

CARMARTHENSHIRE SOCIAL CARE WORKFORCE DEVELOPMENT PARTNERSHIP [SCWDP] & STRATEGY GROUP

TERMS OF REFERENCE

1. MAIN AIMS OF PARTNERSHIP

- To promote the 'One sector – One workforce' ethos by engaging, consulting and working in partnership with a range of partners, providers & stakeholders to develop a co-ordinated approach to the training, learning and development of the social care workforce in Carmarthenshire;
- To contribute to raising the profile of social care work and promote employment in the social care sector.
- To contribute to the improvement of the quality and management of social care provision across the sector in Carmarthenshire through a planned approach to social care workforce development;
- To increase the proportion of the social care workforce with the skills, knowledge & qualifications they need to provide good quality services.

2. PARTNERSHIP MEMBERSHIP

- Membership of the Carmarthenshire SCWD Partnership is open to representatives of any organisation currently involved in the provision of, or training, learning & development for social care services or allied activities in the County.
- Membership includes employers and staff from the independent and voluntary sectors, local authority social services, key local/regional partnerships, learning providers including Further and Higher Education establishments, as well as individuals such as carers and service users.
- Members of existing social care consultative/carer/user forums in Carmarthenshire will automatically be invited to participate in the SCWD partnership.

3. MAIN PURPOSE OF STRATEGY GROUP

- To fulfill a steering & leadership role on behalf of the wider partnership by providing the strategic direction for social care workforce development in Carmarthenshire based on existing & future local strategies & plans.
- To address key workforce development issues relating to the social care sector and determine strategies and processes for addressing these at a local level.
- To lead on the planning, monitoring & evaluation of the annual Social Care Workforce Development [WAG funded] Plan.
- To develop a 3 year Workforce Development Strategy setting out key priorities and improvement areas;
- To translate the above into an annual work programme with clear priorities and measurable outcomes;
- To maximize the opportunities for collaboration on workforce development matters in order to optimize efficiency, effectiveness & value for money.

4. STRATEGY GROUP MEMBERSHIP

The membership will be made up of key partners, providers & stakeholders who are able to actively contribute to the aims of the Partnership & provide the necessary commitment to fulfilling the purpose of the Strategy Group. Alongside local authority workforce development representatives, members will represent the views of:-

- Adult Care Providers;
- Domiciliary Care Providers;
- Workforce Development – Health
- Voluntary Sector [Health & Social Care]
- Health & Social Care Partnership;
- Regional SCWDP [SCiP];
- Children & Young People’s Partnership;
- Community Safety Partnership;
- Further & Higher Education;
- Service Users & Carers.

5. GOVERNANCE ARRANGEMENTS

- The SCWD Partnership Strategy Group [on behalf of the SCWD Partnership] in providing strategic direction for social care workforce development & putting in place plans & strategies to contribute to improving the quality & management of social care services is contributing directly to the achievement of outcomes & goals identified in Carmarthenshire’s Integrated Community Strategy.
- Many of the above are dependent upon a social care workforce across adult & children’s services that is sufficiently skilled to deliver services in line with plans & strategies. While the latter contributes to the achievement of outcomes & goals which are the responsibility of a number of existing partnerships the strongest link is with the Health & Social Care Board.
- For this reason it is proposed that the SCWD Partnership Strategy Group directly receives & provides information/reports to Carmarthenshire’s Health & Social Care Board. Representation on the Strategy Group from other key partnerships will ensure a two-way flow of information/communication.

6. LINKS WITH THE REGIONAL SCWD PARTNERSHIP FOR SOUTH WEST WALES [SCiP SWW]

- The Regional SCiP Coordinator will be a member of the Strategy Group to ensure local decisions, strategies & plans take account of regional developments & opportunities;
- The Strategy Group will make best use of the dual role of the SciP SWW which offers regional solutions to workforce issues and has an influencing role on national priorities through their close contact with the Care Council for Wales.

7. CONSTITUTION

- The Chair will be agreed by the Steering Group on an annual basis.
- The Vice-Chair will be agreed by the Steering Group on an annual basis.
- There shall be a Quorum when three of the non-LA members are in attendance in addition to LA members;
- The SCDW Strategy Group will meet on a quarterly basis;
- Special/Additional meetings may be called with the agreement of the Chair.
- The minutes will be made available on the Partnership’s web-page.