



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

2012 –2013

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 2013 together with the Report of the Auditor General for Wales thereon and

Laid before the National Assembly for Wales on 8 August 2013 pursuant to the Care Standards Act 2000 Schedule 1 Section 18(4)



Noddir gan
Lywodraeth Cymru
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Welsh Government

ANNUAL REPORT AND ACCOUNTS

2012/2013

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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 twelfth to be prepared by the Care Council, is for the year ended 31 March 2013. 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 2013 there were seventeen members including the Chair who have been appointed by the Deputy Minister for Children and Social Services. Membership includes service users, carers, the general public, employers, trade unions, education and training interests, and professional associations. During the year one member ended their membership and three new members were appointed.

Members serving 1 April 2012 to 31 March 2013

Member	Interest
Arwel Ellis Owen	Chair (term end July 2013)
Philip Champness	General Public (term end September 2015)
Ian Davies	Service Users (term end February 2016)
Stephen Elliott	Professional Associations (term end February 2015)
Roger Gant	Voluntary Sector Employers (term end July 2013)
Penny Gripper	Service Users (term end May 2013)
Kate Hawkins	Education and Training (term end February 2015)
Kenneth Jones	Carers (term end March 2017)
Pauline Jones	Carers (term end May 2014)
Martin Lewis	Carers (term end February 2015)
Martyn Pengilly	General Public (term end February 2017)
Barbara Roberts	General Public (term end May 2014)
Brian West	Private Sector Employers (term end February 2016)
Ellis Williams	Public Employers (term end March 2016)

End of Membership

Peter Crews (February 2013)	Trade Unions
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Appointed During Year

Rachel Demery (September 2012)	Service Users (term end September 2015)
Dorian Lewis (September 2012)	Service Users (term end September 2014)
Dr. Alyson Rees (September 2012)	Education and Training (term end September 2015)

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.

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

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 (2011-12 - 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 2012-13 (2011-12 – 99%), and no Commercial Debt Interest was paid or was due for transactions during 2012 - 13.

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 embraces equality and diversity through its policies and working practice recognising the positive benefits.

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 15 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 2012-13 was 2.33% (4.2%:2011-12) which is based on 476 days lost out of 20,421 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.

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

Payments to Auditors for non audit work

There were no payments made to our Internal Auditors Deloitte in 2012-13 for consultancy work as was the case in 2011-12 for our previous Internal Auditors PricewaterhouseCoopers. In addition, no payments were made to either Grant Thornton or the Wales Audit Office for non audit work in 2011-12 and 2012-13.

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: 25 July 2013

Management Commentary

Introduction

Established under the Care Standards Act 2000 as the regulator of the social care profession in Wales, the Care Council has a leading role in making sure the workforce delivering social services and childcare in Wales is operating to a high professional standard. The Care Council has legal powers to set the standards workers need to meet, and to take action where that doesn't happen.

It aims to safeguard the general public by:

- keeping a register of social workers, social care managers and workers, and social work students;
- investigating cases where the standards set for the workforce may not have been met;
- taking the most serious cases of where standards have not been met before independent panels;
- imposing a range of sanctions to protect the public from harm; and
- analysing information, and planning for a workforce that can meet the needs of the public.

Our vision and strategic objectives

Our ambition is “*People of Wales can count on social services being provided by a professional, skilled and confident workforce*”. A workforce equipped to deliver on the Government's agenda and peoples expectation for citizen centred support and care.

Our vision will be achieved through our delivery against our strategic objectives. We will:

- Set and promote professional standards and take firm but fair action where those standards have not been met.
- Ensure that our model of regulation is effective, proportionate and people focused.
- Set and promote standards for learning and development for a professional, competent and confident workforce.
- Ensure that our organisation is knowledgeable, fair and open, continually learning and improving.

