

Lancashire County Council

Scrutiny Committee

Friday, 17th March, 2017 at 10.00 am in Cabinet Room 'B' - The Diamond Jubilee Room, County Hall, Preston

Agenda

Part I (Open to Press and Public)

No.	Item	
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1.	Apologies	
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2.	Disclosure of Pecuniary and Non-Interests	
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Members are asked to consider any Pecuniary and Non-Pecuniary Interests they may have to disclose to the meeting in relation to matters under consideration on the Agenda.

3.	Minutes of the Meeting held on 10 February 2017	(Pages 1 - 10)
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4.	Skills Development within LCC - Apprenticeships, Graduates and Trainees	(Pages 11 - 18)
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5.	Public Health Savings - Update	(Pages 19 - 24)
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6.	Work Plan and Task Group Update	(Pages 25 - 32)
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7.	Urgent Business	
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An item of urgent business may only be considered under this heading where, by reason of special circumstances to be recorded in the Minutes, the Chair of the meeting is of the opinion that the item should be considered at the meeting as a matter of urgency. Wherever possible, the Chief Executive should be given advance warning of any Member's intention to raise a matter under this heading.

8.	Date of Next Meeting	
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The next meeting of the Scrutiny Committee will be held on 13 April at 10:00am at the County Hall, Preston.

I Young
Director of Governance,
Finance and Public Services

County Hall
Preston

Lancashire County Council

Scrutiny Committee

Minutes of the Meeting held on Friday, 10th February, 2017 at 10.00 am in Cabinet Room 'B' - The Diamond Jubilee Room, County Hall, Preston

Present:

County Councillor Bill Winlow (Chair)

County Councillors

Ms L Collinge	R Shewan
C Crompton	V Taylor
K Iddon	D Watts
D O'Toole	G Wilkins
Mrs L Oades	B Yates
M Parkinson	

County Councillor Keith Iddon replaced County Councillor John Shedwick for this meeting

1. Apologies

Apologies were received County Councillor Alyson Barnes.

2. Disclosure of Pecuniary and Non-Interests

None were disclosed.

3. Minutes of the Meeting held on 16 December 2016

Resolved: That the minutes of the meeting held on 16 December 2016 be confirmed and signed by the Chair.

7. Supervision and Support to Front-Line Social Workers

With the agreement of the Committee Item 7 was brought forward to be presented first to Members. The Chair welcomed Louise Taylor, Corporate Director for Operations and Delivery, to the meeting. A verbal update was presented on the supervision and support to front line social workers. This issue was originally discussed at the Audit and Governance Committee on 30 January. A report was also presented that identified progress made against the internal audit plan which highlighted an issue relating to service delivery. In relation to adult services only limited assurance could be determined and Members raised

concerns around the information provided, particularly around case supervision and the lack of responses to the request for sample supervision documentation. Members were informed that the service recognised the issues outlined and the information given in the report had been highlighted to the Corporate Director for Operations and Delivery. It was confirmed that pilot projects were in place to support working practices and processes to address some of the issues highlighted.

Questions and comments by the Committee in relation to the report were as follows:

- Supervision was important because it assures that the practice provided to the people of Lancashire was safe and effective. It also ensured that staff were adequately supported to do the job required.
- The Committee was informed that In 2016 LCC had embarked on a redesign of Adult Social Care in partnership with Newton Europe.
- The number of team managers had increased and no team manager would have more than 10 social workers accountable to them. This would ensure sufficient oversight and control of social work practice. Managers were expected to spend at least 2 hours on supervision with social workers at least 8 times a year.
- Members were pleased to hear that weekly case progression meetings had been introduced, which meant teams sat down every week with their manager to discuss individuals currently being assessed or reviewed.
- There was a principal social worker in place who did an annual health check with all social workers in the county to discuss what support and supervision they had received. The feedback was fairly positive.
- Members were pleased that things had improved greatly since the initial audit had taken place. They also requested a report back to Scrutiny Committee at 6 monthly intervals.
- Regarding the health check instigated by the principal social worker, staff did not have to give their names and it would be an honest appraisal of the feedback.
- In coming up with a new structure financial sustainability was vital. Some savings plans had been foregone from Adult Social Care for support for front line social workers. The new model had been agreed. LCC was satisfied that this was a safer and fairer way of working for staff and managers.

