



Cyngor Gofal Cymru
Care Council for Wales

Hyder mewn Gofal - Confidence in Care

Care Standards Act 2000

CYNGOR GOFAL CYMRU

CARE COUNCIL FOR WALES

ANNUAL REPORT AND ACCOUNTS

2009 –2010

Annual Report and Accounts of the Care Council for Wales prepared pursuant to Schedule 1, Section 18(2) and 19(1) of the Care Standards Act 2000, for the year ended 31 March 2010 together with the Report of the Auditor General for Wales thereon and

Laid before the National Assembly for Wales on 10 August 2010 pursuant to the Care Standards Act 2000 Schedule 1 Section 18(4)

Noddir gan
Lywodraeth Cynulliad Cymru
Sponsored by
Welsh Assembly Government



ANNUAL REPORT AND ACCOUNTS

2009/2010

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Chief Executive's Report

History and Statutory Background

The Care Council for Wales (Care Council) was established by the Care Standards Act 2000, and came into existence on 1 October 2001. The Care Council has offices in Cardiff and in St. Asaph in North Wales.

This Annual Report and Accounts, the ninth to be prepared by the Care Council, is for the year ended 31 March 2010. The Report has been prepared under Schedule 1, Sections 18(2) and 19(1) of the Care Standards Act 2000; it is presented in a form directed by Welsh Ministers, with the approval of HM Treasury. A copy of the accounts direction may be obtained from the Care Council's offices.

Care Council Members

At 31 March 2010 there were fifteen members including the Chair who have been appointed by the Minister for Health and Social Services. Membership includes service users, carers, the general public, employers, trade unions, education and training interests, and professional associations. During the year, five members (including the Chair) came to the end of their membership and four members (including the Chair) were appointed.

Members serving 1 April 2009 to 31 March 2010

Member	Interest
Peter Crews	Trade Unions
Ian Davies	Service Users
John Dixon	Welsh Local Government Association
Stephen Elliott	Professional Associations
Kate Hawkins	Education & Training
Sophie Howe *	General Public
Martin Lewis	Carers
Mary Amelia Lyons	Education & Training
Martyn Pengilley	General Public
Brian West	Private Sector Employers
Ellis Williams	Employers

End of membership

Member	Interest
Mutale Merrill (July 2009)	Chair
Judith Jones (December 2009)	Carers
Elizabeth Williams (December 2009)	Service Users
Vera Wilson (December 2009)	General Public
Penny Gripper (January 2010)	Service Users

*The membership of Sophie Howe was temporarily suspended as from July 2009 due a further appointment at the Welsh Assembly Government which had the potential to cause a conflict of interest.

Appointed during year

Member	Interest
Arwel Ellis Owen (August 2009)	Chair
Philip Champness (October 2009)	General Public
Kenneth Jones (April 2009)	Carers
Roger Gant (July 2009)	Voluntary Sector Employers

A register of the declared interests of members is available for inspection during normal office hours at the Care Council's office, Southgate House, Wood Street, Cardiff CF10 1EW.

In line with best practice and guidance, the Care Council established an Audit Committee at its inception, and membership is drawn from Council Members. Meetings are attended by representatives of internal and external audit and the Welsh Assembly Government.

Sustainability

The Care Council as an Assembly Government Sponsored Body is committed to continually reviewing its environmental practices in order to reduce its impact on the environment. The Care Council obtained Green Dragon¹ Level Two accreditation in 2006 and in 2009 was successfully re-audited with the accreditation being maintained. The Care Council is also currently working towards obtaining level three in the Value Wales Sustainable Procurement Action Framework and Level 5 in the Management section. In order for both these Standards to be achieved the Care Council has an annual improvement plan which all staff are involved in achieving.

Key achievements of the 2009-10 improvement plan were:

- All documents produced are printed on 90% or above recycled material and the appropriate logo displays this.
- Sustainability factors are included as a award criteria in the evaluation of corporate procurement with new contracts being awarded for
 - Cleaning – new provider is more efficient and uses only green products and are themselves Green Dragon accredited.
 - Stationery - new contract negotiated and provides a total of 50% of most frequently ordered goods as green products.
 - Desks and Pedestals – new furniture acquired for the new accommodation was of a carbon neutral fully recyclable range.
- Student funding software purchased to enable all forms to be downloaded and returned electronically.
- All workstations are now fitted with Eco buttons – devices that allow the user to automatically switch the PC to energy saving mode.
- All promotional merchandise is environmentally friendly
- Payments from Registrants can now be completed online reducing significantly the need for hardcopy forms to be sent and enabling contact to be made via e-mail.
- A new scheme for Bike or train/bus season ticket loans is now available to staff.

¹ Green Dragon is a stepped Standard recognising effective environmental management. The Standard offers an environmental management system relevant to the specific needs of companies and organisations and rewards actions taken to achieve environmental improvements.

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This is in addition to the standards the Care Council maintains including utilising video and teleconference technology between offices instead of travel and all copier paper being fully recycled.

Charitable Donations

The Care Council has conducted transactions with charitable bodies in the normal course of business during the year, but has not made any charitable donations in the year (2008-09 - Nil).

Payment of Creditors

Under the Late Payment of Commercial Debt (Interest) Act 1998 the Care Council is required to pay undisputed supplier invoices within agreed contractual terms and conditions, or within 30 days of the receipt of goods or services. This was achieved for 98% of all such invoices during 2009-10 (2008-09 – 99%), and no Commercial Debt Interest was paid or was due for transactions during 2009 - 10.

Employment Policy

The Care Council has “Investors in People” status and its human resource policies reflect best practice as part of its commitment as a learning organisation. The Care Council practices an equal opportunities policy in recruitment, development and promotion of staff. Full consideration is given to applications for employment from disabled people, where they have the appropriate skills and abilities to perform the work.

Employee Pension Scheme

The Care Council is a member of the Local Government Pension Scheme administered by Rhondda Cynon Taf County Borough Council which is a multi- employer funded scheme. The balance of surplus or deficit arising on the comparison of assets and liabilities of the employee pension scheme is updated annually and shown on the Care Council’s Statement of Financial Position. Pension matters are dealt with in more detail in the Remuneration Report and note 16 on page 36 of this Report.

Employee Involvement and Provision of information

The Care Council recognises the importance of keeping its staff fully up to date with developments and changes, and has adopted principles of openness and participation in its organisation; staff are kept informed by means of written documentation, informal discussions, information meetings, team meetings and through Staff Council. The Care Council complies with the Welsh Language Act 1993, and provides services through the medium of Welsh and English.

Sickness Absence

The level of staff sickness during 2009-10 was 2.88% (3.84%:2008-09) which is based on 649.5 days lost out of 22,539 available days.

Auditors

Schedule 1(18)4 of the Care Standards Act 2000 specifies that the Auditor General for Wales will examine, certify, and report on the Care Council’s annual accounts.

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From 2007/08 Grant Thornton undertook the detailed audit work to support the Auditor General of Wales' opinion.

Payments to Auditors for non audit work

Payments were made to our Internal Auditors PricewaterhouseCoopers in 2009-10 totalling £7,541 for consultancy work. In 2008-09 payments of £20,265 were made to PricewaterhouseCoopers for consultancy work.

Declaration

I confirm that, as far as I am aware, there is no relevant information of which the Care Council's auditors are unaware. I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that the auditors are aware of that information.

Rhian Huws Williams
Chief Executive and Accounting Officer

Date: 22 July 2010

Management Commentary

The Care Council's work in 2009/10 built on the achievements of past years in delivering its remit of maintaining and developing a high-quality social care workforce that effectively meets the needs of the people of Wales over the coming years. The approach taken to our work is citizen-focused, with service users and carers actively participating in the design, delivery and governance of our work. As a regulatory body, our ethos is one which uses regulation as one element of the ongoing improvement agenda for the workforce and the sector.

The Care Council works in partnership with the Assembly Government, as well as other organisations within the social care sector in Wales; wider public services such as health, education and housing; and beyond Wales, with other regulatory bodies and sector skills councils from the other three countries of the UK. We aim to ensure greater ownership of cross-professional and cross-organisational working, drawing on best practice and sharing expertise and knowledge.

Our regulatory remit provides us with a Wales-specific register of practitioners who have signed up to the Code of Practice, and who are deemed suitable to practice. The register also provides us with information about the trends and profile of the Wales registered workforce. We have the powers to investigate and tackle poor practice as part of a wider agenda to promote high standards of practice and confidence in the workforce and strengthening the safeguarding of vulnerable children and adults.

In our developmental role and in our remit as the Sector Skills Council, which we deliver for the sector as part of Skills for Care & Development (SfC&D), we are engaged with a wide range of employers, practitioners, service users and carers, as well as education and learning providers. This ensures we have up-to-date information about the future requirements of the sector, in terms of roles, skills, and knowledge. This allows us to develop standards and qualifications, and the initiatives to enable employers to recruit, retain and support practitioners and ensure they have the right knowledge and skills for high-quality practice.

Our programmes of work support the delivery of the 10-year strategy for social services, set out by the Assembly Government in 2008 in *Fulfilled Lives Supportive Communities*. This means driving forward successful workforce development that provides individuals with the knowledge and skills they need to obtain employment, achieve personal and career fulfilment and contribute to community life.