The Welsh Government vision for social work and social care in Wales is set out in a policy paper called *Sustainable Social Services for Wales: A Framework for Action*¹ and reflected in the Social Services and Well Being Bill. It recognises that “*the quality of professionals and their professionalism as central to responsive and sustainable social services*”². The policy paper is a framework for meeting the challenges facing social services in Wales over the next decade. The aim of the Welsh Government's Programme for Supporting People states “*High quality, integrated, sustainable, safe and effective people-centred services that build on peoples strengths and promote wellbeing*”³.

The Care Council is expected to have a leadership role in developing the professionalism of the workforce. It is also expected to influence the work of others by providing expert advice and information collected from different aspects of its work.

¹ ‘Sustainable Social Services: A framework for Action’, Welsh Government, February 2011

² p24 Sustainable Social Services: A framework for Action

³ Chapter 5: Supporting People, Welsh Government Programme, 2011

Further information on the work of the Care Council is available on the website at www.ccwales.org.uk

Achievements and progress of objectives

The way we work has to reflect the challenges and expectations facing the social care and early year's sector. We want to be a high performing organisation achieving our goals to a high standard. The information from our regulatory work informs our developmental programme of work to drive up standards. Our wider developmental programme responds to the needs of the sector and the requirements of the Welsh Government, as our Sponsor. Doing the same things in the same way is not a possibility. We will, therefore, be a committed high performing organisation which is completely focused on delivery and making a difference.

In order for us to deliver on the priorities and our remit at pace to high quality we focus our internal delivery within seven programmes of activity ensuring that our resources are allocated to deliver the transformational change within the social care and early years' sector as set out by Sustainable Social Services. This year was the second of our three year strategic plan. We have achieved substantial progress against our objectives and building on the work already underway contributing to Sustainable Social Services including:

- Protecting the public by registering those workers required by Government to register and taking action when their practice does not meet the national standard.
- Developing a national career pathway for the continuing professional development of social workers as they progress from being newly-qualified to experienced practitioners at the top of their profession. This programme will aim to improve the standard of social work practice; promote a strong learning and evidence based culture.
- Leading a UK review of the National Occupational Standards to modernise the role of the Manager in modern Social Care Practice, developing a programme of Leading in Practice with new and innovative developments.
- Developing a programme of work for Social Care and Support Workers that focus on outcomes, citizen control and enablement to underpin the transformation of Social Services envisaged by the Social Services and Wellbeing Bill.

Below are examples of our activities under our programmes of work:

Regulation of the workforce

To support a workforce regulatory framework that provides public assurance and drives up standards within the social care sector while enhancing the status of those working within the sector. Including:

- Working closely with employers and Care and Social Services Inspectorate for Wales to examine causes of failures in practice and identifying remedial action that maybe required.
- Enhancing the use of technology to support the regulatory work providing a critical platform for data sharing, knowledge management and data to support workforce planning.

Social Work Development

To ensure social work development and training assures the social work profession in Wales is appropriate to deliver high quality social work services consistent with the policy needs of Wales.

- Main focus has been the continued professional education and learning for social workers, following consultation the consolidation programme has moved from development to implementation and approval of programmes.
- Commissioned the design for the Experienced, Senior and Consultant Social Workers programmes to deepen the knowledge, skills and ability to use research and evidence in practice.

Care Managers

Activities under this programme support the professionalisation of the social care manager role through appropriate training, guidance and opportunities for participation in professional networks. Our work this year includes:

- Development of the Social Care Managers Practice Guidance.
- Accessed funding from the Sector Leadership Fund to invest in a development programme of “Leading in Practice” for Social Care Managers in new and innovative approaches to learning.

Childcare and Early Years

To support the policy direction of the Welsh Government in the expansion of Flying Start and the up skilling of all Early Years Practitioners. The programme also covers the work with children’s social care with a particular focus on work with residential childcare workers. Work undertaken during the year includes:

- A major conference on Residential Childcare held to recognise the positive contribution that residential childcare can make to improve the lives of troubled children and demonstrate the variety of approaches to drive up quality of standards of the practitioners which is being followed up through piloting a CPD framework.
- Developed and published guidance for new Managers – “A First Year in practice” focussing of good practice in people management and managing a business.

