

Report

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Report to:	Clyde Valley Learning and Development Joint Committee
Date of Meeting:	1 June 2009
Report by:	Chair of Clyde Valley Learning and Development Project Implementation Group

Subject:	Clyde Valley Learning and Development Project - Shared Services in Learning and Development in Social Care
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ update the Joint Committee on progress in relation to phases one and two of the Clyde Valley Social Care training agenda

2. Recommendation(s)

2.1. The Joint Committee is asked to approve the following recommendation(s):-

- (1) that the progress of the project achieved so far in relation to phase one, moving and assisting training and Royal Environmental Health Institute Scotland (REHIS) food hygiene training be noted; and
- (2) that the progress achieved to date in relation to phase two training areas be noted.

3. Background

3.1 The Clyde Valley Sub Group addressing the Social Care training agenda was established in June 2008. The Sub Group identified a number of areas of common interest involving learning and development for social care employees within all 8 Clyde Valley authorities.

4. Progress to Date

4.1 Social Care

4.1.1 A Sub Group has been established comprising of representatives from each of the 8 Clyde Valley authorities to review the provision of training in social care.

4.1.2 Phase one is on track with draft tenders prepared for both moving and assisting training and Royal Environmental Health Institute Scotland (REHIS) food hygiene training. The object of these tenders is to establish best value which in this case will be from a variety of providers. The posting of these tenders is subject to the formal agreement of the Social Work Directors in the Clyde Valley authorities.

- 4.1.3 In the second phase the Social Care Sub Group has identified a further 3 subject areas. A joint approach will yield benefits, either in cost or time or in the delivery of best practice in content of the course. This will also provide opportunities for standard outcomes for participants which will require agreement of the Clyde Valley authorities.

The subject areas are as follows:-

- Social Care Managers Induction
- Personal Safety at Work
- Crisis and Aggression Limitation and Management (CALM)

- 4.1.4 As discussed at a previous Joint Committee meeting in relation to training in violence management and physical intervention, the Social Care Sub Group has established a workstream to review the provision of CALM training, which is used by the majority of the councils within the Clyde Valley group.

- 4.1.5 The development group is in the early stages of considering alternative methods of delivery of restraint behaviour management, risk assessment, quality assurance and evidence of best practice that could outweigh the current model CALM. It is hoped that a new model would help avoid duplication of delivery and show an overall reduction in costs of delivering this training.

- 4.1.6 CALM Training Services Ltd is accredited under the British Institute for Learning Disability (BILD) Physical Intervention accreditation scheme developed on behalf of the Department of Education and Employment and the Department of Health. CALM Training Services Ltd adheres to the BILD Code of Practice.

- 4.1.7 The CALM programme includes a range of non aversive physical restraint and escape techniques, delivered within a strict quality assurance framework to best practice standards.

- 4.1.8 CALM training is of 4 days duration and covers 2 modules of 2 days duration.

Module 1 deals with theory and aims to:-

- emphasise the benefits of a systematic, consistent approach to the management of behaviours that challenge services
- increase the safety of all participants
- enable staff to participate in the organisational arrangements for the assessment and management of challenging behaviour
- address relevant legal and policy issues

Module 2 deals with physical intervention training and aims to:-

- instruct staff in a range of physical intervention techniques that can be specifically tailored to the service setting and for particular user groups

- 4.1.9 All employees who undertake the CALM module 2, physical intervention training, require to undertake annual refresher training of 1 day's duration in order to maintain competence and remain accredited by CALM.

- 4.1.10 The group is being lead by Glasgow City Council in the development of this bespoke training. The training being considered could be branded as a Clyde Valley model. It is designed to emphasise the benefits of a systematic approach to management of behaviours that challenge services, delivered within a strict quality assured framework to best practice standards.
- 4.1.11 If successful, implementing a new model to replace the current model would be a better way of working, generating savings in cost and time.
- 4.1.12 This type of training could be extended beyond Social Work to other services such as Education who have already expressed an interest in this particular field of training.

5 Employee Implications

- 5.1. No employee implications.

6. Financial Implications

- 6.1. It is anticipated that this proposal in the long term will lead to significant savings for each of the participating councils through the introduction of a standardised approach.

7. Other Implications

- 7.1. None.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. No implications identified to date.

Gill Bhatti

Chair

Clyde Valley Learning and Development Implementation Group

22 May 2009

Previous References

Clyde Valley Joint Committee Progress Report – March 2009

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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