In 2009/10, the Care Council embarked on a number of significant projects which will have critical roles in maintaining and developing a high-quality social care workforce that effectively meets the needs of the people of Wales over the coming years.

Among these was an 18-month study, the first of its kind in the UK, to get a detailed picture of the care at home workforce in Wales and how it can be shaped to meet the demands of the future. During the year, the Care Council also began scoping a model for a national career pathway for social workers in Wales. The aim was to clarify career opportunities and strengthen the retention of experienced social workers in front-line roles so they can continue to deliver high-quality practice at all stages of their careers. The sector has embraced for many years the importance of up-to-date, relevant qualifications. This year saw the development and modernisation of a number of social care-related qualifications, and work started on others as part of the major reform of vocational qualifications and the development of the new Qualification and Credit Framework (QCF). The outcome will be qualifications that are streamlined, accessible, flexible and fit for purpose, allowing people to build their qualifications to meet their developing careers and achieve competence to meet employers'

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and service users' needs. There was also significant focus on the children and early years sector, including updating the scoping and mapping of the workforce, first undertaken in 2005.

These projects were undertaken during the year against a background of Government initiatives designed to continue the transformation of social care services in Wales.

The Assembly Government highlighted the importance of the Care Council's regulatory function as part of the wider improvement and safeguarding agenda when it was announced that the employee groups to be mandatorily registered with the Care Council would be extended in the latter half of 2010/11. First to have to register would be all managers of adult residential care homes, with managers in domiciliary care having to register in 2012.

This builds on the progress already made through introducing mandatory registration for managers and staff working in residential care for children in 2007. Wales became the first country in the UK to register all its residential child care managers and workers and, in 2008/09, the Care Council used the data to produce a comprehensive profile of the workforce and inform a bigger programme of development for this sector. Updated data drawn from the Care Council register in 2009/10 shows us that the sector had been generally stable over the past 12 months, although there had been some movement by managers in and out of the sector and to new posts during the year.

It also confirmed that all residential child care managers had attained the minimum required qualification while half of the other workers held at least the minimum qualification. Work will be undertaken next year on initiatives to help workers attain the required qualification by the time they have to renew their registration.

The information gleaned from the child care sector will be updated annually and will help the Care Council, the Assembly Government and the sector plan its work to ensure that children in care in Wales will have a well-trained workforce to support them.

At the end of 2009/10, the Register of Social Care Workers had more than 9,600 registrants, an increase of 11% on the same time the previous year. Of these, 57% were social workers, 21% residential child care managers and workers, 9% students, with the other 13% being made up of groups of social care workers who had registered voluntarily. The incremental increase in registration reflects the Wales Assembly Government commitment to mandatory rather than voluntary registration.

The *Confidence in Care* campaign promoted the Codes of Practice and their use through meetings, presentations, displays and seminars, and by disseminating a range of materials for service users and employers. An evaluation of the campaign showed not only an increase in numbers of materials requested but also examples of wider use across the sector.

The regulatory powers of the Care Council has brought a much sharper focus on practice standards, with an increase of 7.5% in the number of referrals for investigations in 2009/10. It is likely that the increase in number correlates with the extension of mandatory registration and will continue to increase, at least initially, as mandatory registration is extended to other groups of workers. During the financial year, 156 investigations were carried out, of which more than half were closed after initial investigation. Six conduct hearings were held compared with 11 in the previous year. Misconduct was found in every case, with one registrant being removed from the Register and the other five receiving admonishments of between six months and five years. The Care Council has a pool of 25 individuals - lay and social care professionals - to serve on the Care Council's Registration and Conduct Committees so as to maintain the independence of the decision-making in line with best practice.

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We are a learning organisation and have been reviewing our registration and conduct arrangements. The aim is for a lean and fair system and in 2010/11, it is expected there will be changes to the conduct and registration processes, which will include the introduction of a broader range of possible sanctions to deal with misconduct. The proposed changes to the registration rules will allow officers to remove registrants from the Register due to failure to pay the registration fee and/or apply for renewal of registration.

The Care Council's programme of development work focused, in line with the Workforce Action Plan for *Fulfilled Lives, Supportive Communities*, on the future workforce to support care at home and a new model for working with children and families.

The Care at Home research project was designed to find out what is needed to strengthen the workforce to be able to meet the increasing and changing demands of providing care at home in the future. The study included research work with commissioners, providers, carers and service users from across Wales to get a picture of the reality of care at home.

The findings and recommendations from the study will be published in 2010/11. It is then planned to develop an action plan that will help shape an effective care at home workforce for the future.

In 2009/10, the Older People Workforce Network for Health and Social Care, established by the Care Council on behalf of the Assembly Government, developed a summary of existing strategies and plans impacting on the workforce. The main purpose of the document was to recommend to the Assembly Government the key priorities for action to develop a comprehensive workforce strategy for those working with older people in health and social care in Wales. The summary strategy submitted to the Assembly Government will inform the update of the National Service Framework for Older People.

One of the key messages from employers and practitioners has been the need for practice development tools for frontline practitioners so that their work is safe, up-to-date and person-centred at all times. The Care Council developed a suite of materials for frontline workers supporting older people. These included knowledge sets, produced specifically at the request of practitioners working with older people in residential and domiciliary care. They were designed to help practitioners build on their basic knowledge and skills, so that they would be confident in delivering the best-possible service to older people with dementia and those nearing the end of their lives. The materials have been well-received by the sector, with practitioners describing them as extremely useful in developing staff and improving practice. This feedback underlined the importance of providing tools and training resources to support frontline practitioners in all settings so they can continue to develop and deliver high-quality care and support.

To complement the knowledge sets for dementia and end of life care, the Care Council produced a CD of recorded stories from carers. These gave first-hand accounts of the realities facing carers of people experiencing dementia or those nearing the end of their lives. Six stories highlighted areas of learning and discussion points for practitioners to consider when providing care. These stories are designed to assist learners in their understanding of dementia and for family carers to see others sharing the same experience. The use of the CD will be evaluated in 2010/11.

A report on good practice in working with older people with dementia was also published by the Care Council during the year. The project involved developing a directory of dementia organisations and resources from across the UK. This will be developed in 2010/11 into accessible guidance for practitioners.

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There was significant focus on the children and early years workforce in 2009/10. The report on child care teaching in the social work degree was shared with higher education institutions (HEIs) to assist with their delivery and bibliographies were developed to ensure access to up-to-date publications. Work on accrediting the learning programme for the staff of the Integrated Family Services teams will be completed by the autumn. The updated scoping and mapping of the workforce report concludes that the work has improved clarity around job roles by producing an early years and childcare list of approved qualifications.

The *Choosing Well* publication to help employers recruit quality staff in early years services was rewritten and published as *Recruiting Well*. The guide provides up-to-date information on how to plan for recruitment and retention and includes the new legal requirements for working with children and early years. It is a good model of how employers can involve children and young people in the interview process, so as to help improve services. A complementary publication was also produced, called *Inducting Well*. This is designed to help childcare providers deliver effective induction programmes for new recruits. This publication has at its core the UN Convention on the Rights of the Child, linking the principles and values and the seven core aims to the initial induction of the early years and childcare workforce. Both these publications have been extremely well received by the sector.

As a Sector Skills Council (SSC) for social care in Wales, the Care Council in 2008/09 developed the Sector Qualifications Learning Strategy, identifying the priority qualifications needed by social care practitioners. During 2009/10, work started on producing these qualifications as part of the reform of vocational qualifications and the development of the new Qualification and Credit Framework (QCF). Among those completed were the health and social care diplomas, levels 2, 3 and 5, which will replace NVQs. Work also progressed on specialised units for dementia, sensory services, physical disabilities and activities which will be within the new QCF Diplomas.

The Care Council developed the first social care NVQ designed specifically for workers in Wales. The NVQ in Commissioning, Procurement and Contracting for Social Care was developed using National Occupational Standards (NOS), in direct response to the needs of the social care sector in Wales and to complement the Assembly Commissioning Guidance. The awarding body is the Open University. The qualification will be offered at levels 3, 4 and 5 and students will have three years to complete it. During the year, the Care Council developed a new qualification in *Society, Health and Development for the Welsh Baccalaureate*. Developed in partnership with Skills for Health and other organisations, it has been designed as a complete learning programme, encompassing skills in communication, number application and ICT, as well as work experience, social and community enterprise and academic qualifications. The Care Council has been working with the Assembly Government and awarding organisations to have these qualifications ready for September 2010. The social care sector will benefit from modern qualifications that will be credit based and support continuous professional learning.

The development and review of NOS is one of the Care Council's key responsibilities as an SSC. In 2009/10, the Care Council produced two new NOS Navigator CD-Roms, to help people find the NOS most relevant to them by grouping them around job roles. They cover the areas of *Commissioning, Procurement and Contracting* and *Leadership and Management for Social Care*. The NOS Navigators are aimed at employers, those who are interested in using the NOS to develop job and service roles and people undertaking qualifications. It is hoped the Navigators will encourage the use of NOS as a basis for creating and identifying areas of professional development, creating and reviewing service specifications and benchmarking.