Citizen and Community

To develop the workforce for the future, supporting the vision for services that are citizen led; preventative; and ‘enabling’ for people in need and their carers. The programme also supports partnerships and integrated ways of working in the sector and for the Care Council through the regional partnerships and the UK Sector Skills Council partnership. Completed work includes the following:

- Published the Governance Framework for Health and Social Care Support Workers and planned for a pilot with NLI AH.
- Piloted a Carer Demonstration project with Hywel Dda Local Health Board and other partners in south west Wales – a learning programme “Supporting Carers by demonstrating Care Techniques”

Standards and Learning

To ensure the infrastructure of standards, qualifications and learning underpin high quality, modern, professional practice in Social Care and Early Years and Childcare. The programme covers the detailed work on setting and promoting standards, developing and maintaining qualifications and supporting learning provision. We have:

- Worked with Welsh Government on the Qualifications framework to identify the most relevant and appropriate qualifications.
- Explored and researched options for quality improvement and regulation of social care training.

Organisation

To ensure we are a modern regulatory body established as a learning, supportive and inclusive organisation, committed to delivering results, values diversity and participation, through robust governance and accountability delivers services efficiently and effectively through supporting all programmes of activity to deliver value for money and commitment to continuous improvement. This year we have:

- Achieved Investors in people Silver Status; investing in the wellbeing and engagement of our workforce.
- We want to continually review our customer service and during the year launched a number of initiatives to capture feedback from our customers including a new customer charter.

Forward look to 2013/14

The main areas of work for 2013-14 will include the following:

Regulation of the workforce

- To be at the forefront of implementing approaches that guarantee its regulatory role is fully used to drive change, a key development will be the move to a Fitness to Practice model and enhance further the use made of data from workforce regulation to improve service quality.
- Collaboration with Care and Social Services Inspectorate Wales (CSSIW) will be taken forward. A key priority for the year will be contributing to the Regulation and Inspection White Paper through contributing proposals and collaborating with Welsh Government and other partners in the development of the White paper and subsequent Bill.

Social Work Development

- Full CPEL implementation - all the programmes will be developed for launching in 2014 and 2015 and the enhancements to the degree programme will be agreed.
- Further work will be done to support the development of the profession in Wales through making available an appropriate social work governance and guidance framework and supporting the growth of professional networks in Wales.

Social Care Managers

- Development of a CPEL framework for managers launching innovative 'Leading in Practice' modules.
- Development of a mechanism to enhance the quality of training for social care managers.
- Data emerging from the regulation of social care managers and other sources will be used to develop a process of workforce planning for the sector.

Childcare and Early Years

- Work with partners on implementing the CPD Framework for Flying Start Practitioners.
- Promote and evaluate Care Council Early Years and Child Care publications

- Promote Early Years and Childcare careers including the use of Apprenticeship frameworks
- For Residential Childcare, to evaluate the CPD pilots, support shared learning sets and contribute to guidance for residential childcare workers.

Citizen and Community

- To focus on the workforce implications of citizen directed support
- Evaluating and rolling out the carers demonstrator project
- Delivering on the Employer Investment Fund projects for Wales.
- Work to ensure regional workforce development needs are planned and delivered

Standards and Learning

- Lead the UK review of National Occupational Standards for Commissioning, Contracting and Procurement.
- Supporting the effective use of new standards,
- Working on the quality of learning provision
- Regulation of social care training.
- Develop the systems for the certification and quality compliance of Apprenticeship Frameworks

The achievements of the past year are set out in greater detail in the Care Council's Annual Review for 2012-13 which will be available on our website www.ccwales.org.uk

Copies of our Strategic Plan and other publications including our annual suite of reports are also available on our website or in other accessible formats on request from our office.

