

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	2089
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Department:	Communities
Contact:	Gillian Sweeney (Job Title: Development Consultant, Email: gillian.sweeney@nottinghamcity.gov.uk, Phone: 01158762773)
Subject:	Qualifications Credit Framework (QCF) Diplomas 2,3 and 5 in Health and Social Care (Adults)
Total Value:	£60,000 over 3 years (Type: Revenue)
Decision Being Taken:	1) To approve a procurement process to appoint an accredited provider for the Qualification Credit Framework Diplomas in Health and Social Care 2) To delegate authority to Wendy Griffiths, Communities Service Head, to award the contract to the successful provider

Reasons for the Decision(s) This decision will achieve value for money and is in line with the City Council's Value for Money ethos as follows:-

Targetting resources towards meeting the needs of local people through the most economic, efficient and effective means: Undertaking the QCF Diplomas will enable colleagues to achieve the qualifications and a standard of observed practice required to meet regulatory requirements. Citizens will therefore benefit from staff who are well trained and qualified to fulfil their role safely and professionally. (Performing tasks with reasonable effort/Effectiveness)

Minimising the cost of resources will be achieved by seeking competitive quotations and a blended learning model of delivery of the training for the, in a variety of locations and times to meet the needs of the diverse social care workforce. For the provision to be effective, efficient and economic, it needs to be delivered in a way that accommodates the needs of the workforce and their employers by minimising the impact on rotas of releasing colleagues for training, while representing an affordable cost for the qualification.

The QCFs particularly draw on promoting a culture of continuous improvement and professional development, recognising and building on colleagues' experience, previous training and observed good practice. Having an external provider and assessor that we can work in partnership with contributes towards learning from other organisations and good practice leads within the adult social care sector. (Recognise and learn from good practice both within the organisation and from other organisations)

The Qualifications Credit Framework (QCF) Diplomas in Health and Social Care have replaced NVQ awards (still valid and which many of the Adult Provision staff already hold) as the recognised route of continuing professional development for health and social care workers. Skills for Care (the employer-led workforce development body for adult social care) developed the QCF awards and in relation to QCF advise that "All staff working in adult social care should be able to take part in learning and development so they can carry out their role effectively and deliver high quality care". Within the diplomas, staff can specialise and choose units which will enable them to learn and demonstrate competence in particular key areas integral to their duties. The Care Quality Commission and other regulatory bodies who inspect adult care services will look for evidence of staff being appropriately trained, and the QCF Diplomas are key qualifications to evidence this.

Other Options Considered: Using in-house provision. This option was rejected, because there is no in-house provision for the assessment and awarding of QCF diplomas, external providers will need to be identified. The expenditure is achievable within the allocated training budget and complies with the City Council's aim to commission services through the most economic, efficient and effective means.

Background Papers: None.

Published Works: Skills for Care and Care Quality Commission guidance and recommendations.

Affected Wards: Citywide

Colleague / Councillor Interests:

None.

Consultations:

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

None.

Equality:

EIA not required. Reasons: Providers will be required to state how they will ensure the qualifications are accessible to all staff who require them

Social Value Considerations:

Not applicable - below the social value considerations threshold.

Decision Type:

Portfolio Holder

Subject to Call In:

Yes

Call In Expiry date:

31/07/2015

Advice Sought:

Legal, Finance, Procurement, Human Resources

Legal Advice:

This report raises no legal issues. Advice and support will be provided throughout the procurement and contracting process as required.

Advice provided by Naomi Vass (Senior Solicitor) on 27/05/2015.

Finance Advice:

There is identified budget for training within the Adult Social Care Provision budget. There is no impact on the Medium Term Financial Plan as a result of this decision.

Advice provided by Dee Fretwell (Finance Analyst) on 17/06/2015.

Procurement Advice:

There are no procurement concerns with this decision. The Procurement Team will provide support for a tender process in compliance with Contract Procedure Rules. This will ensure fairness, transparency and value for money.

Advice provided by Dawn Cafferty (Procurement Category Manager) on 22/06/2015.

HR Advice:

This decision does not appear to have any workforce employment implications.
Advice provided by Lynn Robinson (HR Business Partner) on 07/05/2015.

Signatures

Alex Norris (PH for Adults, Health and Community Sector)
SIGNED and Dated: 24/07/2015
Alison Michalska (Corporate Director for Children and Adults)
SIGNED and Dated: 22/07/2015