The social work degree continues to play a vital role in providing Wales with high-calibre social workers. Latest data showed that 320 students had enrolled on social work degree courses in 2008/09. A total of 223 social workers graduated in 2008/09, 39 of them at Masters level.

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The Care Council has led on a range of initiatives to ensure that social work training continues to meet the needs of the sector at qualifying and post-qualifying levels across Wales.

Results from a long-term study into the career progression of newly-qualified social workers in the UK suggested that nearly all graduates went on to practice in the sector in Wales. The findings from the survey dispelled early fears about a large number of students being trained and leaving university without a job to go to. The survey also found that graduates practicing since 2007 were committed to the profession and even those with plans to leave their current post intend to remain in social work.

An all-Wales model for data collection for social work training was established and baseline data published. This National Minimum Data Set model will enable employers, the Assembly Government and the Care Council to plan future social work training more effectively and be better-informed on recruitment, retention and vacancy levels across the sector. Data showed that vacancies in Wales are reducing in many areas of work but some face continuing challenges in recruiting and retaining suitably-qualified staff.

During the year, the Care Council proposed a model for a national career pathway for social workers in Wales. The aim is to strengthen the retention of experienced social workers in frontline roles and ensure they have the knowledge, skills and access to learning and support, so they can continue to practice and deliver professional support to others at different stages of their careers.

Discussions with a range of organisations, including the Assembly Government, as well as social workers, service users and carers, confirmed support for this new approach. This work will inform the Assembly Government's Social Care and Social Work Workforce Task Group, which is responsible for a comprehensive review of frontline work in Wales.

The Social Care Accolades has become an important vehicle in identifying, celebrating and showcasing best practice in workforce development to improve services. Last year, a prestigious Accolades ceremony was held in Cardiff City Hall, with awards being presented by Deputy Minister for Social Services, Gwenda Thomas AM. Awards were made in seven categories in front of an audience of more than 200 from across the social care sector. The ceremony was followed up by a series of sharing events, attended by more than 150 people, with opportunities to learn from the winners.

The Care Council strives to be an excellent organisation, delivering results, good governance and operating to the highest standards of economy, efficiency and effectiveness. Like most public sector organisations in the current economic climate, the Care Council is operating in a context of reduced funding which will become more challenging over the coming years. There has been a renewed focus on ensuring that the performance framework for the organisation focuses the use of resources on the priority objectives that can make a real difference to the standard of the social care workforce in Wales with a view to improving outcomes and experience for people who use the services. We work in partnership with a range of organisations including the National Leadership and Innovation Agency for Healthcare and Social Services Improvement Agency. We also fund the Regional Social Care Partnerships which enable statutory, private and voluntary organisations, as well as learning providers to work together to identify and drive forward workforce priorities. Equally, we work in partnership with the UK regulatory councils in the other three countries and with other organisations in England responsible for development to regulatory frameworks. This ensures we have secure systems for public protection, share research and labour market information to inform future planning, and share skills and expertise at a strategic level.

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We are actively engaged in many of the initiatives identified in the Efficiency and Innovation programme set up by the First Minister to deliver better public services in a tough economic climate. Our enabling services are using Value Wales framework contracts and will continue with this targeted approach, deploying resources to best effect.

The Net Expenditure for the Care Council for the year was £10,316,000 (£10,034,000 in 2008-09). After taking into account Grant In Aid from the Welsh Assembly Government of £10,354,000 (£10,086,000 in 2008-09), the transfer from the Pension Fund of £120,000 (transfer to the Pension Fund of £50,000 in 2008-09) and an adjustment for Capital Credit of £58,000 (£19,000 in 2008-09) the balance on the General fund was £455,000 (£355,000 in 2008-09). The income arising from registration fees totalled £201,000 (£196,000 in 2008-09) and non current assets acquired totalled £202,000 (£36,000 in 2008-09).

We provided grants to higher education institutions and local authorities for social work training and related matters. Payments totalling £3,297,000 (£3,132,000 in 2008-09) were also made to social work students through the Social Work Bursary Scheme which comprises funding for bursaries, tuition fees and travel costs for students undertaking both undergraduate and postgraduate (DipSW) training.

A clean audit certificate was received for last year's Annual Report and Accounts, for the eighth year in succession. Work on integrating our performance management framework and the development of key performance indicators will continue in the next financial year.

Rhian Huws Williams
Chief Executive and Accounting Officer

Date: 22 July 2010

Remuneration Report

1. Remuneration Policy

The Care Council's scheme for staff pay and grading arrangements was approved by the Welsh Assembly Government in 2004. It applies equally to all members of staff.

It includes a salary scale, incremental salary progression during the early years of employment, and a non-consolidated award based on organisational performance. An individual performance development plan is in place for all staff.

The pay award is subject to discussion with Staff Council and approval by the Care Council's Remuneration Group and the Welsh Assembly Government annually.

The Remuneration Group is composed of the Chair, Deputy Chair, Chair of the Finance and General Purposes Committee and the Chair of the Audit Committee and is also attended by the Chief Executive and the Director of Operations and Corporate Services.

The annual remuneration rates of the Chair and members are specified by the Welsh Assembly Government. Those of panel members are specified by the Care Council and are broadly in line with rates set by the Welsh Assembly Government for Council members.

2. Salary and Pension Entitlements*

* This section is subject to audit

The following sections provide details of the remuneration and pension interests of the Chair of the Council and senior officials and are subject to audit:

2(i) Remuneration of the Chair and Senior Officials

Earned in the year		2009-10		2008-09	
		Salary £'000	Bonus £'000	Salary £'000	Bonus £'000
Chair	Mutale Merrill (to July 2009)	5-10	0	15-20	0
Chair	Arwel Ellis Owen (from August 2009)	15-20	0	n/a	n/a
Chief Executive	Rhian Huws Williams	95-100	0-5	95-100	0-5
Director of Regulation and Professional Standards/(Deputy Chief Executive)	Gerald Evans	70-75	0-5	70-75	0-5
Director of Operations and Corporate Resources	Neil Wicks	70-75	0-5	70-75	0-5
Director of Learning and Development	Roberta Hayes (from February 2010)	5-10	0	n/a	n/a

Salaries consist of gross pay and pay awards agreed by the Welsh Assembly Government.

The bonus is part of the pay and grading arrangements and consists of a Corporate Performance Award payable equitably to all eligible staff. The award relates to organisational performance in the previous year, therefore, bonuses paid in 2009-10 are based on 2008-09 performance and bonuses paid in 2008-09 are based on 2007-08 performance.

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All members of staff responsible for decision making are not contracted for a fixed term.

No members of staff responsible for decision making received benefits in kind from the Care Council, and a scheme for the provision of motor vehicles to staff or members is not operated.

2(ii) Pension benefits

	Total accrued pension at 31 March 2010 £'000	Real increase in pension at 31 March 2010 £'000	Total accrued lump sum at 31 March 2010 £'000	Real increase in lump sum at 31 March 2010 £'000	CETV at 31 March 2010 £'000	CETV at 31 March 2009 £'000	Real increase in CETV in 2009-10 £000
Chair Mutale Merrill	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Chair Arwel Ellis Owen	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Chief Executive Rhian Huws Williams	35 – 40	0.0 - 2.5	105 – 110	-5.0 – -2.5	740	663	48
Director of Regulation and Professional Standards/(Deputy Chief Executive) Gerald Evans	5 – 10	0.0 – 2.5	10 – 15	-2.5 – 0.0	122	97	21
Director of Operations and Corporate Resources Neil Wicks	15 – 20	0.0 – 2.5	45 – 50	-2.5 – 0.0	286	253	22
Director of Workforce Development Roberta Hayes	0 – 5	0.0 – 2.5	0	0.0	2	0	2

The Chief Executive is an ordinary member of the Care Council's pension scheme. The Chair does not participate in the pension scheme.

The Cash Equivalent Transfer Value (CETV)

This is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. It is a payment made by a pension scheme, or arrangement to secure pension benefits in another pension scheme, or arrangement when a member leaves a scheme and chooses to transfer the pension benefits they have accrued in their former scheme.

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The pension figures shown related to the benefits that the individual has accrued as a consequence of their total membership of the scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures and other pension details include the value of any pension in another scheme or arrangement which the individual has transferred. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years at their own cost. CETVs are calculated within the guidelines and framework prescribed by the Institute and Faculty of Actuaries.

The real increase in the value of the CETV

This reflects the increase in CETV effectively funded by the employer. It takes account of the increase in accrued pension due to inflation, contributions paid by the employee, including the value of any benefits transferred from another pension scheme or arrangement, and uses common market valuation factors from the start and end of the period.

Rhian Huws Williams
Chief Executive and Accounting Officer

Date: 22 July 2010

Statement of the Care Council's and the Chief Executive's Responsibilities

Under Schedule 1, Section 18(2) of the Care Standards Act 2000, the Care Council is required to prepare a statement of account for each financial year in such a form and on the basis directed by Welsh Ministers with the approval of HM Treasury.

