



Portfolio Holder Decision
Making Session – Children’s
Services

14 August 2014

10am

Item

1

Public

REVISIONS TO THE AGREED EXTERNALISATION OF THE LEARNING, EMPLOYMENT AND TRAINING SERVICE

Responsible Officer Karen Bradshaw, Director of Children’s Services
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1. Summary

Following the original report submitted for consideration and decision on the 19th February 2014, Cabinet agreed to a number of recommendations in relation to the externalisation of the Learning, Employment & Training Service. This document seeks to make revision to this report: for 2 specific elements of the Learning, Employment & Training Service (LETS) (namely: Enable and Joint Training) not to be externalised, and to transfer from Children’s Services to a business unit within Adult Services.

2. Recommendations

- The Portfolio Holder agrees to Enable and the Joint Training Service not to be externalised as part of Learning, Employment & Training Services, and subsequently to be managed within Adult Services.

Reasons for decision:

The soft market testing phase, as part of the externalisation process of LETS, has provided the opportunity for wider consideration of where, as discreet services, both Enable and Joint Training might be placed in order to maximise their impact and effectiveness.

- Enable delivers specialist disability and employment support to Adult Social Care and Mental Health service users. The team develops a wide range of support pathways for people with learning disabilities and have an excellent understanding of employment for people with disabilities.
- Joint Training – provides workforce development planning and training across the public, private, health and independent sector in the Adult Social Care sector. An extensive training programme is delivered which has received national recognition securing Skills for Care Innovation Fund Awards to develop new areas of learning.

As part of the transformation plans within Adult Services, it is recognised how important these services are in order to maximise people’s independence and to ensure that (across

the wider health and social care economy) we have a safe, skilled workforce, capable of delivering appropriate and progressive care and support.

There are obvious, existing synergies between the work of these teams and Adult Services. Current developments within Adult Services can be better supported if these services were managed internally.

As Adult Services move from provider to commissioner, in order to continuously improve the quality of services that are delivered, it is essential to influence, and where possible, positively manage elements of provision. As Joint Training delivers workforce development planning and training across sectors; this provides an ideal vehicle for this.

It is envisaged that workforce training and development will become a key area of collaborative working across the wider health and social care economy (this includes public services, private providers and the voluntary and community sector).

This decision to transfer to Adult Services is the first step in creating a progressive and sustainable solution to workforce training and development across the sector. Through closer working with providers and other partners, the aim is to reduce overall costs, and drive continuous improvement in the quality of service delivery.

In order to ensure successful implementation of the Care Act in April 2015, we must ensure consistency of interpretation and understanding, and the obligations that the Act places on all organisations involved in the assessment and delivery of Adult Social Care. Again Joint Training provides the ideal vehicle for this.

Following the initial transfer to Adult Services, as part of the continuing development of Joint Training, further consideration will be needed as to where, (with who) and within what structure or format this service is best placed in the future. Part of these considerations will be an all options appraisal looking at potential including business models being part of the Council, with an independent (private) provider, a charitable or not-for profit organisation or as a stand-alone commercial entity.

This decision is based on contemporary information and current service requirements and therefore would not preclude future consideration of the structure or management arrangements for these service areas.

REPORT

3. Risk Assessment and Opportunities Appraisal

(NB This will include the following: Risk Management, Human Rights, Equalities, Community, Environmental consequences and other Consultation)

A comprehensive risk assessment and opportunities appraisal was included in the original report in relation to Enable and Joint Training as part of LETS. The recommendations of this report are to transfer responsibility and line management of the 2 service areas from Children's to Adult Services, and therefore do not require further assessment and appraisal associated with market testing and externalisation.

4. Financial Implications

There are no specific and immediate financial implications associated with the recommendations of this report. The current funding arrangements will continue (as described below) and there are no immediate staffing changes planned.

5. Background

The following has been taken from the original Cabinet Report 19th February 2014 and describes the current and projected financial position of LETS (including Enable and Joint Training).

Funding

An analysis of the sources of projected external funding for Enable and Joint Training in 2013/14 is as follows:

Funding Source	Enable	Joint Training
	£	£
SFA Mental Health Support to work	17,600	
DWP – Mental Health Welfare to Work Programmes	53,777	
Contractual Commercial Income	367,309	269,974
Non Contractual Commercial Income		32,000
SC Core Budget incl BTL items	93,000	700,000
Total	576,686	1,001,974

Staffing Profile

	FTEs
Enable	15.77
Joint Training	12.86

6. Additional Information

None

7. Conclusions

As per recommendations

List of Background Papers (This MUST be completed for all reports, but does not include items containing exempt or confidential information):

Key Decision: Yes

Included within Forward Plan: Yes – see below

If a Key Decision and not included in the Forward Plan have the General Exception or Special Urgency Procedures been complied with: Yes

Name and Portfolio of Executive Member responsible for this area of responsibility:

Councillor Ann Hartley

Local Member:

All Members

Appendices:

None

Declaration of Interest

- I have no interest to declare in respect of this report

Signed Date

NAME:

PORTFOLIO HOLDER FOR:

- I have to declare an interest in respect of this report

Signed Date

NAME:

PORTFOLIO HOLDER FOR:

(Note: If you have an interest you should seek advice as to whether it is appropriate to make a decision in relation to this matter.)

For the reasons set out in the report, I agree the recommendation(s) in the report entitled

Signed

Portfolio Holder for

Date

If you have any additional comment which you would want actioned in connection with your decision you should discuss this with the report author and then set out your comment below before the report and pro-forma is returned to Democratic Services for processing.

Additional comment :

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Note: If you do not wish to approve the recommendations, or wish to make an alternative decision, it is important that you consult the report author, Head of Legal and Democratic Services, Chief Executive and the Head of Finance, Governance and Assurance (S151 Officer) and, if there are staffing implications the Head of Human Resources (or their representatives) so that (1) you can be made aware of any further relevant considerations that you should take into account before making the decision and (2) your reasons for the decision can be properly identified and recorded, as required by law.

Note to Portfolio Holder: Your decision will now be published and communicated to all Members of Council. If the decision falls within the criteria for call-in, it will not be implemented until five working days have elapsed from publication.