 in Adults Services
  - 3 in Childrens Services



# First Three Years in Practice

- There is now a mandatory requirement for all NQSW's qualifying after April 2016 to meet these requirements in order to register.
- First Year in Practice
  - Childrens Services – 6 staff
  - Adults Services – 1 staff (soon to be 2)
- Consolidation Award Yr 2/3 (Porth Agored)
  - Childrens Services – 7 (at varying stages)
  - Adults Services -7 (at varying stages)



# Leaving Care Traineeship Programme

- Marc James leading for L&D and Ben Christofides for Children's Services
- L&D's role is to support the recruitment process and the arrangement of placements within the authority for those young people selected onto the programme
- No Traineeships awarded last year
- Session has been arranged at Broneirion for young people to raise their awareness of the programme and to encourage and support them to apply for the next round of Traineeships.
- 1 young person has recently secured a 2 year placement with HR and will be undertaking a Business Admin apprenticeship
- Young person's salary paid by Social Care



# Apprenticeships

- PCC has a total of 154 staff who are undertaking apprenticeship frameworks
  - 57 in Adults Services
  - 27 within Childrens Service (data received from Social Care Workforce team).
  - All 'upskilling', non 'employed' as apprentices.
  - Level 3 Health & Social Care; Level 5 Adults Advanced Practice; Level CYP Advanced Practice
- PCC Apprenticeship Policy located on HR pages of the intranet
  - Fixed term
  - Career Graded (permanent)
  - Must be employed for a minimum of 16 hours
- Salary for those employed as apprentices (not upskilling)
  - for the first year, irrespective of age, salary must be a minimum of £3.70 hour
  - second year, minimum wage for their age
  - Career Graded – 65%,(1<sup>st</sup> year) 80%,(2<sup>nd</sup> year) 90% (3<sup>rd</sup> year) of salary of the actual post



# Supported Employment

- One contract – value £150k (pan disability)
- Provider Elite (South) Agoriad (North) – collaboration – lead provider Elite
- Contract in place for two years
- Contract ends October 2019 – potential to extend
- Contract monitoring has evidenced good outcomes for some people (Case study)
- **Next steps** – contract review to commence
- Review will explore whether employment opportunities are being fully maximised including referral pathways
- Review to inform commissioning options
- Strategically - feed in to RPB Workforce Futures work
- Link in with Welsh Government grant funded employment schemes



# Employee Reps Meetings

- First meeting held 03 October 2018
- Terms of Reference agreed
- Further meeting 29 January – agreed to now meet 6weekly not quarterly
- Representatives from each team across social services
- Updates provided by Director and Heads of Service
- Opportunity for staff to raise issues
- Open and positive discussions held
- Trade Unions and HR reps standing invite



# Next Steps

- Realign the training provision with services
- Proposal for grow our own ready for implementation in readiness for the next intake
- Improve support arrangements for NQSWs and newly promoted staff
- Establish a Workforce Academy in Powys
- Wellbeing Improvement Plan



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## **Social Services Workforce Training and Development Overview**

### **University Partnerships**

We are currently in a formal partnership with the Open University (OU). The OU deliver the Social Work Degree for our in-house seconded students. We have considered an additional formal partnership with another University, however the time commitments needed to enter into an additional partnership mean that this is not currently a viable option, (a partnership requires a commitment of around 25-30 days per year due to requirements around interviews, assessment panels, moderation, exam boards and partnership meetings).

Although our formal partnership is with the OU we regularly take students from other Universities at the request of their hosting local authority. In the last twelve months we have provided placements to students from Glyndwr, Bangor, and Chester Universities.

The OU in Wales are considering piloting a Master's Degree in 2020 and I have stated that Powys would be interested in participating in this pilot as I am aware of staff who would qualify for this route.

### **Seconded Students**

Powys County Council has historically seconded two students onto the degree each year so long as they meet the qualifying criteria and gain the minimum points score required by the OU selection process. This was increased to three students in 2018 due to recruitment pressures within the local authority. Due to the high number of applications meeting the criteria, the fact that all applicants had already completed level 1 of their studies (1 level 2), and a lower number in some previous years six were actually put through. This is creating additional pressure on SCWDP funding for the next two years.