The accounts are prepared on an accruals basis and must give a true and fair view of the Care Council's state of affairs at the period end, and of its income and expenditure and cash flows for the period.

In preparing the accounts, the Care Council is required to comply with the requirements of the Government Financial Reporting Manual, and in particular to:

- observe the accounts direction issued by Welsh Ministers, including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements; and
- prepare financial statements on a going concern basis, unless it is inappropriate to assume the Care Council will continue in operation.

The Principal Accounting Officer for the Welsh Ministers has designated the Chief Executive as Accounting Officer for the Care Council. Her relevant responsibilities as Accounting Officer, including the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the Care Council's assets, are set out in Managing Public Money.

Rhian Huws Williams
Chief Executive and Accounting Officer

Date: 22 July 2010

Statement on Internal Control

Scope of Responsibility

As Accounting Officer I have responsibility for maintaining a sound system of internal control that supports the achievement of Care Council policies, aims and objectives, whilst safeguarding the public funds and assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money.

I acknowledge my responsibility for ensuring that an effective system of internal control is maintained and operated and that adequate communication with the Care Council's Sponsor Division at the Welsh Assembly Government is maintained on these matters. During 2009/10 regular monitoring meetings were held with our Sponsor division and annual accountability meetings with the Deputy Minister for Social Services and the Director of Social Services Wales respectively, both attended by the Chair and the Accounting Officer.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Care Council aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. A continuous system of internal control has been in place in the Care Council for the year ended 31 March 2010, and up to the date of approval of the Annual Report and Accounts and accords with HM Treasury guidelines.

Capacity to handle risks

The key day to day financial and operational decisions for the Care Council are made either by myself, by the Executive Management Team or, with my agreement, by individual members of the Executive Management team or staff with delegated authority.

The Care Council's system of internal control is based on a framework of management information, financial regulations and administrative procedures, including the segregation of duties. In particular it includes:

- regular Council and Committee Meetings to review and agree strategic planning and direction and to review and monitor performance;
- regular meetings of the Executive Management Team to manage and review the organisation's performance against objectives, targets and budgets set out in the Operational Plan;
- regular meetings during the year of the Executive Management Team to identify and monitor risks;
- a Risk Manager is responsible for each major function of work, and the provision of risk awareness training appropriate to the authority and duties of staff;
- frequent reports to management on key expenditure areas including grants to support social work training and outsourced services.

The Risk Control Framework

Risk Management is a key consideration in the activities of the Care Council which is underpinned by the Risk Management System which provides the principal means of assurance to the Accounting Officer on the effectiveness of the system of internal control.

The Risk Management System of the Care Council includes a departmental risk register for each of its departments (Corporate Services, Workforce Development and Workforce Regulation) and also an Operational Risk register. The Departmental risks are lower level risks that are managed at a departmental level, while the Organisational risks are risks which might jeopardize the organisation from meeting its objectives and which are managed by the Executive Management Team.

At the Care Council there are two methods of identifying risks. Initial risk identification includes identifying risks for a new project or new activity within the organisation and in addition there is Continuous risk identification which involves identifying new risks which have not previously arisen or changes to existing risks.

All risks are scored in line with a risk scoring matrix based on the assessment of the likelihood of the risk and the impact of the risk. Directors are responsible for scoring the risk and consequently for evaluating whether a risk is a departmental or organisational risk. An issue taken into consideration when considering risk is the identification of the 'risk appetite' of the organisation which is the Care Council's tolerance for exposure to risk. The risk appetite will determine whether the risk is tolerated, terminated, transferred or treated.

All risks identified as Organisational risks by the relevant Director are evaluated by the Executive Management Team as to whether the initial assessments of the risks is correct and then deciding whether the risks identified are significant enough to be included on the Organisational Risk Register. In addition, if the risk is not mitigated the Executive Management Team will also look at the recommended course of actions. This process takes place three times per year with Audit Committee also reviewing and endorsing the Organisational Risk Register.

The risk management process is not considered as a 'one-off' exercise and managers and staff consider all changes and developments of working practices in terms of risk and act accordingly at all times. The risk management process is further embedded at the Care Council by managers at departmental level being allocated ownership of risks and consequently managing the risk by taking forward any required action to minimise the risk.

Other Risk Management elements are as follows:-

- ensuring the corporate planning and decision-making processes incorporate risk management principles;
- an Audit Committee which receives and considers internal audit reports including management of risk;
- Standing Orders and Standing Financial Instructions which set out the responsibilities of Council members and officers for financial matters;
- regular reports from the internal auditors, including their independent opinion on the adequacy and effectiveness of the systems of internal control, together with recommendations for improvement;
- systems for financial control of expenditure and reporting of actual expenditure against budget;
- a strong approach to Governance and internal control, working with Internal Audit to review and strengthen arrangements;

CARE COUNCIL FOR WALES ANNUAL REPORT AND ACCOUNTS 2009/10

- internal practices for dealing with advice from HM Treasury and the Welsh Assembly Government, including that contained in Chief Executive Officer and Dear Accounting Officer letters; and
- an annual report from the Internal and External Auditors.

The Care Council has information security procedures in place to ensure the confidentiality, integrity and availability of information that it holds and processes.

- the Directors are responsible for the authorisation and control of all removable media;
- an Information Security Policy is in place;
- an Information classification policy is in place;
- Guidance and policy regarding the handling of information have been issued to all staff;
- we continue to maintain and report on our statutory compliance with the Freedom of Information and Data Protection Acts;
- the Care Council follows the Lord Chancellor's Code of Practice to maintain systematic control of the creation, receipt, maintenance, storage, use, and disposition (destruction) of all Care Council records;
- the ISO27001 Security Management Standard has been accredited for Corporate Services;
- an Information security risk assessment has been undertaken;and
- the Finance and General Purposes Committee receives reports and reviews data handling arrangements.

Review of Effectiveness

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review is informed by the work of the internal auditors, the senior managers within the Care Council, who have responsibility for the development and maintenance of the internal control framework, and external auditors' recommendations contained in their management letters and other reports.

The Internal Auditors' opinion states that they are able to give a high level of assurance for our internal control.

The Audit Committee has advised me on the implications of the result of my review, and a plan to ensure continuous improvement of the system is in place.

I believe procedures were in place for the year ended 31 March 2010, which comply with HM Treasury guidance, although the system is subject to regular updating.

The results of my review have not indicated any significant internal control problems.

Rhian Huws Williams
Chief Executive and Accounting Officer

Date: 22 July 2010

The Certificate and Report of the Auditor General for Wales to the National Assembly for Wales

I certify that I have audited the financial statements of the Care Council for Wales for the year ended 31 March 2010 under paragraph 18(4) of Schedule 1 to the Care Standards Act 2000. These comprise the Net Expenditure Account, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Taxpayers Equity and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that Report as having been audited.

Respective responsibilities of the Care Council for Wales, the Chief Executive and auditor

The Chief Executive, as Accounting Officer, is responsible for preparing the Annual Report, the Remuneration Report, and the financial statements in accordance with the Care Standards Act 2000 and Welsh Ministers' directions made thereunder and for ensuring the regularity of financial transactions. These responsibilities are set out in the Care Council for Wales' and Chief Executive's Responsibilities.

My responsibility is to audit the financial statements and the part of the Remuneration Report to be audited in accordance with relevant legal and regulatory requirements, and with International Standards on Auditing (UK and Ireland).

I report to you my opinion as to whether the financial statements give a true and fair view and whether the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with the Care Standards Act 2000 and Welsh Ministers' directions made thereunder. I report to you whether, in my opinion, the information which comprises the Chief Executive's Report, Management Commentary and the unaudited part of the Remuneration Report, given in the Annual Report, is consistent with the financial statements. I also report whether in all material respects the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

In addition, I report to you if in my opinion the Care Council for Wales has not kept proper accounting records, if I have not received all the information and explanations I require for my audit, or if information specified by HM Treasury regarding remuneration and other transactions is not disclosed.

I review whether the Statement on Internal Control reflects the Care Council for Wales' compliance with HM Treasury's guidance and I report if it does not. I am not required to consider whether this Statement covers all risks and controls, or to form an opinion on the effectiveness of the Care Council for Wales' corporate governance procedures or its risk and control procedures.

I read the other information contained in the Annual Report and consider whether it is consistent with the audited financial statements. The other information comprises the Chief Executive's Report, Management Commentary and the unaudited part of the Remuneration Report. I consider the implications for my report if I become aware of any apparent misstatements or material inconsistencies with the financial statements. My responsibilities do not extend to any other information.

Basis of audit opinions

I conducted my audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts, disclosures and regularity of financial transactions included in the financial statements and the part of the Remuneration Report to be audited. It also includes an assessment of the significant estimates and judgements made by the Care Council for Wales and Chief Executive in the preparation of the financial statements, and of whether the accounting policies are most appropriate to the Care Council for Wales' circumstances, consistently applied and adequately disclosed.

I planned and performed my audit so as to obtain all the information and explanations which I considered necessary in order to provide me with sufficient evidence to give reasonable assurance that the financial statements and the part of the Remuneration Report to be audited are free from material misstatement, whether caused by fraud or error, and that in all material respects, the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them. In forming my opinion I have also evaluated the overall adequacy of the presentation of information in the financial statements and the part of the Remuneration Report to be audited.