Resolved:

1. The Scrutiny Committee noted the update report
2. A copy of the minutes be sent to Audit and Governance Committee.
3. That the Corporate Director for Operations and Delivery be requested to attend the Scrutiny Committee to provide an update on the issues highlighted in the audit relating to case management in Adult Services.

4. Ormskirk - A market town strategy

The Chair welcomed County Councillor Nikki Hennessy; Cathryn Jackson, West Lancashire Borough Council; and Colin Brady, West Lancashire Borough Council to the meeting to present the report on the market town strategy for Ormskirk.

Members were informed that in November 2016 the Corporate and Environmental Overview and Scrutiny Committee of West Lancashire Borough Council completed a review entitled 'A Market Town Strategy for Ormskirk'.

In undertaking the review the Corporate and Environmental Overview and Scrutiny Committee looked at various themed topics that comprised:

- The market
- Car parking
- The environment and special features
- Leisure and the night-time economy
- Technology and marketing (including tourism) and
- The contribution of Edge Hill University as part of the work being undertaken in relation to the Ormskirk Town Strategy.

During the course of the review the Committee held cross party workshops to obtain the wider views of Members and gain an ongoing insight into the progression of the work, particularly related to Ormskirk Town Centre. The strategy had taken two years to complete.

The Committee produced a number of recommendations, one of which was that the County Council's Scrutiny Committee received a copy of the final report. Discussions had taken place with County Councillor John Fillis, Cabinet Member for Highways and Transport, about the recommendations and he had agreed that things could progress.

Questions and comments by the Committee in relation to the report were as follows:

- Due to the pedestrianisation of Ormskirk town centre, Members commented the Traffic Regulation Orders needed to be sorted out.
- There had been an improvement in the night time economy of the town centre.
- As Ormskirk was a historical market town it was vital that there was a better parking area for coaches bringing visitors to the town.
- It was noted that the discipline of the layout of the market stalls had not been good over the years. Many of them overflowed and caused problems with congestion for pedestrians.
- The Committee was informed that West Lancashire Borough Council was looking at implementing an Ormskirk website to include all information in one portal. A footfall monitor had also been installed in the town centre which provided data on the number of people entering the town centre.
- West Lancashire Borough Council had worked with other partners and consultants on how to brand Ormskirk. The brand had been agreed with councillors and was being rolled out. The Council was looking at the vision of Ormskirk in 10 to 20 years' time.
- Consultations had been held with town centre businesses about no access to the centre between 10:00am and 4:00pm. No serious concerns were raised as business stated they could work around these times.
- Ormskirk was a compact town and the car parks were very close to the town centre and had free parking for disabled people with close, easy access to the town centre. Consultations had been held with disability groups, West Lancashire Borough Council had took on their views and there had been no adverse comments.
- It was noted that one problem for Ormskirk was the lack of accommodation. West Lancashire Borough Council was involved in a project with Marketing Lancashire around the problem of hospitality.
- The Leeds Liverpool canal was close to Ormskirk centre. More buses could be provided for canal users wishing to visit the town centre.
- LCC should be more proactive in promoting regional areas and encourage regional development.
- The Committee welcomed the strategy and requested more feedback. The overall feeling was any redevelopment in any area was a bonus. Town centres had to be progressed and re-energised.

Resolved: The Scrutiny Committee fed back its comments and supported the recommendations contained within the report.

5. Core Systems of the Council

The Chair welcomed Lisa Kitto, Director of Corporate Services, to the meeting to present an update report on Core Systems.

Systems were an integral part of LCC's business. Not only did systems support the way services carried out their day to day business, they also provided an opportunity to carry out tasks more efficiently and effectively and engage with customers and clients in a different way and in a way that suited their needs better. All of this brought challenges for LCC but if LCC got it right the opportunities were significant. This opportunity was being embraced by many other councils as LCC downsized and looked to reduce costs there was a real opportunity to consider what a Lancashire of the future would look like with ICT as an enabler.

Over recent years the County Council had invested significantly in its core systems and a future pipeline was being developed. The report set out the current position in relation to core ICT systems and the opportunities for the future.

