

**DIRECTORATE OF SOCIAL SERVICES**

**JCC LEVEL 1**

**MINUTES OF MEETING HELD ON 15TH AUGUST 2007 AT 9.00 AM**

**Present:** Joe Howsam, Director of Social Services (Chair)  
 Adrian Williams, Assistant Director, Resourcing & Performance (partly)  
 Albert Heaney, Assistant Director, Children's Services  
 Jo Williams, Service Manager, Physical Disabilities (attending for AE)  
 Pam Baldwin, Branch Secretary, UNISON  
 Leigh Woodland, UNISON  
 Jill Shelton, UNISON  
 Bruce Barrowman, Branch Secretary, GMB  
 Mike Payne, Regional Officer, GMB  
 Andrea Lakin, Secretary (Minutes)

**Apologies:** Lynne Wainwright, Personnel Manager  
 Alison Elliott, Assistant Director, Adult Services  
 Barbara Jones, UNISON  
 Mike Portlock, UNISON  
 John Toner, TGWU  
 Dave Bezzina, Regional Officer, UNISON

Agenda Item No:	Discussion/Decision	Action by
1.	<p><b><u>Minutes of the Last Meeting held on 13 April '07</u></b></p> <p>The minutes were read and agreed as an accurate record.</p>	
2.	<p><b><u>Matters Arising</u></b></p> <p><b>Recruitment &amp; Retention of Social Workers</b></p> <p>AH advised that since the introduction of the "Golden Hello" package of £3000 the recruitment situation has improved. The advert had been re-designed and had a good response. A previous recruitment campaign with 27 vacancies had received no or very little response. Since the successful recruitment response, 7 social workers are now in post and 14 candidates have been interviewed and appointed with some start dates agreed. Overseas recruitment has been explored, however, this is no longer being considered. There are some agency staff in post at present, but the division is closely to being fully staffed.</p>	
3.	<p><b><u>JCC Level 2 – Children's Services &amp; Resourcing &amp; Performance - 23 April 2007</u></b></p> <p>The minutes were read and agreed as accurate.</p> <p><b>Joint Review</b></p> <p>DoSS updated the group on the position on the Joint Review in that it was anticipated to take place in 06/07, however, this has now changed</p>	

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	<p>to 07/08 with no specific date publicised. There appears to be a capacity issue with the SSIW in relation to Inspectors. DoSS advised that the WLGA is arguing that the Joint Review process has served its purpose and that the Annual Evaluation (Performance Evaluation) is more meaningful. It has been suggested to refrain from exploring the Joint Review date as delicate negotiations are taking place.</p>	
<p>4.</p>	<p><b><u>JCC Level 2 – Children’s Services &amp; Resourcing &amp; Performance - 23 July ‘07</u></b></p> <p><b>Suspensions</b></p> <p>PB raised concerns in relation to suspensions and the unsatisfactory length of time it is taking to progress disciplinary reviews both in Adult and Children’s Services. She referred to the policy which states that suspensions should be reviewed within one month. PB referred to a particular case whereby the member of staff has been on suspension for the past 18 months. MP also added that suspensions have a major impact on the family itself and stated that it may prove useful to review the necessity of suspensions.</p> <p>DoSS stated that particular cases could not be discussed in this forum and that a review of the suspensions process needs to take place and outstanding suspensions to be collated.</p> <p>Item to be tabled at next meeting 15 November 07.</p>	<p><b>AW to review/ASAP</b></p> <p><b>AL – 15.11.07</b></p>
<p>5</p>	<p><b><u>JCC Level 2 – Adult Services - 23 April ‘07</u></b></p> <p>PB stated that recently a call had been received from a Councillor in relation to the sale of Ty Darren which apparently had been halted. DoSS advised that he could not comment on this particular issue as he was not aware of it.</p> <p>It was suggested to produce a newsletter in order to avoid rumours. AW advised that the newly appointed media assistant could help in the production of the newsletter.</p> <p>PB referred to the Social Work in Caerphilly Advert in South Wales Argus and queried the position of the REED Social Care Logo appearing alongside CCBC. AW advised that the logo has now been removed.</p>	<p><b>AE to update DoSS/ASAP</b></p>
<p>6</p>	<p><b><u>JCC Level 2 – Adult Services - 16 July ‘07</u></b></p> <p><b>CCO’s</b></p> <p>PB reported that CCO’s had expressed their concern in relation to their position within the current structure. A meeting is taking place on Friday.</p>	

7	<p><b><u>Progression Trough The Bar &amp; the Role of Senior Social Workers</u></b></p> <p>AW stated that he had discussed the issue with LW who was unsure why they had not progressed and what the issues are.</p> <p>AH stated that some progressions had been progressed, however, difficulties had arisen at the point of transfer. He further stated that the role of the senior practitioner is being reviewed across the division. Some staff have demonstrated the covering role of the team manager.</p> <p>PB referred to one case which had been refused to progress through the bar. It was agreed that PB &amp; M Portlock will discuss to establish raised issues.</p>	
8	<p><b><u>Domiciliary Care</u></b></p> <p>JW stated that draft letters are ready for the arranged meeting following JCC. PB stated that questions needed to be explored in relation to redundancies etc.</p> <p>DoSS advised that the re-structuring of Home Care has been a difficult process and needed political support which had been sought. M Payne queried whether there was scope to review the hours of the five day rota, if staff would agree to work on the seven rota, could services remain in-house. DoSS stated that politicians needed to agree this proposal and that it's a question of affordability. PB referred to previous restructuring whereby more detailed proposals were in place and available to staff.</p>	
9	<p><b><u>Commissioning And Purchasing Strategy For Home Care For The Next 10 Years</u></b></p> <p>DoSS referred to the Kings Fund in England which had established the cost of £12 billion in 2005 looking after elderly service users. The costing for 2025 is anticipated to rise to £28 billion due to the increase of population and longer life expectancy.</p> <p>DoSS stated that the ADSS which he is a member of is looking at a 10 year strategy to address these issues and service models need to fit into the strategy.</p> <p>M Payne mentioned a conference in relation to Home Care whereby the aim is to keep service users out of residential care. A public debate is required to achieve this outcome.</p> <p>DoSS referred to the Fulfilled Lives, Supported Communities - A Strategy for Social Services in Wales Over the Next Decade which is looking at commissioning services. Item to be tabled at the next meeting 15.11.07</p> <p>Discussion took place that Health needs to be as flexible as SSD in their systems and there is a need to work to an agreed agenda. Once service models are in place good evaluation needs to take place for effective rehabilitation.</p> <p>PB mentioned the Home Care Strategy 2007-2012 which was presented to HSCWB Scrutiny. In relation to the Accommodation</p>	<p><b>AL – 15.11.07</b></p>

	<p>Strategy for the Elderly DoSS reported that the agenda is too complex and is not progressing.</p> <p>DoSS referred to developing of Mental Health Services Strategies, which had fallen off the agenda. PB stated that one of the Task &amp; Finish Groups mentioned earlier is aimed at Mental Health Services and DoSS would be happy to discuss further.</p> <p>It was agreed to convene a meeting earlier than November should the need arise.</p> <p><b>The meeting closed at 10.05am</b></p>	
	<p><b><u>Date of Next Meeting</u></b></p> <p><b>The next meeting will be held on Wednesday 14 November at 9.00am in the Director's office.</b></p>	

**DRAFT**