Opinions

In my opinion:

- the financial statements give a true and fair view, in accordance with the Care Standards Act 2000 and directions made thereunder by Welsh Ministers, of the state of the Care Council for Wales' affairs as at 31 March 2010 and of its Net Expenditure , Changes in Taxpayers Equity and cash flows for the year then ended;
- the financial statements and the part of the Remuneration Report to be audited have been properly prepared in accordance with the Care Standards Act 2000 and Welsh Ministers' directions made thereunder; and
- information which comprises the Chief Executive's Report, Management Commentary and the unaudited part of the Remuneration Report, given within the Annual Report, is consistent with the financial statements.

Opinion on Regularity

In my opinion, in all material respects the expenditure and income have been applied to the purposes intended by the National Assembly for Wales and the financial transactions conform to the authorities which govern them.

Report

I have no observations to make on these financial statements.

Gillian Body
Auditor General for Wales

Date:10 August 2010

Wales Audit Office
24 Cathedral Road
Cardiff
CF11 9LJ

Net Expenditure Account

For the year ended 31 March 2010

		2009-10	2008-09
		£000	£000
	Note		
Expenditure			
Staff Costs	5(i)	3,124	2,721
Programme expenditure			
Training support	6(i)	4,878	4,857
Non grant programme expenditure	6(ii)	1,162	1,364
Administration costs	7	1,428	1,325
Depreciation	1(ix)	103	114
Pension Interest Charge	16	140	-
		<hr/>	<hr/>
		10,835	10,381
Income			
Income from Activities			
Registration Fee Income	1(iii)	201	196
Other Income			
Sector Skills Council		151	80
Welsh Assembly Government		103	51
Sundry Income		6	1
		<hr/>	<hr/>
		461	328
Net Expenditure		10,374	10,053
Notional interest on capital (Credit)	1(vi)	(58)	(19)
Interest receivable	4(i)	1	11
Interest surrenderable to the Welsh Assembly	4(ii)	(1)	(11)
		<hr/>	<hr/>
		-	-
Net Expenditure after cost of capital and interest		<hr/> 10,316	<hr/> 10,034

The notes on pages 25 to 43 form part of these accounts.

Statement of Financial Position

as at 31 March 2010

	Note	as at 31 March 2010		as at 31 March 2009		as at 1 April 2008	
		£000	£000	£000	£000	£000	£000
Non-current assets:							
Property, plant and equipment	8	358		309		387	
Intangible Assets	9	<u>50</u>		<u>-</u>		<u>-</u>	
Total Non-Current Assets			408		309		387
Current Assets:							
Trade and other receivables	11	207		233		303	
Cash and cash equivalents	12	<u>172</u>		<u>82</u>		<u>99</u>	
Total Current Assets			379		315		402
Total Assets			<u>787</u>		<u>624</u>		<u>789</u>
Current Liabilities							
Trade and other payables	13	<u>(332)</u>		<u>(269)</u>		<u>(417)</u>	
Total Current Liabilities			<u>(332)</u>		<u>(269)</u>		<u>(417)</u>
Non Current assets less net current assets/liabilities			<u>455</u>		<u>355</u>		<u>372</u>
Non-current liabilities							
Pension Liabilities	16	<u>(2,400)</u>		<u>(1,730)</u>		<u>(100)</u>	
Total non-current liabilities			(2,400)		(1,730)		(100)
Assets less liabilities			<u>(1,945)</u>		<u>(1,375)</u>		<u>272</u>
Reserves							
General Reserve			455		355		372
Pension Reserve			<u>(2,400)</u>		<u>(1,730)</u>		<u>(100)</u>
Total			<u>(1,945)</u>		<u>(1,375)</u>		<u>272</u>

Notes on pages 25 to 43 form part of these accounts

The financial statements on pages 21 to 22 were approved by Council on the 14th July 2010 and were signed on its behalf by:

Rhian Huws Williams

Date: 22 July 2010

Chief Executive and Accounting Officer

Statement of Cash Flows

For the year ended 31 March 2010

	Note	2009-10 £000	2008-09 £000
Cash flows from Operating Activities			
Net expenditure after cost of capital and interest		(10,316)	(10,034)
Adjustment for Cost of Capital charge	1(vi)	(58)	(19)
Adjustment for Depreciation		103	114
Adjustment for Pension finance Costs(net)		120	(50)
Decrease in trade and other receivables		26	70
Increase/(Decrease) in trade and other payables		63	(148)
		<u>(10,062)</u>	<u>(10,067)</u>
Cash flows from Investing Activities			
Purchase of property, plant and equipment	8	(151)	(36)
Purchase of intangible assets	9	(51)	-
		<u>(202)</u>	<u>(36)</u>
Cash flows from Financing Activities			
Welsh Assembly Government funding(including Capital)		<u>10,354</u>	<u>10,086</u>
Net financing		<u>10,354</u>	<u>10,086</u>
		<u>90</u>	<u>(17)</u>
Net Increase/(Decrease) in cash and cash equivalents in the period			
Cash and cash equivalents at the beginning of the period	12	82	99
Cash and cash equivalents at the end of the period	12	172	82

Notes on pages 25 to 43 form part of these accounts.

Statement of Changes in Taxpayers Equity

For the year ended 31 March 2010

	Pension Reserve £000	General Reserve £000	Total £000
Balance at 1 April 2008	(100)	420	320
Changes in Accounting Policy	-	(48)	(48)
Restated Balance as at 1 April 2008	<u>(100)</u>	<u>372</u>	<u>272</u>
Changes in Taxpayers' Equity 2008-09			
Release of Reserves to Net Expenditure Account	-	(10,034)	(10,034)
Actuarial (loss)	(1,680)	-	(1,680)
Transfer between reserves-Capital	50	(50)	-
Adjustment for notional cost of capital	-	(19)	(19)
Total recognised income and expense for 2008-09	<u>(1,630)</u>	<u>(10,103)</u>	<u>(11,733)</u>
Welsh Assembly Government Funding	-	10,086	10,086
Balance at 31 March 2009	<u>(1,730)</u>	<u>355</u>	<u>(1,375)</u>
Changes in Taxpayers' Equity 2009-10			
Release of Reserves to Net Expenditure Account	-	(10,316)	(10,316)
Actuarial (loss)	(550)	-	(550)
Transfer between reserves-Capital	(120)	120	-
Adjustment for notional cost of capital	-	(58)	(58)
Total recognised income and expense for 2009-10	<u>(670)</u>	<u>(10,254)</u>	<u>(10,924)</u>
Welsh Assembly Government Funding	-	10,354	10,354
Balance at 31 March 2010	<u>(2,400)</u>	<u>455</u>	<u>(1,945)</u>

The notes on pages 25 to 43 form part of these accounts

Notes to the Accounts for the year ended 31 March 2010

Statement of accounting Policies

The accounts have been prepared on a going concern basis, in accordance with the Accounts Direction issued by the Welsh Ministers with the consent of HM Treasury. Consequently, these financial statements have been prepared in accordance with the 2009-10 Government Financial Reporting Manual (FReM) issued by HM Treasury. The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Care Council for Wales for the purpose of giving a true and fair view has been selected. The particular policies adopted by the Care Council for Wales are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

1(i) Accounting Convention

The accounts have been prepared on a going concern basis, in accordance with the Accounts Direction issued by the Welsh Ministers with the consent of HM Treasury. They have been prepared under the modified historical cost convention.

1 (ii) Financing

The Care Council received monies from the Welsh Assembly Government to fund its general revenue and capital activities. These amounts are regarded as financing and are credited to the General Reserve on receipt.

1(iii) Registration Fee Income

This arises from fees charged for registration on the Social Care Register. The Care Council recognises the income in the year in which it is received and not the period of registration.

1(iv) Training support and Other Grants

During 2009-10 the Care Council has made payments under the Social Work Bursary Scheme which is an incentive to train scheme for students enrolled on undergraduate and post-graduate social work training courses. This scheme includes payments to students of a non-income assessed bursary and an additional income assessed element for post-graduate students. In addition tuition fees are paid to a maximum set by the Care Council and a Practice Learning Opportunity Allowance is also paid to all students. This expenditure is recognised in the financial year in which it is paid.

In addition all Practice Learning Opportunity Funding (PLOF) claims and grant claims are charged to the Net Expenditure Account on the basis of claims paid in the financial year.

1(v) Trade receivables and other current assets – Social Work Bursary Scheme

During 2009-10 a small number of students terminated their training early, giving rise to a repayment of all or part of the award. The repayment due at 31 March 2010 totalled £16k (£15k: 31 March 2009) and this sum is included in Trade receivables and other current assets at note 11. It is the Care Council's policy to seek full repayment of these funds.

Notes to the Account for year ended 31 March 2010 (cont)

1(vi) Cost of Capital Charge / Credit

A charge/credit, reflecting the cost of capital utilised by the Care Council in the period, is included in the Net Expenditure Account. The charge is calculated at the real rate set by HM Treasury of 3.5% (2008-09 – 3.5%) on the average carrying value of all assets less liabilities. For the year ended 31 March 2010, due to the Pension Scheme deficit, the average carrying value of assets was negative and consequently a credit has been recognised in the Net Expenditure Account.