Sustainability

Sustainability underpins the work of the Care Council. At the heart of our work is ensuring a better quality of life for everyone, now and for generations to come. We are, therefore committed to promoting sustainable development throughout our work promoting economic, social and environmental wellbeing.

Sustainable Resource use – To recycle safely and utilise technology: This year saw the launch of our on-line self-service regulatory system go live. Uptake has exceeded initial expectations with in excess of 4,500 registrants and employers opting to use the on line regulation system than the traditional paper records.

The use of new technology to produce our products in the form of Apps and e-publications reduces the requirement of printing and publishing hard copies.

Surplus goods are disposed of in accordance with our Green disposal policy. 87% of stationery is designated 'Green' products.

Sustainable Way of Working – To have a culture of a low footprint organisation: Cycle to work scheme was introduced during the year, further work will be undertaken to promote Green travel initiatives during 2013/14 in line with the development of a green travel policy.

Sustainable economy – To create a strong and resilient economy: We ensure sustainable development is fully integrated into our procurement processes and working with the Sustainable Procurement Assessment Framework to update future strategies.

Capitalising on new technologies we are developing sustainable e- learning initiatives for the sector ensuring our learning and skills provision responds to the needs of the sector.

Wellbeing – A fair society with a rich and diverse culture: Using the Corporate Health Standard as a framework for the Health and Wellbeing of our staff we are implementing a number of initiatives which have contributed to reduction in sickness. We also launched the Employee Assistance programme for all staff.

Welsh Language

We are a truly bilingual organisation providing an environment which nurtures and develops staff to learn and improve their bilingual skills and own the bilingual ethos of the organisation. The Care Council, through its remit, promotes and influences the importance of language need for service users and sensitivity of language within the social care workforce.

During 2012-13 the Care Council undertook a review into ‘Bilingualism in the Care Council’s workplace’ which identified a number of strengths in relation to bilingualism within the Care Council. Recommendations from the review into bilingualism are underpinned by the Active Offer principle:

“A shift from the notion of **language choice** to a principle of **language need**, this means a shift from Care Council customers and staff having to ask for Welsh language services to the Care Council accepting responsibility of providing a Welsh language service to its customers and its own workforce.

The recommendations will be delivered during 2013/14

Equality & Diversity

We recognise and value diversity and ensure that all our employment practices and programmes of work embed and demonstrate not just our public duty as set out by the Equalities Act, but embraces equality and diversity as a core value underpinning all functions and the delivery of high quality services to our workforce and the sector. We will ensure that in all our work, we fully embed the rights agenda.

During 2012-13 the Care Council produced its equality strategic plan and annual report as required by Welsh Government and in accordance with the public duties of the Equality Act 2010. Copies of the documents are available on our website www.ccwales.org.uk

Review of the 2012-13 Financial Year

The Total Comprehensive Expenditure for the Care Council for the year was £9,144,000 (£10,595,000 in 2011-12). After taking into account Grant-In-Aid from the Welsh Government of £9,344,000 (£10,165,000 in 2011-12), the transfer to the Pension Fund of £360,000 (transfer from the Pension Fund of £740,000 in 2011-12) the balance on the General Fund was £1,012,000 (£1,172,000 in 2011-12). The income arising from registration fees totalled £261,000 (£241,000 in 2011-12) and non-current assets acquired totalled £185,000 (£283,000 in 2011-12).

Grants were awarded to higher education institutions and local authorities for social work training and related matters. Payments totalling £2,620,000 (£3,032,000 in 2011-12) 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 undergraduate and postgraduate qualifying training.

Rhian Huws Williams
Chief Executive and Accounting Officer

Date: 25 July 2013

Remuneration Report

1. Remuneration Policy

The Care Council's scheme for staff pay and grading arrangements was approved by the Welsh 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 Government annually.

