



Autonomy and Accountability

The **AA** of social work



Key messages from Changing Lives

- Social Work Services don't have all the answers – so we need to build capacity to deliver personalised services
- We don't make the best use of social work skills – so we need to build the capacity of the workforce
- Doing more of the same won't work – so we need to build capacity for sustainable change



Implementation plan

- Action and evidence focused
- £15 million to start to build capacity for change
- To get best value from £2.6 billion spent annually on social work services
- To ensure ownership and sustainability



Five change programmes

1. Performance Improvement
2. Service Development
3. Workforce Development
4. Leadership and Management
5. Practice Governance



Practice Governance - Que?

- Autonomy and Accountability
- Role of Chief Social Work Officer
- *“Articulating a new discourse on risk”*
- Consultation and Supervision
- Research and evidence
- Citizen Leadership



Views from the 2006 Self Assessment exercise



- Define role, competencies and standards
- Leadership within joint planning and delivery of services
- Represent social services workers in joint service redesign
- Credibility, authority and visibility



Shared and joint governance

- Need for guidance
 - On models
 - On role of CSWO and other leaders
 - Both within the local authority and
 - Between local authorities
 - Between local authorities and
 - Health
 - Police etc



Autonomy and Accountability

- A paper is requested - urgently - to stimulate debate
- We have to link functions and levels of AA to registration and CPD
- ‘Political tension’
- ‘We should place more emphasis on decision making as a skill’
- Clear standards for all areas of practice



Consultation and Supervision

- Develop mentoring?
- Develop equivalent to teachers in-service time?
- 'Professional support teams?



Evidence based practice

- Emphasize positive:
 - What will enhance client skills and abilities
 - NOT
 - Analysis of what went wrong
- Practice based strategy
- Improved dissemination
- R&D linked to practice monitoring and evaluation



Risk assessment and management

- SE should publish and share the SWRC research
- Joint risk assessment = joint governance
- A national tool?



Citizen Leadership

- Need for clear definition and framework
- Needs to not “become another layer of oversight”
- A ‘whole public sector approach’
- A role for elected members



In conclusion..

- Its your review so get involved