Questions and comments by the Committee in relation to the report were as follows:

- The Committee were pleased that LCC was working towards a more consolidated format.
- Regarding iSupplier with the e-Invoicing system it was noted that this functionality had not been exploited enough. As the new system had started more suppliers were engaging with LCC electronically.
- There were still issues around paying suppliers on time. This had been reported to the Audit and Governance Committee. A project group had been set up to look into these issues.
- Regarding Liquid Logic and Children's Services the Committee was informed that a detailed report had gone to the Audit and Governance Committee in September 2016 that set out the work done as part of project accuracy. A health check had been done with Liquid Logic asking them what LCC had in its system that was different to other authorities. A number of actions were picked up on and were changed.
- There were issues around staffing hierarchy. As staff changed and moved on there was no process in place to keep the system up to date. A strong process was now in place.

- The processes that social workers were adopting was looked at. There were different working practices in different offices. Learning and Development was brought in to make sure consistent ways of working were in place. Social workers were trained to learn what the system was about.
- The follow up Ofsted report did not find any issues regarding the system or the data which was accessed. This was now being replicated in terms of Liquid Logic Adults.
- Good feedback had been received regarding the core system of MinkZ. The MinkZ system was being used in services such as transport and social care.
- Regarding Customer Access and the Genesys core system, the Committee was informed that this was a two phase project and phase 2 was now starting. Specific areas of the new functionality were being worked on and one service would be picked to work with. This was to get evidence that it worked. Once evidence had been obtained it would be rolled out in LCC. Once it was successfully rolled out there would be an implementation roadmap that would pull in other services.
- Concerns were raised about bed blocking in hospitals. Members enquired how much priority was being placed on electronic discharges. Electronic hospital discharges were reliant on a piece of software called EI Press which was an NHS tool. LCC was reliant on the NHS to get this product to a level where it can be used for hospital discharges. Electronic discharges was the logical way to go and LCC was reliant on the NHS to develop the software to make this succeed. The concerns around bed blocking would be fed back to the Digital Health Board. The Committee requested a report back in two months on the bed blocking issues.
- It was beneficial that LCC was working in partnership with the NHS but involvement with the DWP was very limited. LCC's focus was mainly around health at the moment.
- In terms of Genesys and agile working the Committee stated that the experience of Members working at home needed to be improved as they had limited access. Work was being done with Democratic Services to improve this.

Resolved:

1. The Scrutiny Committee noted the report.

2. The Scrutiny Committee requested an update report on electronic hospital discharge issues for its March meeting.

6. LCC Savings Programme

The Chair welcomed Richard Hothersall, Head of Service Programme Office, to the meeting. A copy of the LCC Savings Programme presentation, which was given to the Budget Scrutiny Working Group when it met on 12 January, was provided for the Scrutiny Committee.

The combined savings approved by Cabinet covered more or less every area of the Council. It was pointed out to the Group that a new way of working was required. The track record of delivery was not as good as it should be. The immediate hurdles to tackle were:

- Timescales – LCC needed to hit the ground running with immediate savings to manage and minimal time to plan;
- Scope – there were 114 different projects of historic savings and just approved savings;
- Mobilisation – there was lots of activity across LCC so the savings programme needed coordination and management.

The Savings Programme was owned by Management Team. There were dedicated Management Team meetings held every 2 weeks but additional meetings around savings had been added. Portfolios were owned by Directors and there was a specific agenda item at their monthly meetings. The projects for savings were owned by the Heads of Service and they were held to account for the delivery of these projects. The Programme was managed by the Programme Office and it assigned Programme and Project Managers and they worked closely with the Finance Team.

Each saving decision was classed as a project and grouped into the Director portfolios. The Project Managers were assigned to a series of projects. The Programme Managers were assigned to both manage some of the savings projects and also be responsible for oversight of complex portfolios. The Programme Office was a dedicated resource to ensure delivery of the savings.

