



HEALTH, SOCIAL CARE AND WELLBEING SCRUTINY COMMITTEE

MINUTES OF THE SPECIAL MEETING HELD AT PENALLTA HOUSE, YSTRAD MYNACH ON THURSDAY, 25TH JULY 2013 AT 5.00 PM

PRESENT:

Councillor L. Ackerman - Chairman

Councillors:

E.M. Aldworth, A. Angel, G. Bevan, P. Cook, N. George, C. Gordon, G. Hughes,
J.A. Pritchard.

Cabinet Member: Councillor R. Woodyatt, Cabinet Member for Social Services.

Together with:

D. Street (Acting Director Social Services), J. Williams (Interim Assistant Director Adult Services), R. Ballantine (Personnel Manager), M. Jones (Senior Accountant),
C. Forbes-Thompson (Scrutiny Research Officer), S.M. Kauczok (Committee Services Officer).

Users & Carers: Mr C. Luke, Mrs J. Morgan & Mrs M. Veater.

Blaenau Gwent CBC: L. Majer (Corporate Director of Social Services) & A. Prosser (Service Manager Performance and Development).

1. **APOLOGIES**

Apologies for absence had been received from Councillors L. Binding, K. Dawson, J. Gale, L. Gardiner, Mrs P. Griffiths, B. Jones and S. Morgan & Mrs P.A. Griffiths; Miss L. Price (Users and Carers) and Mrs S. Crane (ABHB).

2. **DECLARATIONS OF INTEREST**

There were no declarations of interest raised at the beginning or during the course of the meeting.

3. **CAERPHILLY AND BLAENAU GWENT JOINT WORKFORCE DEVELOPMENT SERVICE**

The report gave Members of the Scrutiny Committee the opportunity to scrutinise and challenge the draft Business Case and proposed staffing structure for establishing permanent arrangements for a Joint Social Care Workforce Development Service with Blaenau Gwent County Borough Council.

The interim Joint Workforce Development Service was launched at the beginning of April 2012. The main driver and rationale for creating a Joint Workforce Development Service for Blaenau Gwent and Caerphilly is sustainability of service. Social Services Departments are experiencing demand and complexity of cases and attempting to modernise and improve services with pressure on budgets. The Workforce Development Service is critical to enabling an appropriately qualified and skilled workforce to deliver changing and improving services.

The Welsh Government Social Care Workforce Development Programme (SCWDP) grant has been cut by 3% for 2013/14, which equates to a reduction of over £24,000 for Caerphilly and Blaenau Gwent. There are indications that there will be further cuts and a fundamental review of the grant in the near future.

Extensive work has been undertaken and Finance representatives from each Council have developed a financial modelling paper, the details of which are set out in the report. It is proposed that Blaenau Gwent will host the service with a secondment model for Caerphilly employees. This will involve Caerphilly staff being seconded to the Joint Workforce Development Service whilst their contracts of employment will remain with CCBC.

Trade Unions and staff have been consulted on the Business Case and the proposed staffing structure and the feedback received is that staff support the secondment model and the Business Case. The Interim Joint Team has recently located to offices in Foxes Lane, Oakdale. Local venues will continue to be used in both boroughs to accommodate the rest of the training and to ensure equality and ease of travel access for front line care sector workers.

It was noted that the proposals had now been endorsed by Blaenau Gwent's Executive and were due to be considered by Caerphilly CBC's Cabinet on 30th July 2013. If approved, officers will draw up a Service Level Agreement setting out how the service will be governed etc. It is proposed that the Programme Integration Manager will manage the service and report directly to the two Corporate Directors of Social Services. The dilemma of possible cross subsidisation issues resulting from different budgetary positions has now been resolved.

Discussion ensued on the draft Business Case and proposed staffing structure. Arising from issues raised, it was reported that the proposed staffing structure is subject to job evaluation and it is anticipated that the recommendations in the Business Case will be cost neutral to Caerphilly. There will be a saving of £9746 for Blaenau Gwent CBC, which will be retained by them to meet the cost of managing the joint service.

It was proposed and seconded that the recommendation at 9.1 in the report be endorsed together with an additional recommendation that the situation be reviewed in twelve months' time. By a show of hands this was unanimously agreed.

RECOMMENDED that: -

1. The proposed staffing structure for a Joint Workforce Development Service be endorsed prior to consideration by Cabinet on 30th July 2013.
2. The situation be reviewed in twelve months' time.

The meeting closed at 17:17 pm.

Approved as a correct record subject to any amendments agreed and recorded in the minutes of the meeting held on 10th September 2013.

CHAIRMAN