

## **Continuous Learning Framework - Introductory session with Management Team in Moray Council**

Our first session on the framework was very fruitful with much discussion of how we could proceed in Moray with our pilot. This first group is a team of line managers responsible for home care, day services with older people and for people with sensory and physical disability and our employment training project.

Straight away people could see where the system could be helpful in terms of supervision, recruitment, identifying training and learning needs, PRTL, and in areas where there might be difficulty with a staff member in terms of meeting the code of practice.

Following our presentation, we asked the group to consider a member of staff they currently supervise and asked them to consider the list of capabilities and decide which two they thought they could work towards, what sort of information they might be looking for to support the capability and how they might collate evidence as well as their thoughts about how we could record this. This evoked plenty discussion with most people choosing a capability they felt the member of staff was struggling with and one which they felt they were particularly good at, thus balancing a positive with a not quite so positive.

If people weren't supervising others we asked them to consider themselves and carry out a brief self assessment of their needs according to one of the capabilities contained in the framework, I also completed this exercise. We also talked about how other things would influence where we are at within the framework such as workload, work/life balance, practitioner resilience and the demands of the organisation. All these things tied in with previous training this group have done on supervision skills.

We asked people how they might wish to record evidence before we showed them what Angus Council had formatted using the continuous learning framework, as we wanted their ideas. Some folks felt the SVQ reflective account might be a good tool to use. We then asked them to have a look at a couple of capabilities from the Angus format and we discussed this. The group's initial feedback was that it seemed a good framework but that maybe we needed to rework some of the format contained to fit in with our own ideas.

We also asked the group to consider the organisation's capabilities and to rate the organisation against each of these (we thought we could then do the same task with the senior management team at a later date). This task proved to be more difficult as people see the organisation differently depending on where they are at within it. We decided to look at one capability as a group and discussed where the organisation was at using all our collective views, and this proved a more fruitful way of measuring where Moray Council is at on the continuum.

People left agreeing that they would discuss the framework with staff teams and in supervision they would choose a personal capability for their supervisee and the supervisee would choose another, they will look at these capabilities and record evidence and their action plans and we will meet again to evaluate progress. It was agreed that they should do this with all members of staff they are responsible for and that if there were any problems to let myself and a colleague now and we would attend a meeting with them.

**This feedback was given by Carolle Smith of Moray Council**