The Group was informed that there was monthly reporting against:

- Activity
- Financial delivery
- Forecast based on delivery plans and also actuals through finance monitoring
- Report on all but focus discussions on exceptions

The Savings Programme was RAG rated on value and time. Green was for no outstanding issues which threatened delivery, and, Red was when there were outstanding issues which threatened delivery. The Group enquired who actually scrutinised the RAG reports. It was Richard Hothersall from the Programme Office who scrutinised the RAG reports from a Head of Service perspective. The Leader and Deputy Leader were briefed on this. The Group felt it was unfair for one officer to scrutinise.

Regarding the current position the delivery rate of savings equated to 93% and the forecast of less reserves needed was £21m.

There was a reduced delivery in savings for transport for people going to day centres, and, a non-delivery in savings for accommodation and facilities management.

There were delays in the Savings Programme regarding Museums and the Savings Programme Team was in discussions with third parties over this. There were also a delay with the Knott End Ferry due to contractual timescales. The Group was informed that the ferry would probably continue with no financial input from LCC. The Team was also in negotiations over delays with Public Health re-commissioning. This was due to complexity in delivery.

There were risks with Adults savings mitigated by Newton Europe and LCC was working with Newton Europe over this. Regarding library reductions, there was a reduced scope of around £2m. There were cost neutral concerns around bus stations, and, there were community asset transfer costs around Countryside Services.

The Savings Programme Team was working closely with Finance, HR and Zero Based Budget Review colleagues and was also attending fortnightly meetings with Management Team. The Savings Programme Team would ensure robust and honest reporting and continue to work with services to deliver savings. The Team would also attempt where possible to bring forward savings to offset delays to others.

Questions and comments by the Committee in relation to the report were as follows:

- The Committee requested a more detailed list of delays to the Savings Programme.
- It was noted that the national minimum wage was having an impact on the financial situation of LCC. The County Council's income was unsustainable. LCC could not continue for more than 2 years without another settlement from Central Government.
- The Committee was informed that the statutory obligations had been laid out clearly at the Budget Scrutiny Working Group. Some of the obligations

were difficult as a lot of the non-statutory services were necessary to make the statutory ones work.

- Regarding delays in the Savings Programme with museums, and, Public Health Re-commissioning, a follow on update report would be presented at the March meeting of the Committee.

Resolved:

1. The Scrutiny Committee noted and commented on the report
2. The Scrutiny Committee requested an update report on the delays with museums, and, Public Health re-commissioning.

8. Work Plan and Task Group Update

The Work Plan was presented to the Committee regarding upcoming topics and future topics not yet scheduled as well as an update on ongoing Task Groups.

At the Scrutiny Committee meeting on 17 March there would be update reports on electronic hospital discharge issues, and, delays with museums, and, Public Health re-commissioning.

Members requested that when Task Groups met and came up with a set of recommendations, these recommendations were acted on by officers.

The Committee asked if there could be an investigation into what had happened to the books after the libraries had closed.

A report on the joint up work between LCC and the health service would be presented at the April meeting of the Scrutiny Committee.

Resolved: The Committee approved the 2016/17 work plan.

9. Urgent Business

There were no items of Urgent Business.

10. Date of Next Meeting

The next meeting of the Scrutiny Committee will take place on Friday 17th March 2017 at 10.00am in Cabinet Room B (The Diamond Jubilee Room) at the County Hall, Preston.

I Young
Director of Governance, Finance
and Public Services

County Hall
Preston

Scrutiny Committee

Meeting to be held on Friday, 17 March 2017

Electoral Division affected:

Skills Development within Lancashire County Council – Apprenticeships, Graduates and Trainees

Contact for further information:

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Executive Summary

This report will provide information to the Scrutiny Committee on the new National Apprenticeship Levy which will be introduced by the Government on 1 April 2017 and the implications for this within Lancashire County Council.

The report will also highlight to the Committee, the work being undertaken by the Skills Learning and Development service in respect of 'Trailblazer' involvement, Graduates and Professional Trainees within the authority and the work to embed skills, learning and development into our services.

Recommendation

The Scrutiny Committee is asked to note and comment on the report

Background and Advice

The Apprenticeship Levy

From April 2017, the Government is changing the way it provides funds for apprenticeships in England. Employers with a pay bill over £3million each year, will be required to invest in apprenticeships and will have 0.5% of their pay bill deducted by HMRC through PAYE schemes.

