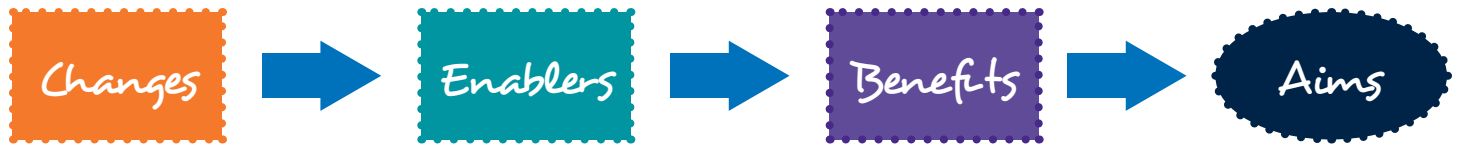


The benefits mapping exercise



What is the aim of the project?

The purpose of the project is to support managers and supervisors understand, use and embed the Professional Capabilities Framework in practice. This will mean slightly different things in the context of each partner organisation. For example, one local authority the PCF is being embedded into the career progression scheme, which means that as staff are meeting the development capabilities of the PCF they will be moving up the career structure within their place of work.

What are the operational and strategic benefits we wish to see?

The partnership wants to see:

- managers effectively using the PCF to appraise social workers
- managers being able to use the PCF to effectively devise a professional development plan for themselves and their staff
- an improvement in the ability of managers to performance manage using the PCF
- an increase in the use of the PCF in reflective supervision
- an increase in the understanding and, potential implications and uses, of the PCF at a local level.

Enablers: The tool that brings about the change

Regional CPD activity has been commissioned to help us deliver the desired benefits. A stakeholder meeting has taken place to establish progress so far on implementing the PCF in local authorities and we have agreed objectives to align with local business plans.

What organisational changes need to occur for benefits to be realised?

- Staff will need to be released to attend the training.
- Champions will need to be clear about their role and use action learning sets to share best practice.
- The organisations will need to be clear on how they hope to link the PCF to internal appraisal procedures.

Measuring the benefits

The BRM does not itself prove a tool for measuring impact.

We will be using a mixture of questionnaires and focus groups to measure the impact of the CPD and:

- take a baseline measurement of the skills, confidence and knowledge of managers that are on the training
- take a post course measurement of the skills, confidence and knowledge of managers that are on the training
- take a post course, pre-course re-measurement of the skills, confidence and knowledge of managers that have undertaken the training
- take a three month post course measurement of the skills, confidence and knowledge of the managers that have undertaken the training
- this information could be drilled down into individual, team and organisational level.