The Remuneration Group is composed of the Chair, Deputy Chair, Chair of the Business Management Committee and the Chair of the Audit Committee and is also attended by the Chief Executive and the Director of Corporate Services and Resources.

The annual remuneration rates of the Chair and members are specified by the Welsh Government. Those of panel members are specified by the Care Council and are broadly in line with rates set by the Welsh 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		2012-13		2011-12	
		Salary £'000	Bonus £'000	Salary £'000	Bonus £'000
Chair	Arwel Ellis Owen	25-30	0	25-30	0
Chief Executive	Rhian Huws Williams	95-100	0	95-100	0
Director of Regulation and Professional Standards/(Deputy Chief Executive)	Gerald Evans	70-75	0	70-75	0
Director of Operations and Corporate Resources	Neil Wicks (to June 2011)	0	0	15-20	0
Director of Corporate Services and Resources	Joanne Oak (from September 2011)	55-60	0	30-35	0
Director of Learning and Development	Roberta Hayes	60-65	0	55-60	0

Median Remuneration	2012-13	2011-12
Highest Earner's Total Remuneration (£'000)	95-100	Highest Earner's Total Remuneration (£'000) 95-100
Median Total Remuneration	£28,965	Median Total Remuneration £27,318
Ratio	3.37	Ratio 3.57

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

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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. Payment of the Corporate Performance Award was suspended in 2010-11 and consequently no bonus has been paid since 2009-10.

No members of staff responsible for decision making are 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.

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median remuneration of the organisation's workforce.

The banded remuneration of the highest paid director in the Care Council in the financial year 2012-13 was £95,000 - £100,000 (2011-12:£95,000-£100,000). This was 3.37 times (2011-12: 3.57 times) the median remuneration of the workforce, which was £28,965 (2011-12:£27,318).

Total remuneration is the salary cost only and does not include employer pension contributions and the cash equivalent transfer value of pensions.

2(ii) Pension benefits

	Total accrued pension at 31 March 2013	Real increase in pension at 31 March 2013	Total accrued lump sum at 31 March 2013	Real increase in lump sum at 31 March 2013	CETV at 31 March 2013	CETV at 31 March 2012	Real increase/decrease in CETV in 2012-13
	£'000	£'000	£'000	£'000	£'000	£'000	£000
Chair Arwel Ellis Owen	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Chief Executive Rhian Huws Williams	40-45	0.0-2.5	100-105	-2.5-0.0	805	768	20
Director of Regulation and Professional Standards/(Deputy Chief Executive) Gerald Evans	10-15	0.0-2.5	10-15	-2.5-0.0	175	152	19
Director of Corporate Services and Resources Joanne Oak	5-10	5.0-7.5	0	0	51	4	47
Director of Learning and Development. Roberta Hayes	0-5	0.0-2.5	0	0	50	32	18

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.

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: 25 July 2013

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: 25 July 2013

Annual Governance Statement

Scope of responsibility

This governance statement is the responsibility of the Accounting Officer, our Chief Executive Rhian Huws Williams. It aims to set out how, in discharging this responsibility, the Accounting Officer is responsible for:

- ensuring that the business of the Care Council for Wales (Care Council) is conducted in accordance with the law and proper standards;
- public funds and assets, to which the Accounting Officer is personally responsible, are safeguarded in accordance with the responsibilities assigned to the Accounting Officer in Managing Public Money; and
- putting in place proper arrangements for the governance of its affairs and facilitating the effective exercise of its functions which includes arrangements for the management of risk.

Accountability to Government

The establishment of the Care Council under the Care Standards Act 2000 was to ensure that “children and adults who use social services should be able to rely on a workforce that is properly trained, appropriately qualified and effectively regulated”. (Secretary of State for Wales, 1998).

