



NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

24TH FEBRUARY 2020

REPORT OF THE HEAD OF HUMAN RESOURCES – SHEENAGH REES

Matter for Decision

Wards Affected: All wards

Registration of Domiciliary Care Workers

1. Purpose of Report:

The purpose of this report is to ask Members to approve reimbursement to Domiciliary Care Workers for payment of 50 percent of their registration fee, set at £20.00 per registrant, for all registrations completed by the mandatory Social Care Wales deadline of 1st April 2020. This is a 'one-off' payment and will not apply to any registrations that take place after the 1st April 2020.

2. Background:

From 1st April 2020, under the Regulation and Inspection Act 2016 and the Registration Rules 2018 the requirement for Social Care Workers to be registered with Social Care Wales (SCW) has been extended to Domiciliary Care Workers.

Registration for all Domiciliary Care Workers by 1st April 2020 is mandatory. This means that in order to work as a Domiciliary Care Worker in Wales, a person must be registered with (SCW) by this date.

The register is a list of people who have shown they are suitable to work in social care. Everyone on the register must show they are:

- Appropriately qualified
- Are physically and mentally fit to practice
- Have the character and competence
- Following the Code of Professional Practice for Social Care (the Code) and practice guidance for their role
- Intend to practice social care in Wales
- Will practice in the field their application relates to their application for registration.

3. Payment of the Registration Fee

The current fee for a Domiciliary Care Worker to register with SCW is £20.00. This will increase to £35 by April 2022. It is the employee's responsibility to register and prove they are suitable to work in their field.

4. Neath Port Talbot's Position

Whilst there is sympathy with Domiciliary Care Workers, Neath Port Talbot Council does not have a contractual obligation to reimburse statutory registration fees. The Council does reimburse the cost of statutory registration fees paid by some employee groups. However, a 2016 joint review with the trade unions into registration fees concluded that it would not reimburse the cost of registration fees that may apply to any additional groups of employees in future.

Despite this agreement, the trade unions have formally requested the Council consider paying the fee for Domiciliary Care Workers for one year on the basis that this is a predominantly female, part-time workforce.

5. Proposal:

The offer is to reimburse Domiciliary Care Workers with 50 percent of the registration fee, set at £20.00 per registrant, for all registrations completed by

the SCW 1st April 2020 mandatory registration deadline. Reimbursement will be provided upon receipt of proof of registration and payment.

The offer is subject to the following points:

- This does not include any registrations or renewal fees after 1st April 2020.
- This offer does not create a precedent should further employee groups become subject to statutory registration in the future, or where current registration arrangements change e.g. a fees increase. The offer is also made on the basis that there is no commitment from the Council to extend reimbursement beyond 1st April 2020.
- No further review of statutory registration fees across the Council will be undertaken.

The Chair of the LGS Joint Trade Unions has accepted this offer, subject to Member approval.

6. Financial Impacts:

The one year cost of reimbursing £10.00 per registrant is approximately £2k.

7. Integrated impact assessment:

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016). The first stage assessment, attached at appendix 2 has indicated that a more in-depth assessment is not required. A summary is included below:

“A full impact is not required as there is no impact on any protected group. It also has no negative impact on bio-diversity or the Welsh Language”.

8. Valleys Communities Impacts:

No Implications

9. Workforce Impacts:

This will have a positive impact on a group that are currently expecting to pay the full registration fee themselves.

10. Legal Impacts:

No implications.

11. Risk Management Impacts:

No risks identified.

12. Consultation:

There is no requirement under the Constitution for external consultation on this item.

13. Recommendations:

It is **RECOMMENDED** that Member's **APPROVE** reimbursement to Domiciliary Care Workers for payment of 50 percent of the registration fee, set at £20.00 per registrant, for all registrations completed within the mandatory Social Care Wales deadline of 1st April 2020.

14. Appendices:

Appendix 1 – First Stage Integrated Impact Assessment.

15. List of background papers:

None.

16. Officer Contact

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