1(vii) Property, plant and equipment

Property, plant and equipment of an individual or group value of £1,000 or more are capitalised. Property, plant and equipment have been valued at historic cost at the 31 March 2010, as in the opinion of the Care Council any revaluation adjustments are not material.

1(viii) Intangible Assets

Software purchases of an individual value of £1,000 or more are capitalised. Software has been valued at historic cost at the 31 March 2010, as in the opinion of the Care Council any revaluation adjustments are not material.

1(ix) Depreciation

Depreciation is provided at rates calculated to write off the historic cost of each asset on a straight line basis over the asset's useful economic life as set out below, except for office refurbishment, where costs are written off over the remaining period of the office leases.

Office Equipment	- five years;
Furniture	- ten years;
Information Technology	- four years;
Accommodation costs	- remaining period of accommodation leases.
Software	- four years

Depreciation is calculated monthly and begins in the month following the month of purchase. As such, purchases made in March 2010 will not begin to depreciate until the 2010-11 financial year. The exception to this rule is accommodation refurbishment costs where the depreciation charge is calculated on a daily basis.

1(x) Leases

Leases are classified as finance leases when substantially all the risks and rewards of ownership are transferred to the lessee. All other leases are classified as operating leases.

Expenditure on leases of property is charged to the Net Expenditure Account on the basis of costs incurred in the year. Operating lease rentals of equipment are charged to the Net Expenditure Account in equal amounts over the lease term.

1(xi) Value Added Tax

The Care Council is an exempt body for the purposes of Value Added Tax (VAT). These accounts have been prepared on the basis that all expenditure, inclusive of additions to tangible fixed assets, contains irrecoverable VAT.

CARE COUNCIL FOR WALES ANNUAL REPORT AND ACCOUNTS 2009/10

Notes to the Account for year ended 31 March 2010 (cont)

1(xii) Pension Costs

Past and present employees are covered by the Local Government Pension Scheme administered by Rhondda Cynon Taf County Borough Council, which is a multi-employer funded scheme. Further information is provided at note 16 to these Accounts where the principal assumptions used by the actuaries are outlined.

Pension Costs have been disclosed in accordance with International Accounting Standards 19 (IAS 19)-Employee Benefits. IAS 29 requires the disclosure of certain information covering assets, liabilities and income and expenditure relating to the Scheme.

2. First-time adoption of IFRS

	Pension Reserve	General Reserve	Total
	£000	£000	£000
Taxpayers Equity as at 31 March 2009 under UK GAAP	(1,730)	402	(1,328)
Adjustments for IAS 19	-	(47)	(47)
Taxpayers equity at 31 March 09 under IFRS	(1,730)	355	(1,375)
			£000
Net Expenditure for 2008-09 under GAAP			10,036
Adjustment for IAS 19			(2)
Net Expenditure for 2008-09 under IFRS			10,034

Employee Benefits – Short-term benefits (IAS 19) requires holiday pay to be accrued recognising the employee benefits to be paid in exchange for that service during the accounting period. This results in an increase of £47k in Current liabilities as at 31 March 2009 and a reduction of 47k the General Reserve. In addition Net Expenditure in 2008-09 is also reduced by 2k under IFRS in comparison to the equivalent figure under GAAP.

3. Analysis of Net Expenditure by Segment

The Net Expenditure Account reflects the segments that the operating results of the Care Council are reported to the Executive Management Team in order that performance can be assessed by these segments. Consequently no further analysis of Net Expenditure by Segment is provided.

CARE COUNCIL FOR WALES ANNUAL REPORT AND ACCOUNTS 2009/10

Notes to the Account for year ended 31 March 2010 (cont)

4 Welsh Assembly Government Funding	2009-10	2008-09
	£000	£000
Grant in Aid received from the Welsh Assembly Government	10,354	10,086

As outlined in Note 1(ii) the total grants of £10,354k (2008-09 £10,086k) are now credited to the General Fund on receipt.

4(i) Non-retainable income	2009-10	2008-09
Interest on deposit account	1	11
Other	-	-
Total non-retainable income	<u>1</u>	<u>11</u>

4(ii) Reconciliation of cash received from non-retainable income with amounts repaid to the Welsh Assembly Government

Cash Received (income exceeding Welsh Assembly Government threshold).	1	11
Total income repayable	<u>1</u>	<u>11</u>

The Care Council has a liability to repay the Welsh Assembly Government interest received during the year, and fee income in excess of the target of £212k. The fee income received in the year totalled £201k (2008-09 196k) with no repayment due.

CARE COUNCIL FOR WALES ANNUAL REPORT AND ACCOUNTS 2009/10

Notes to the Account for year ended 31 March 2010 (cont)

5. Staff numbers and related costs

5 (i) Staff costs comprise:

	2009-10					2008-09
	Total costs £'000	Permanent employed staff £'000	Others £'000	Chair & Council Members £'000	Panel Members £'000	Total Costs £'000
Salaries and wages	2,640	2,416	95	97	32	2,312
Social Security costs	189	187	-	2	-	165
Other pension costs	300	300	-	-	-	244
Sub-total	3,129	2,903	95	99	32	2,721
Less recoveries in respect of outward secondments	-5	-5	-	-	-	-
Total net costs	3,124	2,898	95	99	32	2,721

Consistent with guidance, employment costs include payments made in respect of contract staff. Other pension costs are the service costs (current and past) of the scheme of £300k, and includes actual Employer contributions made of £320k. The residual difference of £20k (50k in 2008-09) is the reduced charge required to decrease the actual contributions paid with the service cost required to be charged under International Accounting Standard (IAS 26). The £20k reduced charge relates entirely to current service cost.

5 (ii) Average number of persons employed

The average number of whole-time equivalent persons employed during the year was as follows:

Departments	2009-10	2009-10	2009-10	2008-09
	Total No.	Permanent No.	Others No.	Total No.
Chief Executive and Directors	3	3	-	3
Regulation of Workforce	31	31	-	27
Workforce Development	25	24	1	21
Communications	7	6	1	6
Corporate Support	21	21	-	21
Total	87	85	2	78

CARE COUNCIL FOR WALES ANNUAL REPORT AND ACCOUNTS 2009/10

Notes to the Account for year ended 31 March 2010 (cont)

	2009- 10	2008- 09
	£000	£000
6 Programme Costs		
6(i) Training Support and other grants		
Social Work Bursary Scheme Payments	3,297	3,132
Practice Learning Opportunity Funding	<u>1,354</u>	<u>1,390</u>
	4,651	4,522
Other Grants		
Social Care Regional Partnerships	140	140
Service Users/Carers involvement in Social Work Training	64	71
Social Work Post Qualifying Consortium	23	124
	<u>4,878</u>	<u>4,857</u>

Social Work Bursary Scheme

The Social Work Bursary Scheme is an incentive to train scheme for students enrolled on undergraduate and post-graduate social work training courses.

The Social Work Bursary Scheme provides students with a non-income assessed bursary and an additional income assessed element for post graduate students. Tuition fees paid are to a maximum set by the Care Council, and a Practice Learning Opportunity Allowance is also paid to all students.

Social Care Regional Partnerships

This funding is used to provide a grant to support the four regional social care partnerships in Wales. These Partnerships comprise representatives of employers and training providers in each region and are set up to promote a strategic approach to workforce development by identifying regional issues, developments and solutions.

Each partnership is managed by a strategic group, the chair of which sits on the Care Council for Wales' Workforce Development Committee. Funding is paid to a host local authority as the partnerships themselves are not formally constituted bodies.

CARE COUNCIL FOR WALES ANNUAL REPORT AND ACCOUNTS 2009/10

Notes to the Account for year ended 31 March 2010 (cont)

6(ii) Non grant programme expenditure	2009-10	2008-09
	£000	£000
Workforce Development incl Qualifications and Standards	440	584
Skills for Care and Development (SfC&D)	113	54
Regulation of the Workforce	532	600
Regulation of Social Work Training	77	126
	<u>1,162</u>	<u>1,364</u>

Licensed in February 2005, the Care Council is part of the UK Sector Skills Council (SSC), Skills for Care and Development (SfC&D). The role of the SSC is to provide leadership and work with employers to identify skills gaps, improve productivity, increase opportunities to boost skills and improve the learning supply to the sector.

The transactions cover the costs of implementation of the Wales element of the Sector Skills Council business plan. The costs incurred in 2009-10 were £113k and an additional £38k was incurred in relation to fixed term employees which is included in Employment costs. These costs were rechargeable to SfC&D and the amount receivable of £151k is shown in the Net Expenditure Account.

In addition to the Grant in Aid received from the Welsh Assembly Government, £103k of funding was received specifically for commissioned work as shown in the Net Expenditure Account. £35k of these costs were incurred in relation to a fixed term employee and is included in Employment costs. The remainder of these costs are included in the £1,162k total of Non grant programme expenditure for 2009-10.