We are currently in discussion with HR in regards to our seconded scheme in the local authority. HR are in discussions with legal in regards to the formalities of a mandatory agreement to work for the local authority upon completion of the degree. The current scheme does state this, however is not legally binding. This is why there has been a delay in our traditional recruitment process to date. This will not affect registrations as these do not need to be submitted until August 2019. We have already confirmed with the OU that we would like to reserve three places.

Current:

Level 1: 0, however we do have staff across the local authority undertaking the K101, and the KZW113 (these being the two courses which make up level 1 of the degree), as these are classified as 'open' courses. Undertaking Level 1 as an open student allows staff the opportunity to check out their commitment to University study. Completion of the K101 and KZW113 provide staff with the new 'Social Services Practitioner' Award. The OU are considering making Level 1 a mandatory requirement before students can apply for the SW Degree.

Level 2: Children's Services as a substantive role – 2 students, 1 based Brecon, 1 based Newtown.  
Adult's Services as a substantive role – 5 students, 2 based Newtown, 1 based Llandrindod/Brecon, 1 based Brecon/Ystradgynlais, 1 based Ystradgynlais. All of these students are due to qualify in Autumn 2020.

Level 3: Children's Services as a substantive role – 1 student, based Brecon. This student is due to qualify Autumn 2019. There are no other seconded students currently on Level 3, this is due to students starting points in previous years e.g. joining the degree at either Level 1, 2, or three due to personal / sponsored study already undertaken.

**Previous seconded Students (last five years) and current destination:**

Qualified 2018: Children's Services – 4, 1 in Bannau / Camlas, 1 in Brecon Locality, 1 in Radnor Locality, 1 on maternity leave, due to take up a SW post in YJS South.

Qualified 2017: Childrens Services -2 – 1 now working in Fostering South, 1 now working in Adults Disability.

Adults Services – 1 – working in Older People - North

Qualified 2016: Childrens Services – 1 – now working for Powys CAMH's.

Adults Services -1 – worked in Powys CMHT, now in Adults Disability.

Qualified 2015: Childrens Services – 2 – 1 worked in Newtown CS, now in CWD North, 1 worked in Newtown CS, now in Adults Older Peoples Team.

Qualified 2014: Childrens Services – 1 – working in North Assessment Team

Adults Services – 1 – working in Older People – South

**Current Practice Learning Opportunities**

We currently have eleven students who have recently commenced placements with Powys. We also have one student who has just completed (January 2019) their placement with us from Chester University and is now in a Social Work role with the Adult's Disability Team – North.

In addition to our eight in house seconded students on placement we have an additional three students on placement with the local authority. All are final year students, 1 from Bangor University and 2 from Glyndwr. I have provided these students with the recent e-mail about the Children's Services vacancies.

**First Three Years in Practice incorporating the Consolidation of Social Work Award – Porth Agored**

All Newly Qualified Social Workers complete an in-house portfolio of work in their first year of practice, this portfolio is based on the exemplar provided by Social Care Wales. Completion of this portfolio allows staff to move from a Grade 10 to a Grade 11 in respect of their salary. We are now in receipt of a number of portfolios, there is a general theme within the portfolios in regards to our 'in-house' seconded staff receiving either a limited or no induction. This is a concern in relation to staff morale and retention. Feedback has shown that staff value the opportunity to attend support groups with colleagues across the county.

Numbers for first year in practice:

Childrens Services – 6 members of staff in their first year in practice

Adults Services – 1 member of staff in their first year in practice, awaiting SCW registration for one additional SW (equivalency and return to practice submitted)

Porth Agored Award:

Childrens Services: 6 started October 2018 due to submit October 2019, 1 started their award in February 2019 – Submit February 2020.

Adults Services: 1 Member of staff has submitted this month, 3 started October 2018 due to submit October 2019, 3 started their award in February 2019 – Submit February 2020.

Historically we have a poor completion rate in regards to staff completing their Consolidation Award, many request extensions due to work pressures and then withdraw. This is a significant risk area due to the new registration requirements. All Newly Qualified Social Workers who qualified after April 2016 must complete their consolidation award in order to re-register with Social Care Wales.

### **Practice Assessors Course**

There are 19 qualified Practice Assessors within Powys Social Services, 8 are in Adults Services and 11 in Children's Services. Out of these 2 in Adults and 3 in Childrens are regular (had more than 1 student in the last three years) Practice Assessors. There are a high proportion of staff with their Practice Assessors Award that have moved into positions of management and are no longer able to commit to the requirements of having a student. A number of resignations over the last twelve months has seen a number of regular practice assessors leave the local authority. Two of these staff are currently providing services as an off-site Practice Assessor for current students.

