

OPTIONS APPRAISAL

	Option 1	Option 2	Option 3
Description	Separate WDT teams	Collaborating Joint WDT team with interim structure and one team manager	Fully Integrated WDT team with new permanent structure and one team manager
Hosting	Separate LA hosting	Host LA	Host LA
Service Delivery	Separate LA delivery Plans and local delivery	Joint Training Plan delivered locally in accordance with two separate Service Level Agreements	Fully integrated Training Plan delivered locally in accordance with two separate Service Level Agreements
Funding	Separate SCWDP grant plus Separate LA matched funding and additional contributions	Pooled budget areas for training joint funding is dependent upon chosen model	Combined SCWDP grant funding is dependent upon chosen model
Available budget for providing training and qualifications	BG: £161,413 Caerphilly: £276,153 = £437,566	BG: £161,413 Caerphilly: £276,513 = £437,566	BG: £161,413 Caerphilly: £276,513 = £437,566
Financial Accounting	Separate Accounting	Blaenau Gwent with mechanisms for cross charging to avoid cross subsidising	Blaenau Gwent with mechanisms to identify and address cross subsidising issues
Staffing Structure	Separately managed teams	Current Interim team structure with one team manager	New integrated Business Partner team structure with one team manager (Appendix 2)
Staff Employer	Separate LAs	Separate LAs	Host LA/secondment
Staffing Cost	BG £325,814 + Caerphilly £520,746 = £846,560	BG £325,814 + Caerphilly £520,746 = £846,560	£836,815 (includes Manual Handling, Mentor post and excess mileage)
Staff location	BG - Tredegar Training Centre or other BG location from Jan 2014 Caerphilly – Tredomen House or other	Foxes Lane	Foxes Lane

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	Caerphilly location (unknown at present)		
Cost of staff location	BG: ½ of TC cost of £36,240 = £18,120 Caerphilly: Directorate provide accommodation	BG: £7,000 (funded from TC savings) Caerphilly: £7,000 (funded from office moves)	BG: £7,000 (funded from TC savings) Caerphilly: £7,000 (funded from office moves)
Training delivery location	BG – Tredegar Training Centre, or other BG location from Jan 2014 Caerphilly – Tredomen House or other Caerphilly location	Foxes Lane plus BG: Training Centre until Dec 2013, then alternative venues Caerphilly: Tredomen House + Enterprise House until August 2013, then portacabin at rear of Penmaen House	Foxes Lane plus BG: Training Centre until Dec 2013, then alternative venues Caerphilly: Tredomen House + Enterprise House until August 2013, then portacabin at rear of Penmaen House
Cost of delivery location	BG: ½ of TC cost of £36,240 = £18,120 Caerphilly: Corporate provide venues	BG: £7,000 plus local delivery at approx. £10k (funded from TC savings) Caerphilly: £7,000 plus Corporate provision (funded from office moves)	BG: £7,000 plus local delivery at approx. £10k (funded from TC savings) Caerphilly: £7,000 plus Corporate provision (funded from office moves)
Foxes Lane set up costs	Not Applicable	Furnishing and equipping staff accommodation and training facility = £30,000 (covered by 2012-13 underspend) Staff excess mileage = £6,000 per year during the first 18 months (covered by 2012-13 underspend) Telephony and IT systems: Costs being identified Note: BG will still incur a proportion of the £36,100 for the Training Centre in Tredegar in 2013-14	Furnishing and equipping staff accommodation and training facility = £30,000 (covered by 2012-13 underspend) Telephony and IT systems: Costs being identified Note: BG will still incur a proportion of the £36,100 for the Training Centre in Tredegar in 2013-14
IT Network and Systems Recording	Separate LA systems	Separate LA systems	Separate LA systems
Cost of IT	BG and Caerphilly Corporate Charge	No extra corporate charge expected if	No extra corporate charge expected if

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Network and Systems Recording		Caerphilly system is used	Caerphilly system is used
Benefits	<ul style="list-style-type: none"> Local focus Local knowledge Own systems and record keeping Specific services being matched to requirements of the departments No risk of cross subsidising another LA Joint Arrangements training can continue with opportunity for further joint training courses 	<ul style="list-style-type: none"> Broader range of training Increased number of staff and broader range of knowledge and skills Learning from each other Economies of scale through one procurement system Standardised approach to training Building collaboration between the two LAs Stronger regional and national voice 	<ul style="list-style-type: none"> A Business Partner approach provides the best approach to delivering the new service specification Broader range of training Broader range of knowledge and skills Learning from each other Economies of scale through single procurement approach Standardised approach to training Building collaboration between the two LAs Stronger regional and national voice
Risks	<ul style="list-style-type: none"> Impact of any cut in the SCWDP grant LA budget pressures Limited range of training courses Not sufficient budget to meet the training and development demands of each service? 	<ul style="list-style-type: none"> Impact of any cut in the SCWDP grant Local differences in service delivery Having to meet the needs of two separate Social Services departments which can be different Specific local training needs not met Cross subsidising from one LA to the other Double accounting and data handling Different service approaches 	<ul style="list-style-type: none"> Possible transfer of staff to different LA employer Impact of any cut in the SCWDP grant Local differences in service delivery Having to meet the needs of two separate Social Services departments Specific local training needs not met Cross subsidising from one LA to the other Double accounting and data handling

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Overcoming Risks	<ul style="list-style-type: none"> Tap into other funding streams (e.g. FEIs for QCF) Charge partners for attending training Collaborate with Caerphilly or other LAs on putting on more joint training courses 	<ul style="list-style-type: none"> Tap into other funding streams (e.g. FEIs for QCF) Charge partners for attending training Develop mechanisms for cross charging to avoid cross subsidising 	<ul style="list-style-type: none"> Different service approaches Tap into other funding streams (e.g. FEIs for QCF) Charge partners for attending training Develop mechanisms for cross charging to avoid cross subsidising
TOTAL COST	BG: £247,621 Caerphilly: £319,355 SCWDP Grant: £717,149 Total : £1,284,125	BG: £247,621 Caerphilly: £319,355 SCWDP Grant: £717,149 Total : £1,284,125 SAVINGS: <ul style="list-style-type: none"> Saving of £36,240 on BG staff accommodation Savings of £14,000 on Caerphilly offices (to be identified) COSTS Annual <ul style="list-style-type: none"> £28,000 for Foxes Lane accommodation (£14k each) Cost of BG training venues (£10k) Ongoing costs currently being identified One off <ul style="list-style-type: none"> IT costs currently being identified Staff excess mileage = £6,000 for 1 year 	BG: dependant on apportionment option Caerphilly: dependant on apportionment option SCWDP Grant: £717,149 Total cost of £1,274,379 SAVINGS: <ul style="list-style-type: none"> Saving of £9,746 on staffing structure, Saving of £36,240 on BG staff accommodation Savings of £14,000 on Caerphilly offices (to be identified) COSTS Annual <ul style="list-style-type: none"> £28,000 for Foxes Lane accommodation (£14k each) Cost of BG training venues (£10k) Ongoing costs currently being identified One off <ul style="list-style-type: none"> IT costs currently being identified