This national strategy of introducing a levy, moves the responsibility for the investment of this funding, previously allocated to the providers of apprenticeship training, into the hands of the employers.

As a large employer, Lancashire County Council will be subject to this Levy. The deductions will be taken monthly from LCC and placed by the Government into a digital account, established for Lancashire County Council. The money in this

account will fund apprenticeship training for LCC from April 2017, although the funds can only be accessed from May 2017 (due to April 2017 pay bill being the first month deducted). It should be noted that the Levy payment by LCC includes schools and they have received notification of this through the Schools Portal.

It is expected that the Levy will provide a variable amount of approximately £250k per month available for training within the digital account. The account will fund the apprenticeship training only, not salary or other costs, which must be met from within existing staff budgets.

The implementation of the Levy and the implications for the authority are complex and will develop over a number of months. This process is being co-ordinated by the Skills, Learning and Development service with the support of other services including, BTLs, Finance, Procurement and Legal. One significant area of development for the authority was to ensure that the current payroll systems could support the HMRC transactional process. This has been achieved and will enable the authority to meet its obligations with regards to payments in to the digital account from May 2017.

As part of this implementation process, a strategy is being developed to manage how the digital account will be utilised to fund apprenticeships in Schools and LCC. This is being informed through discussions with Heads of Service across the authority, identifying current and future critical need and skills gaps within service areas. Through these discussions, a number of apprenticeship opportunities have already been identified for existing employees. These will take advantage of the funding when the digital account opens in May 2017. In addition to this, there are some new recruit Apprenticeship opportunities which have been agreed:

- 12 Apprentice library assistants – Level 3 Customer services, based across the County and
- 9 Business Administration assistants – Level 3 Business administration.

Different types of apprenticeships take different amounts of time to complete, depending on the level, industry sector and employer. Typically, an apprenticeship would take between one and five years to complete. For the level 3 ones above, we have the considered opinion, with the service, that these can be completed in 2 years under a training contract.

20 % of any apprenticeship must be 'off job training' but it is not standard how this is applied. We are currently discussing how this will apply for the above.

There is also an expectation outside of the levy that the public sector will have regard for trying to ensure that the workforce is made up of 2.3% apprentices.

All apprenticeship training for LCC Services will be funded through the Levy. There are also 319 Schools who are eligible for accessing the levy funds. Of which, 299 are Community, County or Voluntary Controlled schools who buy their payroll Service from LCC. The remaining 20 are Community/ Voluntary Controlled schools who do not use LCC Payroll Service. All Schools who are eligible for training funds

from the Levy will be supported to do this by LCC's Skills, Learning & Development service.

The Voluntary Aided and Foundation Schools do not contribute to the amount within the LCC Levy, however, where they have a pay bill over £3m, they are required to register with the Skills Funding Agency themselves and procure their own apprentice training. BTLS and the LCC Skills, Learning and Development service will support schools where appropriate and will advise them accordingly.

Apprenticeships and 'Trailblazers'

Apprenticeships, are intended to equip individuals with the skills needed for a successful career and be a genuine alternative to going to University or an opportunity to combine an apprenticeship with higher education. For Lancashire County Council (LCC) as employers, they can provide highly efficient and effective means of developing the skills needed within our workforce.

The Government has undertaken to grow the number of apprentices to 3 million by 2020. As part of this drive, key national changes have been introduced by the Government, including the Apprenticeship Levy, which aim to:

- **Put employers in the driving seat.** Apprenticeships will be based on standards designed by employers, making them more relevant and therefore more attractive to existing and new employers.
- **Increase the quality of apprenticeships.** An apprentice will need to demonstrate their competence through rigorous and holistic assessment. This will focus on the end of the apprenticeship to ensure that the apprentice is ready to progress.
- **Simplify the system.** The new employer-designed standards will be short and easy to understand. They will describe the knowledge, skills and behaviour that an individual needs to be fully competent in an occupation.
- **Give employers purchasing power.** Putting control of government funding for the external training of apprentices in the hands of employers, to empower businesses to act as customers, driving up the quality and relevance of such training. The Apprenticeship Levy is seen as the mechanism to achieve this objective.

