

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1	Meeting:	Cabinet Member for Adult Social Care
2	Date:	20 January 2014
3	Title:	Training of Adult Social Care Workforce
4	Directorate:	Neighbourhoods and Adult Services

5. Summary

- 5.1 The purpose of this report is to request the agreement of Cabinet Member to seek Member approval for exemption from normal contract standing orders, so that three existing training providers may continue to be contracted to repeat their specialist 'branded' training courses in support of a capable and skilled adult social care workforce across Rotherham.

6. Recommendations

It is recommended that:

- **The contracting of training courses for Dementia Care Mapping, Cornerstones of Dementia Care, Carer Information and Support Programme, and The OTAGO Exercise Programme Leader be exempt from standing order number 48 - contracts valued at £50,000 or more.**

7. Proposals and Details

7.1 The Neighbourhoods and Adult Services Directorate plans and organises a broad range of training and development activities for the entire adult social care workforce across Rotherham including courses, qualifications, distance learning, e-learning and coaching. The majority of the training needs identified for the workforce will now be met going forward through the Council's new Dynamic Purchasing System for Learning and Development that has been let by the Corporate Procurement Team. There is, however, a very small number of existing specialist sole training provider courses planned to continue. As such, a request is made for the following four courses, from three existing providers, to be exempt from the provisions of standing order 48 - contracts valued at £50,000 or more.

- *Carer Information and Support Programme* – this is a course delivered by the Alzheimer's Society. It is currently offered as part of the support available to family carers, two to three times per year, subject to demand and available resources. It offers a nationally recognized training and support for carers to discuss about the experience of caring and provide information about dementia, legal and money matters, and ways of coping and getting help from local services.
- *OTAGO Exercise Programme Leader course* – this is delivered by Later Life Training. It is currently offered, once per year, as part of supporting the Health and Wellbeing Strategy and in particular work associated with falls prevention, dependence to independence, and being active in later life. It offers a nationally recognized training to equip direct care staff with the knowledge and skills to run small group exercise options to prevent falls, injuries and improve cognition amongst older people.
- *Cornerstones of Person-Centred Dementia Care* course – this is delivered by Bradford University. It is currently offered as part of the Council's Bronze to Platinum dementia training pathway, two to three times per year, subject to demand and available resources. It offers a nationally recognized training to equip direct care staff with the knowledge with which to provide Person-Centred Dementia Care.
- *Dementia Care Mapping courses* – this is delivered also by Bradford University at basic and advanced user levels. Places on these courses are currently offered as part of the Council's Bronze to Platinum dementia training pathway, once or twice per year, subject to demand and available resources. Both courses offer nationally recommended methods for improving care practice for people with dementia.

7.2 Whilst there are other training providers in the marketplace that could deliver training similar course content in the areas covered above – carers, exercise and movement, dementia – these are specialised courses required as part of existing training pathways that are only available from the providers detailed with some courses being trademarked products.

8. Finance

- 8.1 The indicative cost per learner of the Carer Information and Support Programme to run in or outside of Rotherham is the same at £330, the difference being the additional associated travel and overnight accommodation required for courses delivered outside of the borough.
- 8.2 The indicative cost per learner of the OTAGO Exercise Programme Leader 4-day course to run in or outside of Rotherham is the same at £410, the difference being the additional associated travel and overnight accommodation required for courses delivered outside of the borough.
- 8.3 The indicative cost per learner of the Cornerstones of Person-Centred Dementia Care 3-day course to run in Rotherham is £300 compared to £500 for courses taking place in Bradford, with this excluding the additional associated travel and overnight accommodation required for outside of our borough.
- 8.4 The indicative cost per learner of the Dementia Care Mapping Basic User 4-day Course to run in Rotherham is £400 compared to £700 on courses taking place in Bradford or London, with this excluding the additional associated travel and overnight accommodation required for outside of our borough.
- 8.5 The indicative cost per learner for the Dementia Care Mapping Advanced User 3-day course to run in Rotherham, Bradford or London is the same at £500, the difference being the additional associated travel and overnight accommodation required for courses outside of the borough.
- 8.6 The cost of procuring the training courses required is met from the existing Neighbourhoods and Adult Services Learning and Development budgets and would only be contracted in 2014/15 subject to confirmation of budget and agreement of their inclusion in the 2014/15 learning and development programme.
- 8.7 Costs are significantly reduced by contracting for courses to take place in Rotherham opposed to booking places on courses taking place outside of the borough, where such courses would not only incur additional travel and accommodation costs but also involve travel time away from families and environmental impact. However, where numbers of workers needing the training course is low, in particular the specialist Care Mapping Training, and a local course is not viable workers would be supported on open courses taking place in Yorkshire to ensure value for money and that need is met.

9. Risks and Uncertainties

- 9.1 Continuing to offer the training programmes detailed above is crucial in the delivery of nationally recognised training programmes that are accessible locally for Rotherham's entire adult social care workforce to train together, and offering the training at the best price through contracting local courses where there is demand and a course is viable

10. Policy and Performance Agenda Implications

- 10.1 The Strategic Director of Neighbourhoods and Adult Services is required to ensure that the Directorate's adult social care workforce and the workforce within the adult wider social care services commissioned by the local authority are supported and developed so that they have the required competencies to deliver services to both national and local standards.

11. Background Papers and Consultation

- 11.1 Consultation has taken place with colleagues in Procurement Services and all have confirmed agreement with the proposals.

Contact Names: Shona McFarlane, Director of Health and Wellbeing
Email: shona.mcfarlane@rotherham.gov.uk
Ext: 22397