

NORTH LANARKSHIRE COUNCIL

SOCIAL WORK DEPARTMENT

TO: Social Work Committee	Subject : Training Establishment
FROM: Jim Dickie, Director of Social Work	
DATE OF COMMITTEE: 25 August 1998	
REPORT AUTHOR: I M Crawford	
REF: trg.icraw.98/dir/report	

1 PURPOSE OF REPORT

- 1.1 To seek Committee approval for an additional temporary post in the training team to enable the Social Work Department to meet substantially higher SVQ training targets set by the Scottish Office for the period to the year 2000.

2 BACKGROUND

- 2.1 The Scottish Office has announced its intention to improve the level of qualification of staff working in Residential units for children and in the Community Care field. The targets which have been announced require that 60% of staff in Residential and Day Care Units for Community Care client groups should be qualified to SVQ Level III and in the Child Care field 50% should be qualified to SVQ Level III.
- 2.2 In North Lanarkshire the position at present is that 28 % of relevant staff are qualified to SVQ Level III.
- 2.3 In pursuit of these substantially increased targets the Scottish Office has indicated that it will make available Specific Grant for this purpose and will monitor closely the performance of Local Authorities.

3 PROPOSAL

- 3.1 In order to meet these targets additional assessment and verification work will be required by Social Work staff. At present this work is carried out by a combination of unit based staff and members of the training team. All of these staff have currently a full work load through their normal duties in operational settings or in implementing the training programmes which flow from the routine training requirements of the Department or those generated by the substantial amount of new legislation which has been introduced over the last 18 months in the Community Care, Children Services and Criminal Justice field.

- 3.2 Achievement of these requirements and the SVQ Level III programme will require that an additional 150 staff achieve SVQ Level III.
- 3.3 In order to build on the acknowledged high quality work which has been undertaken in North Lanarkshire in this field to date it is proposed that the approach which is adopted by the Department continues to place an emphasis on integrating training and operational activity. Assessment and verification activity will continue to be carried out by workplace based staff and training staff but in order to discharge all of the training requirements which the Department must meet an additional post in the training team is required.
- 3.4 The additional post will be temporary for a period of 18 months and will be funded through Scottish Office Specific Grant monies. The cost of the post will be approximately £16,000 per annum and would be made on a Senior Residential staff grading.

4 FINANCIAL IMPLICATIONS

- 4.1 Costs for one year to create an additional post will be approximately £16,000 with the pro rata amount for the part year of £8,000.
- 4.2 The cost will be fully met from Specific Grant from the Scottish Office.

5 PERSONNEL IMPLICATIONS


- 5.1 There are no implications for any other group of staff.

6 CONCLUSIONS

- 6.1 One additional post in the training team should be added to the Social Work Departments Establishment for a period of 18 months.

7 RECOMMENDATIONS

- 7.1 The Committee is requested to approve one additional temporary post in the training team for a period of 18 months.
- 7.2 This report should be referred to the Personnel Service Committee for its consideration.



Jim Dickie
Director of Social Work
(7 August 1998)