The delivery of the top three bullet points has been taken forward through a 'Trailblazers' programme which has been underway since 2013. This programme aims to change current Apprenticeship Frameworks (largely determined by training providers) to more rigorous and assessed Apprenticeship Standards, agreed and set by employers; and to enable the development of Apprenticeship Standards for areas where none currently exist.

Lancashire County Council 'Trailblazer' Delivery

Over the last 18 months the Skills, Learning and Development service has had direct involvement in shaping two levels of Apprenticeship through the national Trailblazer initiative. These are for areas where LCC, and other bodies around the country felt there was a current gap and a need. These discussions have developed the following draft Apprenticeship Standards.

Children, Young People and Families Manager. Level 5 Vocational qualification
Children Young People and Families Practitioner. Level 4 Vocational qualification

There are existing qualifications and training pathways which concentrate on specific aspects of social care such as Older People or Early Years but none that cover the whole family areas listed above. This was identified as a potential skills gap. It was also considered that such apprenticeships could provide a stepping stone for further specialism within a number of different fields, whilst providing a wider overview of the factors and issues affecting the family as a whole. Working with Children, young people and families as a group, requires a high level of skill to engage and build the relationships necessary to enable the work that will lead to positive outcomes within the lives of those children, young people and families.

These specific Practitioner and Manager apprenticeships are the first of their kind that have been proposed and developed by employers specifically for the children, young people and families sector. The Core Group working on this Trailblazer includes LCC, other local authorities, private children's residential care providers and regional children's workforce groups including representation from the third sector; the group has been supported in this work by the Association of Directors of Children's Services and the Local Government Association.

All of the detail; the competencies, behaviours, learning detail and final two part end point assessments (showcase portfolio and competence interview) have been addressed by the group. It has been agreed and signed off by The Office of Qualifications and Examinations Regulations (Ofqual) who regulate qualifications, examinations and assessments in England. They cover GCSE's; A Levels; AS Levels; and Vocational Qualifications. They are independent of governments and report directly into Parliament.

The two draft standards are now with the Secretary of State for review and sign off before they become live and able to be picked up and delivered by training providers.

Existing LCC Programmes - Professional Apprentices/Trainees

In addition to the above, the Skills Learning and Development service are actively engaged in supporting Professional Apprentice/trainees and Corporate Graduates into the authority. This not only supports critical skills gaps but enables growth through a managed programme which supports public service employment needs for the 21st Century.

The authority has developed a number of Professional Apprentices/Trainees in a range of posts across the authority. These cover areas where a specific specialist skills gap has been identified by the services.

This currently includes: Trainee Residential Childcare workers, Assistant Care Home managers, Graduate Civil Engineers, Graduate Structural Engineers, Graduate Quantity Surveyors, Graduate Planners, Transport Planner, Trainee Solicitor and Graduate Estates Surveyor.

All of the above are undertaking specific qualifications/training linked to their vocation. Trainees on this programme are appointed on training contracts linked to their programme of study ranging from 2-4 years to ensure they have sufficient time to learn and embed their learning through workplace practice. They are supported by the Skills, Learning and Development service and linked to external professional training programmes.

Existing LCC Programmes - Graduate Development programme

In January 2017, 15 Corporate Graduates commenced a two year programme linked to a training contract, working across the authority within clusters of related services. The Graduates are supporting Heads of Service on a range of projects, examples of which are: Quality Assurance linked to Core Systems, 0-19 Public Health integrated redesign, Adults Passport to Independence and the Property Rationalisation programme. The graduates report to the Head of the Service and will move around a cluster of related services on placements lasting approximately 9 months. They are mentored by a Director who will remain as their mentor throughout their contract.

The Graduates are undertaking a planned programme of training internally to support their knowledge and education and in their second year they will be undertaking a bespoke accredited Level 7 Postgraduate Certificate – 'The Public Sector Professional' - gaining knowledge and skills to become 21st public servants (as discussed in 'Securing our Health and Well Being' Director of Public Health and Wellbeing Annual Report, 2016) and understand the contemporary issues facing the public sector. UCLAN are delivering this programme and the Skills, Learning and Development service are actively involved in contributing to this and ensuring that the curriculum and assignments link back to work related issues. The qualification will also be developed to include key speakers from the authority to discuss the issues that Lancashire faces alongside other public sector partners such as the Health Service and the Police.