We currently have seven staff members undertaking their Practice Assessor Award. Two undertaking the course in Swansea – 1 Adult Disability Team – South, and 1 Radnor Locality Team. Five members of staff are undertaking the North Wales Practice Assessors course, 1 Older People North, 2 Adults Disability North, and 2 IFST Mid / North. The higher than normal number of recruits is creating additional pressures as these staff need to have observations of practice and supervision by a qualified Practice Assessor who has assessed a minimum of three students.

### **Recruitment and Awareness**

I have attended all of the Social Care recruitment events across Powys and outlying areas, two in Oswestry, 1 in Hay on Wye, 1 in Ystradgynlais. I will be attending the Compass Careers Event in Birmingham. I also attend the annual Powys Careers Day and meet with the students on the Health and Social Care Course at NPTC Group at least once a year.

I have recently supported a Social Work from Denmark to undertake work experience within the local authority and assisted with their qualification equivalency and return to practice portfolio. This individual has gained a SW position with Adults Disability Team so long as their equivalency and portfolio are approved by SCW.

**Claire Williams**  
**Practice Learning and Development Officer**  
**20<sup>th</sup> February 2019.**

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By virtue of paragraph(s) 14 of Part 1 of Schedule 12A  
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Scrutiny date	Scrutiny Committee	Item	Working Group end date	Cab/Mgmt Team Date	Cab Date
<b>2019</b>					
<b>MARCH 2019</b>					
Fri 01/03/19 <span style="color: red;">move to 220219</span>	LS				
04/03/19 - 08/03/19	HC AND ERCG WG				
11/03/19 - 15/03/19	LS WG				
18/03/19 - 22/03/19	HC AND ERCG WG				
20/03/2019	Finance Panel	Financial Overview and Forecast - February			26/03/2019
Mon 25/03/19 am	ERCG	DRAFT of Vision 2025: Our CIP (UPDATE 2019/20 – Proposed changes to CIP for 2019/20)		19/02/2019	26/03/2019
		Gender Pay Report		09/04/2019	30/04/2019
		Check progress against removing barriers to employment			
27/03/2019	Social Care Working Group	Children's Pledge Dynamic Purchasing DEToCs			
Thurs 28/03/19	LS	Stds, attendance and exclusion verified			
				09/04/2019	30/04/2019
<b>APRIL 2019</b>					
Fri 05/04/19	HC	Foster Care Support Offer Supported Living Framework Extra Care Housing Workforce and Agency Performance - February 2019 (incl DEToCs)		09/04/2019 07/05/2019	30/04/2019 21/05/2019
08/04/19 - 12/04/19	LS AND ERCG WG				
15/04/19 - 18/04/19	HC WG				
23/04/19 - 26/04/19	ERCG WG				
26/04/2019	LS WG	Schools causing concern Categorisation			
29/04/19 - 03/05/19	HC WG				
Mon 29/04/19	PSB	Developing integrated commissioning with PTHB - care homes Annual Report - Powys Wellbeing Plan - Towards 2040 - draft?			

Scrutiny date	Scrutiny Committee	Item	Working Group end date	Cab/Mgmt Team Date	Cab Date
??	Joint WG - ERCG and HC? Joint WG - ERCG and HC? ERCG	Improve housing choice availability incl extra care Supported housing (email round update to Members) Impact of Roll Out of Universal Credit on HRA Proportion of revenue spend increase 2% 18/19 Review marketing opportunities and programme Housing Association Development Public Toilets Strategy Engagement and Communications Strategy		07/05/2019 09/04/2019 07/05/2019	21/05/2019 30/04/2019 21/05/2019
<b>MAY 2019</b>					
01/05/19	HC WG	Children's Looked After Framework			
Thurs 09/05/19	Audit	WAO Annual Plan Internal Audit - Annual Plan and Performance Monitoring Strategic Risk Management (incl DSS for ASC19) Annual Governance Statement Business continuity Closure of Accounts CIPFA guidance - review of notes to accounts Implementation of Finance System - update draft Audit Committee Annual Report			
Mon 13/05/19 am	ERCG	Final Vision 2025: Our CIP 2019/20 Update and Annual Report 2018/19 Annual Employment Monitoring Report Local Housing Market Assessment		04/06/2019 07/05/2019 25/06/2019	18/06/2019 21/05/2019 09/07/2019
Mon 13/05/2019 pm	LS	Specialist centre provision Annual Report Work Programme 2019-2020			
Tues 14/05/19	HC	Health & Care Strategy – Statements of Intent Regional Partnership Board - briefing Out of County Placements		07/05/2019	21/05/2019
15/05/2019	Finance Panel	Financial overview and forecast - March 18/19 Outturn Capital Receipts Directive CIPFA Report and Action Plan			21/05/2019 21/05/2019
24/05/2019	LS WG	School balances			