In creating the Care Council the aim was to “to have in place explicit standards and mechanisms directed at improving public confidence and raising professional standards of those who work in the sector”. Since the Care Council was established significant progress has been made in achieving these aims and the White Paper on Inspection and Regulation of social care services offers an opportunity to make further progress and identify new achievements for the future.

The current powers of the Care Council consist of its regulatory powers in relation to the regulation of the workforce and the regulation of social work training and in determining the qualifications required within the wider social care sector. In the execution of these powers the Care Council:

1. determines the standards of conduct and practice expected of the social care workforce;
2. holds practitioners to account in meeting standards through a process of registration;
3. has a process for addressing concerns regarding the conduct and competence of workers;
4. sets the standards and regulates the quality of social work training at the qualifying and post qualifying levels;
5. sets qualification requirements and develops qualifications for the social care workforce in Wales;
6. supports and informs workforce planning for the social care sector in Wales;
7. undertakes developmental activities in relation to the social care workforce;
8. provides information on the social care workforce to the general public; and
9. provides information on the social care workforce to inform policy development in Wales.

In summary, the Care Council’s remit is to make sure that registered workers are safe and that there are proper standards in place for all those working in the sector. Our role is to provide public assurance to those who receive services from workers who are registered with us and to make sure there are clear standards and qualifications for the entire workforce. We

have a leadership role in ensuring there is a sustainable high quality workforce who are properly trained and supported.

We protect the public by registering those workers required by Government to register and taking action when their practice does not meet the national standard. The information from our regulatory work informs our developmental programme of work to drive up standards. Our wider developmental programme responds to the needs of the sector and the requirements of Government as our sponsor.

The Welsh Government has set out its vision for social work and social care in Wales in a policy paper called *Sustainable Social Services for Wales: A Framework for Action*. The paper stresses that “the quality of professionals and their professionalism as central to responsive and sustainable social services.” The policy paper is a framework for meeting the challenges facing social services in Wales over the next decade. The focus of the Government’s policy is on promoting independence and wellbeing, with people having a much stronger voice and greater control over the services they receive.

The Care Council is expected to have a leadership role in developing the professionalism of the workforce. It is also expected to influence the work of others by providing expert advice and information collected from different aspects of its work.

We don’t work alone, as the success of what we do depends on partnerships and contributions from people with direct experience of social care. That’s why our Council members, who govern the work of the organisation, represent many voices. Among others, they represent the views of the general public, people who use services, carers, workers, trade unions and employers. This ensures that all those groups are given a voice in setting standards and improving social care in Wales.

Governance framework

The Council acts as a governing body, with 17 Members (including the Chair) and there is a clear separation of functions from the executive. The legislation requires the Council membership to have a lay Chair and a lay majority of citizens who use services, carers and other lay people who bring in knowledge and experience from outside the sector alongside employers, and professional bodies. Together they ensure our work is citizen centered and also ensure openness and transparency.

Members are appointed by the Deputy Minister of Social Services, Gwenda Thomas, to ensure a balance of qualities, skills and experience, and to reflect the diversity of the sector and the public in Wales. They work to the standards for public life and receive induction and training for their governance role and have annual performance reviews.

The Council sets our strategic direction, influenced by wider public policy objectives and responsibility to deliver high standards of corporate governance. Council’s role is to:

- provide effective leadership; defining and developing strategic direction and setting challenging objectives;
- promote high standards of public finance, upholding the principles of regularity, propriety and value for money;
- ensure that the Care Council’s activities are conducted efficiently and effectively; and
- monitor performance to ensure that the Care Council fully meets its aims, objectives and performance targets.

The Council has established a Committee structure to support its work.