Supporting our existing employees/services

The on-going development of staff both corporately and service specifically is a key priority of the authority. The Skills Learning and Development service works across the authority to deliver this. This includes the development of staff at all levels throughout the organisation from front facing staff through to managers and leaders. An essential outcome from this is the assurance that all staff have the necessary skills to deliver their role, are competent and that the training delivered enables LCC to deliver all its statutory obligations and critical business needs, both currently and for the future. One example of this is the current work taking place on the Transforming Social Care implementation plan.

The Skills, Learning and Development service chair the Greater Lancashire Social Work Education and Training Network (SWETN). This network includes Blackburn with Darwen Borough Council, Blackpool Borough Council, UCLan, Lancaster University, Edge Hill University, the Open University, the Private and Voluntary Sector and Independent Practice Educators. This long standing, well established partnership group works effectively in identifying current social work recruitment and retention issues, social work career progression and CPD opportunities, workforce

development and planning, and embedding national standards into the profession – e.g. Professional Capability Framework, The Knowledge and Skills Statement for Child and Family Practitioners and will work collaboratively on the new National Assessment and Accreditation Scheme. It also supports the pre and post qualifying programmes at local Universities including the provision of high quality statutory social work placements for students along with training and support for Practice Educators.

As Lead partner on this network, it places LCC (on behalf of the partnership) in a strong position in which to apply for Government funding to support national social work programmes which include Step Up to Social Work – a fast track post graduate route into social work for high calibre entrants to the social work profession. The partnership has been successful in securing this funding for the last 3 cohort programmes which supports 'grow your own' initiatives, workforce planning and supports recruitment and retention across children's services.

Skills, Learning and Development also work closely with Senior Managers across the full range of adult and children's services – developing service specific workforce plans to support the ongoing development of its staff, linked to statutory legislation, service requirements, transformation and professional registration with the Health and Care Professions Council. The service also supports a range of accredited programmes of development to increase the skills and knowledge of the social care workforce.

The service is also responsible for the ongoing professional development of employees within the Lancashire Highways Service – providing statutory and mandatory service specific learning and development to a range of highways operatives and managers, ensuring staff have the necessary skills to undertake their role in a safe and legally compliant manner.

During this on-going period of transformation, LCC have continued to offer staff a number of blended development opportunities to develop new skills as part of our structured approach to the transformation. This includes the development of 'Supporting Your Future' as a brand within the Intranet. This enables staff who may be part of the transformation process to access e-learning, web based or face to face development which will equip them with the skills they require to make better decisions about their future, and enable them to consider a wider range of options and opportunities.

Conclusion

The ongoing development of skills through the provision of appropriate training and development opportunities continues to be core to the County Council. This enables new and existing staff to develop the skills necessary to continue to deliver services effectively, efficiently and competently in a changing and transforming environment.

The introduction of the Apprenticeship Levy will be a key element in the delivery of this skills agenda for the authority and will be developed and embedded over the next few months and years to maximise the benefits. This will include the investigation and development of options and opportunities to support the County

Council in the development of the existing workforce, support changes in the future, develop the next generation of public sector workers into our services and contribute to the regional and national agenda.

Consultations

N/A

Implications:

This item has the following implications, as indicated:

Risk management

The Authority has a statutory obligation to pay the Apprenticeship Levy.

The ongoing development of skills enables new and existing staff to develop the skills necessary to continue to deliver services effectively, efficiently and competently in a changing and transforming environment.

**Local Government (Access to Information) Act 1985
List of Background Papers**

Paper	Date	Contact/Tel
n/a	n/a	n/a

Reason for inclusion in Part II, if appropriate

N/A

Agenda Item 5

(NOT FOR PUBLICATION: By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

Document is Restricted

(NOT FOR PUBLICATION: By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972. It is considered that all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information)

Document is Restricted

Agenda Item 6

Scrutiny Committee

Meeting to be held on 17 March 2017

Electoral Division affected: None

Work Plan and Task Group Update

(Appendix 'A' refers)

Contact for further information:

Wendy Broadley, 07825 584684, wendy.broadley@lancashire.gov.uk

Executive Summary

The plan set out at Appendix 'A' summarises the work to be undertaken by the Committee in the coming months, including an update on Task Group work. The information will be updated and presented to each meeting of the Committee for information.