The Care Council, together with its sister bodies in the United Kingdom, contributes to the development, capital, and running costs of the UK Social Care Register managed by the General Social Care Council (GSCC). The contribution in 2009-10 was £142k (2008-09 £195k) which is included in expenditure under 'Regulation of the Workforce' above.

The other non-grant programme costs encompass functions of the Care Council as set out in the Care Standards Act 2000.

CARE COUNCIL FOR WALES ANNUAL REPORT AND ACCOUNTS 2009/10

Notes to the Account for year ended 31 March 2010 (cont)

7. Administration Costs	2009-10	2008-09
	£000	£000
Chair, members, and staff expenses	172	134
Other staff costs	177	241
Rental under Operating leases- Accommodation	150	137
Other Premises costs	222	163
Workshops, seminars, promotions, publications	125	109
Equipment and software	326	230
Rental under Operating leases-Photocopiers	2	3
Administration	88	93
External audit-Audit work	18	18
External audit-Additional Assurance work	2	2
Other professional fees	146	195
	<u>1,428</u>	<u>1,325</u>

The increase in Other Premises Costs reflects the costs relating to the new Office Accommodation in Cardiff. The new accommodation has also contributed to the increase in Equipment and Software.

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Notes to the Account for year ended 31 March 2010 (cont)

8. Property, Plant and Equipment

	year ended 31 March 2010			
	Accommodation Refurbishment	Furniture and Equipment	Information Technology	Totals
	£000	£000	£000	£000
Cost				
At 1 April 2009	201	309	421	931
Additions in the period	85	21	45	151
Disposals in the period	-	-	(35)	(35)
At 31 March 2010	<u>286</u>	<u>330</u>	<u>431</u>	<u>1,047</u>
Depreciation				
At 1 April 2009	101	180	341	622
Charged in the year	22	39	41	102
Disposals in the period	-	-	(35)	(35)
At 31 March 2010	<u>123</u>	<u>219</u>	<u>347</u>	<u>689</u>
Net book value				
At 31 March 2010	<u>163</u>	<u>111</u>	<u>84</u>	<u>358</u>
At 1 April 2009	<u>100</u>	<u>129</u>	<u>80</u>	<u>309</u>

	year ended 31 March 2009			
	Accommodation Refurbishment	Furniture and Equipment	Information Technology	Totals
	£000	£000	£000	£000
Cost				
At 1 April 2008	201	307	502	1,010
Additions in the period	-	2	34	36
Disposals in the period	-	-	(115)	(115)
At 31 March 2009	<u>201</u>	<u>309</u>	<u>421</u>	<u>931</u>
Depreciation				
At 1 April 2008	81	135	407	623
Charged in the year	20	45	49	114
Disposals in the period	-	-	(115)	(115)

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At 31 March 2009	101	180	341	622
Net book value				
At 31 March 2009	100	129	80	309
At 1 April 2008	120	172	95	387

Notes to the Account for year ended 31 March 2010 (cont)

9. Intangible Assets

	Year ended 31 March 2010	
	Software £000	Totals £000
Cost		
At 1 April 2009	-	-
Additions in the period	51	51
Disposals in the period	-	-
At 31 March 2010	<u>51</u>	<u>51</u>
Depreciation		
At 1 April 2009	-	-
Charged in the year	1	1
Disposals in the period	-	-
At 31 March 2010	<u>1</u>	<u>1</u>
Net book value		
At 31 March 2010	<u>50</u>	<u>50</u>
At 1 April 2009	<u>-</u>	<u>-</u>

Notes to the Account for year ended 31 March 2010 cont.

10. Financial Instruments

As the cash requirements of the Care Council are primarily met through Grant-in-Aid provided by the Welsh Assembly Government, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with the Care Council's expected purchase and usage requirements and the Care Council is therefore exposed to little credit, liquidity or market risk.

11. Trade Receivables and other current assets

	31 March 2010	31 March 2009	1 April 2008
	£000	£000	£000
Amounts falling due within one year			
Trade receivables:			
Skills for Care and Development Welsh Assembly Government	82	80	140
Local Authorities	16	4	-
Social Work Bursary Scheme Debtors	2	1	2
Other bodies	16	15	12
Other bodies	-	1	-
Other receivables:			
Prepayments and accrued income	91	132	149
	<u>207</u>	<u>233</u>	<u>303</u>

Social Work Bursary Scheme debtors are repayable over more than one financial year, repayment contracts being agreed and signed by students which take account of their individual circumstances. However, for the purposes of disclosure, all balances have been included as falling due within one financial year.

12. Cash and cash equivalents

	2009-10 £000	2008-09 £000
Balance at 1 April	82	99
Net change in cash and cash equivalent balances	90	(17)
Balance at 31 March	<u>172</u>	<u>82</u>

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The balances at the 1st April 2008, the 31st March 2009, and the 31st March 2010 were held at Commercial Banks and cash in hand.

Notes to the Account for year ended 31 March 2010 cont.

13. Trade payables and other current liabilities

	31 March 2010 £000	31 March 2009 £000	1 April 2008 £000
Amounts falling due within one year			
Trade payables:			
Local Authorities	20	9	22
Other Bodies	4	115	147
Other Taxation and Social Security	1	-	2
Other payables:			
Accruals and deferred income	307	145	246
	<u>332</u>	<u>269</u>	<u>417</u>

14. Capital Commitments

Contracted Capital commitments at 31 March 2010 not otherwise included in these financial statements totalled nil (Nil at 31 March 2009).

15. Commitments under Operating leases

Total future minimum lease payments under operating leases are given in the table below for each of the following periods.

	31 March 2010 £000	31 March 2009 £000	1 April 2008 £000
Obligations under operating leases comprise:			
Land and Buildings:			
Later than one year and not later than five years	125	122	-
Later than five years	<u>73</u>	<u>25</u>	<u>133</u>
	198	147	133
Other			
Not later than one year	-	-	1
Later than one year and not later than five years	<u>3</u>	<u>2</u>	<u>-</u>
	<u>3</u>	<u>2</u>	<u>1</u>

16. Retirement benefit obligations

(i) Present Staff and Pensioners

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The Care Council participates in a multi employer funded pension scheme which provides benefits at a normal retirement age of 65. The assets of the scheme are held separately from those of the Care Council and are administered by Rhondda Cynon Taf County Borough Council. The Care Council's share of the underlying assets and liabilities of the scheme was separately identified in the actuarial valuation at 31 March 2004 for the first time.

Notes to the Account for year ended 31 March 2010 (cont)

16. cont'd

(ii) Local Government Pension Scheme, a defined benefit scheme

The Scheme is contracted out of the State Earnings Related Pension Scheme (SERPS) and is not subject to the minimum pension requirements of the Pensions Act 1995. The Local Government Pension Scheme Regulations 1977 (regulation 77) specifies that actuarial valuations must be carried out at 31 March 1998, and triennially thereafter. The disclosures below relate to the Rhondda Cynon Taf County Borough Council Pension Scheme and have been provided by the Scheme's actuary Hewitt Associates Limited, London.

16(iii) International Accounting Standard no.19 (IAS 19 Disclosure)

The disclosures below relate to the funded liabilities within the Rhondda Cynon Taf County Borough Council Pension Scheme (the "Fund") which is part of the Local Government Pension Scheme. The Care Council for Wales participates in the Fund which provides defined benefits based on members' final pensionable salary.

In accordance with International Accounting Standard no.19 – Employee Benefits (IAS 19), disclosure of certain information concerning assets, liabilities and income and expenditure relating to pension schemes is required.

Contributions for the year ending 31 March 2011

The Employer's regular contributions to the Fund for the accounting period ending 31 March 2011 are estimated to be £0.36M. In addition, Strain on Fund Contributions may be required.

Assumptions

The latest actuarial valuation of Care Council for Wales liabilities took place as at 31 March 2007. The principal assumptions used by the independent qualified actuaries in updating the latest valuation of the fund for IAS 19 purposes were:

Principal Financial Assumptions

	31 March 2010	31 March 2009	31 March 2008
	(% pa)	(% pa)	(% pa)
Inflation	4.0	3.7	3.7
Rate of general increase in salaries*	5.5	5.2	5.2
Rate of increase to pensions in	4.0	3.7	3.7

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payment			
Rate of increase to deferred pensions**	4.0	3.7	3.7
Discount rate	5.6	6.4	6.8

* The same age related promotional salary scales as used at the actuarial valuation of the Fund as at 31 March 2007.