- **The Audit Committee** advises the Council, providing scrutiny, support and guidance on financial reporting, audit and assurance and risk management issues. A subcommittee of the Audit Committee is the **Remuneration Committee**, providing advice and guidance on remuneration matters.
- **The Business Management Committee** advise the Council, providing scrutiny, support and guidance on strategies and policies specifically in relation to the Care Council business operations and financial matters relating to the Care Council's delivery of its activities now and in the future.
- **The Standards and Regulation Committee** advise the Council, providing scrutiny, support and guidance on strategies and policies specifically in relation to the registration of social care workers and related conduct matters; and implications of developments in the field of regulation and how these may affect the Board's responsibilities as set out in the Care Standards Act 2000.
- **The Workforce Development Committee** advise the Council, providing scrutiny, support and guidance on relevant strategic matters in relation to the development of the social care and early years and child care workforce in Wales and the UK and how these may affect the Board's responsibilities as set out in the Care Standards Act 2000;

The Council meet six times a year, the Committees at least quarterly, with additional meetings if necessary. The Remuneration Committee normally meets annually. Membership of, and attendance at, all of the committees is set out at the end of this report.

Executive Management

The Care Council's strategic direction and overall delivery of its business is led by the Chief Executive Officer supported by the three Directors who have lead delivery responsibilities and lead roles in connecting the Care Council to the wider sector and policy development. The CEO and Directors attend all Council meetings and a committee for which they have lead responsibility. Their role is to advise Council on key external changes, evidence from our own work and to provide performance information and business proposals.

Corporate Planning and Performance Management

The Care Council has produced a three year Strategic Plan setting out the strategic direction to 2015. The Care Council's Strategic Plan was approved by the Deputy Minister in March 2013.

This is supported by an annual business plan which is informed also by the Remit Letter issued by the Deputy Minister annually. This sets out the Care Council's objectives and performance framework for the year. Council received quarterly performance reports and risk reports on the progress of the plan. This is further supported by a dashboard jointly developed with the sponsor to highlight progress and areas for further discussion.

In order for us to deliver on the priorities and our remit at pace to high quality we focus our internal delivery within seven programmes of activity ensuring that our resources are allocated to deliver the transformational change within the social care and early years' sector as set out by Sustainable Social Services. These programmes of work are:

- Regulation of the workforce;
- Social Work development;
- Care Managers;
- Childcare and Early Years;
- Citizen and Community;
- Standards and learning; and

- Organisation

All our work programmes have a vision and outcomes to drive forward and implement the external change required. The outcomes of the programmes are focused on moving from vision to reality.

The delivery of the Business Plan activities is monitored through quarterly reports against progress to Council for scrutiny. Progress is also reported as part of the meetings with our Sponsor, the Director of Social Services Wales and Accountability meetings with the Deputy Minister for Social Services.

The Care Council also monitors its performance through feedback from its customers which includes satisfaction surveys and analyses of complaints raised under the Care Council's Complaints Policy. The Council also has a Whistleblowing Policy, which encourages staff to report any instances of suspected unlawful conduct, financial malpractices, or actions that are dangerous to the environment.

Information Governance and security

The Care Council has an Information Governance Framework which sets out a framework and an agreed set of rules, guidelines, and standards and in compliance with legal objectives in managing our information. Our information security procedures ensure the confidentiality, integrity and availability of information that it holds and processes. These include:

- appropriate authorisation and control of all removable media;
- an Information Security Policy;
- an Information classification policy;
- guidance and policies regarding the handling of information have been issued to all staff;
- our statutory compliance with the Freedom of Information and Data Protection Acts;
- following 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 (which has been accredited for Corporate Services and Workforce Regulation);
- an Information security risk assessment; and
- reports and reviews data handling arrangements for consideration by our Business Management Committees.

We take information security obligations extremely seriously, during the year there were 9 security incidents, 2 of these related to physical security and the remaining 7 related to IT security. All incidents were risk assessed in accordance with our Security Incident Reporting and Management Procedure. Following risk assessment the Care Council self referred an incident to the Information Commissioner's Office, and no further action needed to be taken. The remaining 8 incidents were deemed low risk and were addressed in accordance with procedures.

