

EAST AYRSHIRE COUNCIL

SOCIAL WORK COMMITTEE – 8 NOVEMBER 2001

STRATEGIC TRAINING PLAN 2001 - 2004

Report by the Director of Educational and Social Services

1.0 Purpose of Report

- 1.1 To seek Committee authority for the implementation of the Educational and Social Services Strategic Training Plan 2001 - 2004.

2.0 Background

- 2.1 This is the second Strategic Training Plan presented to Committee, the first having been noted at Social Work Committee on 1st December 1998.
- 2.2 The Strategic Training Plan 1998 - 2001 has been reviewed yearly with progress and renewed objectives noted by Senior Managers.
- 2.3 In accordance with the Council's Best Value submission, the Strategic Training Plan contributes to the development of Departmental staff, thereby facilitating them to implement its policies, procedures and strategies.
- 2.4 This is the first plan to reflect the needs of the reconfigured department and a wider staff group. The Training Plan supports the achievement of departmental objectives and strategies through an increasingly integrated approach across the department and in partnership with providers and stakeholders. The Plan is being reported separately to the Education Committee in the present cycle.

3.0 Key Features of the Training Plan

- 3.1 The Strategic Training Plan spans the period 2001 - 2004 and has been written to reflect the timing and context of other key strategic documents specifically the Children's Service Plan and Joint Community Care Plan.
- 3.2 The Plan details the national, Council-wide and Departmental context of staff development and training and links objectives to service planning and delivery. The Plan seeks to improve performance through the development of employees and the meeting of organisational and personal training needs.
- 3.3 The Plan responds to national issues by identifying key training issues arising from national policy initiatives, including Modernising Community Care, the Joint Future Group, Same as You and the Children's Change Fund Initiative on Drugs.
- 3.4 The Plan recognises the potential training agenda arising from the work of the Scottish Commission for the Regulation of Care and the Scottish Social Services Council. This is in part reflected in the achievements and developments of East Ayrshire's Approved Assessment Centre.

- 3.5 The Plan strongly reflects the training areas noted within the Joint Community Care Plan, the Children's Service Plan and the Criminal Justice Strategic Plan. Key themes around Child Protection, Integrated Assessment and Risk Assessment are prominent.
- 3.6 In addition, the Plan describes a range of work which resources the ongoing training and development needs of a broad spectrum of staff across settings and user groups in support of fundamental operational objectives. This includes the provision of training for staff engaged in core service delivery, such as residential care staff and home helps, and addresses key training needs arising from operational activity, e.g. moving and handling training. Such training programmes also accommodate Scottish Executive requirements for training in respect of specified staff groups, e.g. staff employed in residential care settings.
- 3.7 The Plan recognises the significant change agenda which exists for all levels of staff within the department and explores options for management development to effectively progress that change.
- 3.8 Overall the plan recognises that effective recruitment and retention are in part related to the quality of training and development within the Council. It emphasises the importance of in-house, vocational and post qualifying opportunities within that process. In the context of a recruitment crisis it also commits the department to the professional development of existing staff via a process of selection and sponsorship to the Diploma in Social Work via the Open University.
- 3.9 The Plan notes the vital role of practice teaching as related to the provision of learning opportunities and assessment of practice competence.
- 3.10 Details of implementation, monitoring and evaluation are contained in the Plan to ensure that all training actions are linked to improving performance.

4.0 Policy/Legal/Financial Implications

- 4.1 The Strategic Training Plan 2001- 2004 will be funded within existing financial resources. Elected members should note that the training budget includes approximately £45,000 provided by the Scottish Executive in the form of Specific Grant for Social Work Training as set out in the circular SWSG 1/ 2001. The aim of the grant is entirely consistent with the Strategic Training Plan in that it seeks to improve the quality of social work service provision and the management of that provision by increasing the availability of training for relevant staff.
- 4.2 There are no policy or legal implications arising from the Plan.

5.0 Recommendations

- 5.1 Committee is requested to :
- a) approve the implementation of the Strategic Training Plan 2001 – 2004 as it relates to Social Work training matters;

- b) note that interim progress reports on implementation will be presented to Committee annually; and
- c) otherwise, note the contents of the report.

John Mulgrew
Director of Educational and Social Services
19 October 2001

For further information, please contact Karen McLaughlin, Training Manager, on 01563 573190

Implementation Officer : John Alexander, Principal Officer (Quality and Planning)

A copy of the Strategic Training Plan 2001 – 2004 is available in the Members Information Point.

AGENDA