Scrutiny date	Scrutiny Committee	Item	Working Group end date	Cab/Mgmt Team Date	Cab Date
27/05/19 - 31/05/19	ERCG WG				
30/05/2019	HC WG	Care Leavers			
<b>JUNE 2019</b>					
Mon 10/06/19	Audit (seminar)	Draft Statement of Accounts Annual Governance Statement			
10/06/19 - 14/06/19	ERCG WG				
11/06/2019	HC WG	Complaints (Children's)			
12/06/2019	Finance Panel	MTFS Budget Process Report			18/06/2019
17/06/19 - 21/06/19	LS School Scrutiny Panel	School 1			
Mon 24/06/19	ERCG	HRA New Build Programme Strategic Equality Plan - End of Year		25/06/2019 25/06/2019	09/07/2019 09/07/2019
		Crime and Disorder + Police and Crime Commissioner to discuss Needs Assessment Survey			
Thurs 27/06/2019	HC	CIW Monitoring report (Adults) TEC, Tribe and Robotics Information, Advice and Assistance Performance and Finance			
<b>JULY 2019</b>					
03/07/19	Finance Panel	Financial overview and forecast - May			9/07/19
Mon 08/07/2019 pm	LS				
08/07/19 - 12/07/19	ERCG AND HC WG				
15/07/19 - 19/07/19	LS WG				
Thurs 18/07/2019	PSB	Annual Report Wellbeing Plan		04/06/2019	18/06/2019
24/07/2019	Finance Panel	Financial overview and forecast - June			30/07/2019
<b>AUGUST 2019</b>					
Mon 19/08/2019 am	LS				
Mon 19/08/2019 pm	HC				
Tues 20/08/19	ERCG	Tenants Satisfaction Survey		03/09/2019	17/09/2019

Scrutiny date	Scrutiny Committee	Item	Working Group end date	Cab/Mgmt Team Date	Cab Date
		Vision 2025: Our CIP Quarter 4 2018-19 Performance Report			18/06/2019
Fri 30/08/2018	Audit Seminar	SoA			
<b>SEPTEMBER 2019</b>					
02/09/19 - 06/09/19	LS WG				
03/09/2019	HC WG	Safeguarding and Good Social Work Practice			
Fri 06/09/2019	Audit Committee	Final Statement of Accounts Annual Governance Statement Annual Improvement Report TM Review and Q1 Strategic Risk Register Internal Audit Performance Monitoring			
09/09/19 - 13/09/19	ERCG AND HC WG				
13/09/2019	Finance Panel	Financial overview and forecast - July			17/09/2019
16/09/19 - 20/09/19	LS WG				
23/09/19 - 27/09/19	ERCG AND HC WG				
TBC	FP				
<b>OCTOBER 2019</b>					
Tues 01/10/2019	PSB				
02/10/2019	Finance Panel	Financial overview and forecast - August			08/10/2019
Mon 07/10/2019 pm	LS	School Balances Standards (provisional) and Inspection Outcomes Early Years standards and provision			
Mon 14/10/19	ERCG	HRA Asset Management Strategy		22/10/2019	05/11/2019
Fri 18/10/2019	HC	Finance and Performance			
21/10/19 - 25/10/19	LS School Scrutiny Panel	School 2			