** In excess of Guaranteed Minimum Pension increases in payment where appropriate

Notes to the Account for year ended 31 March 2010 (cont)

16. (iii) cont'd

Principal Demographic Assumptions

Post Retirement Mortality	31 March 2010	31 March 2009	31 March 2008
Males			
Base Table (in 2007)	PNMA00 with allowance for MC improvement factors to 2007	PNMA00 with allowance for MC improvement factors to 2007	PNMA00 with allowance for MC improvement factors to 2007
Scaling to above base table rates*	125%	125%	125%
Cohort Improvement Factors (from 2007)	80% of LC	80% of LC	100% of MC
Minimum underpin to Improvement Factors	1.25%	1.25%	1.00%
Future Lifetime from age 65 (currently aged 65)	21.2	21.1	20.3
Future Lifetime from age 65 (currently aged 45)	23.5	23.4	22.2
Females			
Base Table (in 2007)	PNFA00 with allowance for MC improvement factors to 2007	PNFA00 with allowance for MC improvement factors to 2007	PNFA00 with allowance for MC improvement factors to 2007
Scaling to above base table rates*	120%	120%	120%
Cohort Improvement Factors (from 2007)	60% of LC	60% of LC	100% of MC
Minimum underpin to Improvement Factors	1.25%	1.25%	0.50%
Future Lifetime from age 65 (currently aged 65)	23.6	23.5	22.7
Future Lifetime from age 65 (currently aged 45)	25.8	25.7	23.9

* The scaling factors shown apply to normal health retirements

Commutation- For all three financial years each member is assumed to exchange 50% of the maximum amount permitted of their pre 1 April 2008 pension entitlements. In addition each member is assumed to exchange 75% of the maximum amount permitted of their post 31 March 2008 pension entitlements.

Expected Return on Assets

The approximate split of assets for the Fund as a whole (based on data supplied by the Fund Administering Authority) is shown in the table below. Also shown are the assumed rates of return adopted by the Employer for the purposes of IAS 19.

Notes to the Account for year ended 31 March 2010 (cont)

16. (iii) cont'd

	Long-term expected rate of return at 31 March 2010 (% pa)*	Asset Split at 31 March 2010 (%)	Long-term expected rate of return at 31 March 2009 (% pa)*	Asset Split at 31 March 2009 (%)	Long-term expected rate of return at 31 March 2008 (% pa)*	Asset Split at 31 March 2008 (%)
Equities	8.0	66.8	7.0	61.7	7.6	73.3
Property	8.5	5.9	6.0	4.3	6.6	3.8
Government Bonds	4.5	14.1	4.0	17.9	4.6	11.6
Corporate Bonds	5.5	10.1	5.8	8.4	6.8	2.4
Cash	0.7	3.1	1.6	4.2	6.0	4.7
Other**	8.0	0	1.6	3.5	6.0	4.2
Total	7.1	100.0	5.9	100.0	7.1	100.0

* The overall expected rate of return on Fund assets is a weighted average of the individual expected rate of return of each asset class and is shown in the bottom row of the above table.

**Other holdings include hedge funds, currency holdings, asset allocation futures and other. We have assumed this year that these will get a return in line with equities.

The Care Council for Wales employs a building block approach in determining the rate of return on Fund assets. Historical markets are studied and assets with higher volatility are assumed to generate higher returns consistent with widely accepted capital market principles. The assumed rate of return on each asset class is set out within this note. The overall expected rate of return on assets is then derived by aggregating the expected return for each asset class over the actual asset allocation for the Fund at 31 March 2010.

Reconciliation of Funded Status to the Statement of Financial Position

	Value at 31 March 2010 (£M)	Value at 31 March 2009 (£M)	Value at 31 March 2008 (£M)
Fair value of Assets	5.10	3.25	3.80
Present value of funded defined benefit obligation	7.50	4.98	3.90
Pension (liability)	(2.40)	(1.73)	(0.10)

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Analysis of amount charged to the Net Expenditure Account

	Year ending 31 March 2010 (£M)	Year ending 31 March 2009 (£M)	Year ending 31 March 2008 (£M)
Current service cost	0.30	0.21	0.31
Past service cost	-	0.03	0.05
Interest Cost	0.34	0.27	0.22
Expected return on assets	(0.20)	(0.27)	(0.23)
Curtailement cost	-	-	-
Settlements cost	-	-	-
Expense Recognised	0.44	0.24	0.35

Notes to the Account for year ended 31 March 2010(cont)

16. (iii) cont'd

Changes to the present value of defined benefit obligation during the year

	Year ending 31 March 2010 (£M)	Year ending 31 March 2009 (£M)	Year ending 31 March 2008 (£M)
Opening present value of defined benefit obligation	4.98	3.90	3.91
Current service cost	0.30	0.21	0.31
Interest Cost	0.34	0.27	0.22
Contributions by participants	0.15	0.14	0.11
Actuarial losses/(gains) on liabilities*	1.65	0.57	(0.70)
Net benefits paid out#	0.08	(0.14)	-
Past service cost	-	0.03	0.05
Net increase in liabilities from disposals and acquisitions	-	-	-
Curtailments	-	-	-
Settlements	-	-	-
Closing present value of defined benefit obligation	7.50	4.98	3.90

*Includes changes to the actuarial assumptions

#Consists of net cash flow out of the Fund in respect of the employer, excluding contributions and any death in service lump sum paid, and including an approximate allowance for the expected cost for death in service lump sums

Changes to the Fair Value of Assets during the Year

	Year ending 31 March 2010 (£M)	Year ending 31 March 2009 (£M)	Year ending 31 March 2008 (£M)
Opening fair value of assets	3.25	3.80	3.04

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Expected return on assets	0.20	0.27	0.23
Actuarial gains/(losses) on assets	1.10	(1.11)	0.19
Contributions by the Employer	0.32	0.29	0.23
Contributions by the Participants	0.15	0.14	0.11
Net benefits paid out#	0.08	(0.14)	-
Net increase in assets from disposals and acquisitions	-	-	-
Settlements	-	-	-
Closing fair value of assets	5.10	3.25	3.80

Consists of net cash-flow out the Fund in respect of the employer excluding contributions and any death in service lump sum paid, and including an approximate allowance for the expected cost of death in service lump sums.

Notes to the Account for year ended 31 March 2010 (cont)

16. (iii) cont'd

Actual Return on Assets	Year ending 31 March 2010 (£M)	Year ending 31 March 2009 (£M)	Year ending 31 March 2008 (£M)
Expected return on assets	0.20	0.27	0.23
Actuarial gain(loss) on assets	1.10	(1.11)	0.19
Actual return on assets	1.30	(0.84)	0.42

Analysis of Amount recognised in Statement of Changes in Taxpayers Equity

	Year ending 31 March 2010 (£M)	Year ending 31 March 2009 (£M)	Year ending 31 March 2008 (£M)
Total actuarial (losses)/gains	(0.55)	(1.68)	0.89
Total (loss)/gain in Statement of Changes in Taxpayers Equity	(0.55)	(1.68)	0.89

History of Asset Values, Present Value of Defined Benefit Obligation and Surplus/Deficit*

	As at 31 March 2010 (£M)	As at 31 March 2009 (£M)	As at 31 March 2008 (£M)
Fair value of assets	5.10	3.25	3.80
Present value of defined benefit obligation	7.50	4.98	3.90
(Deficit)	(2.40)	(1.73)	(0.10)

* This history can be built over time and need not be constructed retrospectively (and once complete will show the current period and previous four periods)

History of Experience Gains and Losses*

	Year ending 31 March 2010	Year ending 31 March 2009	Year ending 31 March 2008
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Experience gains/(losses) on assets			
Amount(£M's)	1.10	(1.11)	0.19
Percentage of Assets	21.6%	-34.2%	5.0%
Experience (losses) on liabilities#			
Amount(£M's)	0.00	0.00	(0.28)
Percentage of the present value of liabilities	0.0%	0.0%	-7.2%

* This history can be built up over time and need not be constructed retrospectively(and one complete will show the current period and previous four periods).

This item consists of gains/(losses) in respect of liability experience only and excludes any change

in liabilities in respect of changes to the actuarial assumptions used.

Notes to the Account for year ended 31 March 2010 (cont)

17. Contingent Liabilities disclosed under IAS 37

There are no contingent liabilities as at 31 March 2010.

18. Related Party Transactions

During the year the Care Council has had various material transactions with the Welsh Assembly Government which is regarded as a related party. Other bodies which are also regarded as related parties are:

Cardiff City Council
 General Social Care Council
 Northern Ireland Social Care Council
 Rhondda Cynon Taf County Borough Council
 Scottish Social Services Council
 University of Newport
 Design Stage

Care Council Members and Staff

No employees were involved directly or indirectly in any transactions with the Care Council during the year, apart from normal expense claims, salary payments etc.

There were transactions with various related organisations during the year. These transactions were not with the individual Council members but with the organisation for which the Council member was either employed or remunerated by during the year. The majority of these transactions related to Practice Learning Opportunity Funding payments. The transactions were as follows :-

Council Member	Relationships and related organisation	Transactions in Period
Peter Crews	Manager of Community and Day Services Rhondda Cynon Taf County Borough Council	£102,295

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John Dixon	Executive Member of Health, Social Care and Wellbeing Cardiff City Council	£242,724
John Dixon	New Media Services Manager Design Stage	£33,492
Amelia Lyons	Dean, School of Health and Social Services University of Wales, Newport	£74,975
Ellis Williams	Group Director (Community and Children's Services) Rhondda Cynon Taf County Borough Council	£102,295

Notes to the Account for year ended 31 March 2010 (cont)

19. Third Party Assets

The Care Council does not hold any third party assets in which it acts as a custodian or a trustee.

20. Events after the reporting period

There have been no events after the reporting period which require disclosure or adjustment to the 31 March 2010 financial statements.