

DUNDEE CITY COUNCIL

REPORT TO: Social Work Committee – 26th June 2006

REPORT ON: Staff Development Strategy 2006-2008

REPORT BY: Director of Social Work

REPORT NO: 380 - 2006

1.0 PURPOSE OF THE REPORT

This report identifies the key training and development needs for the Social Work Department and outlines the strategy for meeting these needs.

2.0 RECOMMENDATIONS

The Committee is asked to note the content of this report and agree the priorities outlined by the Social Work Department to training and developing its staff.

3.0 FINANCIAL IMPLICATIONS

3.1 All training and development activity undertaken within the framework of the Staff Development Strategy will be funded within the existing Social Work Department revenue budget

4.0 LOCAL AGENDA 21 IMPLICATIONS

4.1 The Staff Development Strategy will meet Local Agenda 21 principles. This will be achieved by developing a better trained and more confident workforce, developing the quality and effectiveness of social work services for users across Dundee and working to meet the needs of the community within the community.

5.0 EQUAL OPPORTUNITIES IMPLICATIONS

5.1 The Staff Development Strategy will ensure equality of opportunity by allowing access to training and development for all staff and will help staff at all levels to achieve their potential.

6.0 MAIN TEXT

6.1 In order that the Social Work Department can offer a high quality service to the people of Dundee, it must ensure its staff are equipped with the appropriate values, skills and knowledge to undertake their jobs successfully. It is, therefore, crucial that staff training and development underpins any service delivery.

- 6.2 The purpose of the Staff Development Strategy is to lay out how we intend to address the training and staff development needs of Dundee City Council Social Work Department. It covers the period 2006 - 2008 and has been refined through a range of consultation processes. The priorities in this strategy reflect the strategic and policy objectives of the Social Work Department.
- 6.3 Where the provision of services requires a more integrated approach between service areas or agencies, there is a commitment to provide joint training as a means of improving service delivery. We will also continue to support the voluntary sector in terms of their training and development agenda.
- 6.4 It is expected that all staff within the department, whatever their role and task, work to the appropriate National Care Standards for their area of service provision. The Care Commission registers care services provided by Dundee City Council and inspects them to ensure they are meeting the National Care Standards. The Staff Development Service therefore has a responsibility to ensure that any training events delivered incorporate the appropriate guidance in relation to these standards. The Staff Development Service will also promote through all training and development activity the Codes of Practice issued by The Scottish Social Services Council.
- 6.5 The aims and objectives of the Staff Development Service are to:
- Meet Service Users' needs by trying to ensure that all staff are equipped with the appropriate attitudes, values, skills, knowledge and competence necessary to provide high standards of service.
 - Contribute to the organisational goals of the department by ensuring that staff development objectives are linked to the objectives and strategic plans of the Council.
 - Meet the developmental needs of individuals to help them to be competent to do their current jobs, to adapt to changing work requirements and to provide personal and career development opportunities.
- 6.6 The key priorities and main challenges over the next three years are fourfold:
- To provide training and development opportunities to ensure that staff can meet the initial and continuing registration requirements set out by the Scottish Social Services Council.
 - To provide appropriate training and development within an environment of multidisciplinary working in all service areas.
 - To respond to the training and development agendas arising from new legislation, Government initiatives and inquiries into specific cases of service failure.
 - To implement the new framework for Practice Learning.
- 6.7 The training and development required to meet these challenges and support priority service developments can be grouped into 9 broad areas:
- Induction and Core Training: to ensure a structured approach to induction, which incorporates an understanding of role and task within the organisation and the values of Social Work. Core training is that which is deemed essential for all staff to allow them to practise at a competent level.
 - Health & Safety Training: to ensure all employees practise in a safe manner, and are knowledgeable about legislative and regulatory requirements in terms of safe practice.
 - Scottish Vocational Qualifications: competence based assessments of employees in certain positions, incorporated in the registration requirements from the Scottish Social Services Council.
 - Information Technology: training in the use of technology, which supports the IT infrastructure within the Council. These skills are increasingly required by workers to operate effectively.

- Specialist Training: required in all service areas to fulfil the needs and expertise required in relevant areas. This usually takes account of new legislation and current research and thinking in specified fields of practice.
- Practice Learning: led by the Scottish Executive drive to develop a learning culture, it embraces learning and opportunities at all levels. The new Social Work degree creates new demands in terms of standards, experiences and assessment of competence. We need to increase quality, variety and quantity of learning opportunities for all, as part of a continuum of professional development.
- Qualifying and Post Qualifying Training: covers training leading to awards of recognised qualifications, as well as supporting post qualifying training and development needs of staff.
- Management Training: priority is attached to this by the Scottish Executive. Good leadership and management are essential to organisational development and the successful implementation of joint working.
- Personal Development and Staff Support: to support staff who wish to pursue a training course for personal and/or career development reasons. Staff Development contributes resources to the Staff Support Service and team development days.

6.8 The Staff Development Service is currently producing detailed training and development strategies with associated implementation plans. For example, the Management Development Strategy is now complete, with others on Scottish Vocational Qualifications, Specialist Training, Child Protection Training, Practice Learning and Training for Residential Child Care Workers at various stages of development.

The full Staff Development Strategy document can be obtained from the Social Work Staff Development Service, Balmerino Road, Dundee.

7.0 CONSULTATION

7.1 The Chief Executive, Depute Chief Executive (Support Services), Assistant Chief Executive (Management) and the Depute Chief Executive (Finance) have been consulted in the preparation of this report.

8.0 BACKGROUND PAPERS

None.

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Date: 14th June 2006