Scrutiny date	Scrutiny Committee	Item	Working Group end date	Cab/Mgmt Team Date	Cab Date
22/10/2019	HC WG	Independent Reviewing and Quality Assurance			
28/10/19 - 01/11/19	ERCG WG				
31/10/2019	Finance Panel	Financial overview and forecast - September			05/11/2019
<b>NOVEMBER 2019</b>					
04/11/19 - 08/11/19	LS WG				
11/11/19 - 15/11/19	ERCG WG				
13/11/19	HC WG	Eligibility Criteria			
Mon 18/11/2019	LS				
Mon 25/11/19	ERCG	Crime and Disorder			
25/11/2019	Finance Panel	Financial overview and forecast -October			27/11/2019
Fri 29/11/2019 pm	HC	Strategy for Residential Care FRM			
<b>DECEMBER 2019</b>					
02/12/19 - 06/12/19	LS WG				
09/12/19 - 13/12/19	ERCG AND HC WG				
12/12/19	Finance Panel	Financial overview and forecast - November			17/12/19
Thurs 19/12/2019	Audit				
<b>2020</b>					
<b>JANUARY 2020</b>					
13/01/20 - 17/01/20	Committees				
21/01/20 - 24/01/20	Committees				
27/01/20 - 31/01/20	Working Groups				
<b>FEBRUARY 2020</b>					
03/02/20 - 07/02/20	Committees				
10/02/20 - 14/02/20	Committees				

Scrutiny date	Scrutiny Committee	Item	Working Group end date	Cab/Mgmt Team Date	Cab Date
17/02/20 - 21/02/20	Working Groups				
24/02/20 - 28/02/20	Working Groups				
<b>MARCH 2020</b>					
02/03/20 - 06/03/20	Committees				
09/02/20 - 13/03/20	Working Groups				
16/03/20 - 20/03/20	Working Groups				
23/03/20 - 27/03/20	Working Groups				
30/03/20 - 03/04/20	Working Groups				
<b>APRIL 2020</b>					
06/04/20 - 09/04/20	Committees				
14/04/20 - 17/04/20	Committees				
20/04/20 - 24/04/20	Working Groups				
27/04/20 - 01/05/20	Working Groups				
<b>MAY 2020</b>					
05/05/20 - 08/05/20	Working Groups				
11/05/20 - 15/05/20	Working Groups				
18/05/20 - 22/05/20	Committees				
26/05/20 - 29/05/20	Committees				
<b>JUNE 2020</b>					
01/06/20 - 05/06/20	Working Groups				
08/06/20 - 12/06/20	Working Groups				
15/06/20 - 19/06/20	Working Groups				
22/06/20 - 26/06/20	Working Groups				
29/06/20 - 03/07/20	Committees				
<b>Q1 2020</b>					
	ERCG	Proportion of revenue spend increase 2% 19/20 Assess effectiveness of marketing programme Check inward investment strategy and action plan			
	HC				
	Audit				
	LS				
<b>JULY 2020</b>					
06/07/20 - 10/07/20	Committees				
13/07/20 - 17/07/20	Working Groups				

Scrutiny date	Scrutiny Committee	Item	Working Group end date	Cab/Mgmt Team Date	Cab Date
27/07/20 - 31/07/20	Working Groups				
<b>AUGUST 2020</b>					
17/08/20 - 21/08/20	Working Groups				
24/08/20 - 28/08/20	Working Groups				
31/08/20 - 04/09/20	Committees				
<b>SEPTEMBER 2020</b>					
07/09/20 - 11/09/20	Committees				
14/09/20 - 18/09/20	Working Groups				
21/09/20 - 25/09/20	Working Groups				
28/09/20 - 02/10/20	Working Groups				
<b>Q2 2020</b>					
	LS	Increase % of pupils assessed in Welsh in Year 2			
	HC				
	ERCG				
	Audit				
	FP				
<b>OCTOBER 2020</b>					
05/10/20 - 09/10/20	Working Groups				
12/10/20 - 16/10/20	Committees				
19/10/20 - 23/10/20	Committees				
26/10/20 - 30/10/20	Working Groups				
<b>NOVEMBER 2020</b>					
02/11/20 - 06/11/20	Working Groups				
09/11/20 - 13/11/20	Working Groups				
16/11/20 - 20/11/20	Working Groups				
23/11/20 - 27/11/20	Committees				
30/11/20 - 04/12/20	Committees				
<b>DECEMBER 2020</b>					
07/12/20 - 11/12/20	Working Groups				
14/12/20 - 18/12/20	Working Groups				
<b>Q3 2020</b>					
	LS				

Scrutiny date	Scrutiny Committee	Item	Working Group end date	Cab/Mgmt Team Date	Cab Date
	HC				
	ERCG				
	Audit				
	FP				