Recommendation

The Committee is asked to approve the 2016/17 work plan.

Background and Advice

A draft work plan for 2016/17 has been provided at Appendix 'A' indicating areas of work for future scrutiny. The Committee is asked to consider and approve the topics identified.

Information on the current status of work being undertaken by the Committee and Task Groups is presented to each meeting for information.

Consultations

N/A

Implications:

This item has the following implications, as indicated:

Risk management

There are no significant risk management implications.

List of Background Papers

Paper	Date	Contact/Directorate/Tel
N/A		
Reason for inclusion in Part II, if appropriate		
N/A		

Scrutiny Committee Draft Work Plan 2016/17

17.3.17

Date of Cmttee	Report	Lead Officer	Purpose of subject and scrutiny method
22.7.16	Planning Matter task group report – Cabinet Member response	Andrew Mullaney	The formal response of the Cabinet Member for Environment, Planning & Cultural Services to the recommendations of the Planning Matter task group
	TAMP Update	Karen Cassar	Committee to receive an update on the work of the TAMP task group including content from Steve Berry, Department for Transport
	Highways	Phil Durnell	Update on the latest position regarding resources, footpaths, highways and white lines. To include a summary of the procedure for responses to elected members.
23.9.16	Crime & Disorder – PREVENT	Pam Smith	
	Review the current measures to counter racism, xenophobia and hate crime	Saeed Sidat	Resolution of a NOM submitted to Full Council on 21 July

14.10.16		Meeting cancelled		
18.11.16		Residential & Domiciliary Care	Ian Crabtree	Residential and domiciliary care – viability and sustainability
		Overview of the process for budget scrutiny	Josh Mynott	Report on how budget scrutiny will be undertaken
16.12.16		Service transformation for adults	Tony Pounder & Stephen Knight	Picking up from Newton's presentation in June – STPs and the issue of working alongside NHS colleagues – following up themes that have been identified – Passport to Independence
		Adult Safeguarding	Jane Booth	Report of the LASB
13.1.17		Meeting Cancelled		
10.2.17		'A market town strategy for Ormskirk' – scrutiny report by West Lancashire	CC Nikki Hennessy and Colin Brady, Technical Services Manager (WL)	

		council		
		Core systems of the council	Lisa Kitto	Comparisons with other Las, best practice
		LCC Savings Programme	Richard Hothersall	Presentation of the information provided to the BSWG on the request of the Chair
		Supervision and support to front-line social workers	Louise Taylor	Verbal update following report presented to Audit and Governance Committee 30.1.17
17.3.17		Skills Development within LCC – Apprenticeships , Graduates and Trainees	Pam Goulding Head of Service Skills Learning and Development Service	Equipping people for life and impact on other areas of individuals life chances/outlook etc
		Timescales/issues of public health contracts	Gill Milward	Financial update
13.4.17		Flood & Drainage Authority – effectiveness of control	Alan Wilton and/or Rachel Crompton	<ul style="list-style-type: none"> • Drainage processes • Flood risk within the planning process • Regulatory framework • Partners – UU, EA etc • Update from officers re grants • Scrutiny of flood incident reports – outcomes from them

		Flooding & drainage update	Rachel Crompton	Summary of learning from the December 2015 floods. Plus attendance from Environment Agency
		Social work supervision - update	Louise Taylor	As per minutes of Feb meeting
		Summer 2015 water contamination report	Drinking Water Inspectorate	Independent Report (if available)

Future Topics: not yet scheduled

- Bus Services and Subsidies
- Rail Travel – Update on developments since Task Group
- Commissioning Authority
- Community Infrastructure & Assets (Capacity of communities)
- Pooled Budgets Tbc by Mike Kirby Integrated working – major impact on future ways of working of the authority. Possibly use services for adults with LD as the focus
-

Task groups and Sub Groups update

Children's Services Scrutiny Committee:

- SEND – progress update presented to Committee 1.3.17