Risk Management and Assurance

The Council's Risk Management Strategy ensures proper management of the risks to the achievement of the Council's priorities and helps decision-making. Work has continued over the year to strengthen the risk management strategy. During the year the strategic risk register was reviewed to align the risks to the delivery of the Strategic Plan. The strategic risk register is reported regularly to the Audit Committee. In addition to this risk registers are maintained for each of the programmes of activity which are regularly reported and

monitored in line with the business plan reporting cycle. This is a system in place for escalating significant programme risk issues to the strategic risk register.

The strategic risk register currently identifies 11 risks aligned to the delivery of the Strategic Plan 2012 – 2015, however the most significant risk relates to the development of the Regulation and Inspection White Paper:

The focus on longer term legislative change could become a distraction from the delivery of our priorities

Review of effectiveness

The Care Council at least annually reviews the effectiveness of the governance framework including the system of internal control. The review of effectiveness is informed by:

- an annual programme of internal audit work prepared by the Internal Auditors and agreed with EMT and the Audit Committee. This programme is designed to give assurance that appropriate controls have been designed and operating correctly in relation to all significant risks;
- external audit of the Annual Report and Accounts. Findings and recommendations are fully considered by the Audit Committee;
- the work of Council, scrutinising performance quarterly and an annual assessment of its own effectiveness; and
- Conforming to best practice through recognised industry standards such as Investor In People (IIP), ISO 271001.

Outcomes from the effectiveness review include:

Internal Audit: The Internal Auditors concentrated their plan in 4 areas of activity during 2012/13, financial systems, graded Full Assurance rating with 3 low priority recommendations, corporate governance and risk management, graded Substantial Assurance rating with 6 medium priority recommendations. In addition to this 2 advisory assurance reports were commissioned in activity areas whereby the Care Council administers funding to Third Parties. The audit focus was Service User and Carer Grant, 3 improvement points raised and Practice Learning Opportunity Funding, 11 improvement points raised. Case studies of these findings are provided on our website.

The Additional Assurance Report and Management from the Wales Audit Office: The Management Letter stated that the Care Council's 2011-12 financial statements were materially accurate and properly prepared and the financial systems do not contain material weaknesses. The Additional Assurance Report in respect of compliance with the Governance Statement concluded that the Care Council's resources in 2011-12 have, in all material respects, been properly used and accounted for.

Board Effectiveness: annual self-assessment by Council members: Council conducted a formal review and appraisal of its own effectiveness. The key messages and points to consider from the questionnaire were categorised under the following themes; Behaviours; Relationship with key officers; Performance and risk management; The Boardroom; Suggestions for improvement; Strategy; Leadership and role of Members; Boardroom and culture; Governance; Finance and operational management. Results of the appraisal show that there were no major areas for improving its effectiveness.

External Certification and Standards: ISO 27001 re-certification audit by the British Standards Institute took place in January 2012. The Care Council has been recommended for continuing registration with no non conformities. The Care Council achieved Silver status

CARE COUNCIL FOR WALES ANNUAL REPORT AND ACCOUNTS 2012/13

Investors in People in March 2013. We were reaccredited with Green Dragon level 2 in November 2012.

Overall assessment of governance and internal control

The review, as detailed above, provides good assurance of the effectiveness of the Care Council's system of internal control. There have been no governance issues identified during the year that are considered significant in relation to the Care Council's overall governance framework. Specific opportunities for improvement in governance and internal controls have been identified as part of the assurance processes and are included within the business plan activities for 2013-14.

Members' attendance 2012 – 2013 (as of March 2013)

	Council (out of 6)	Audit Committee (out of 3)	Business Management Committee (out of 3)	Standards and Regulation Committee (out of 3)	Workforce Development committee (out of 4)	Remuneration committee (1 out of 1)
Arwel Ellis Owen	6	3	3	3	3	1
Philip Champness	4	2	2			
Peter Crews	1			0		
Ian Davies	6			2		
Rachel Demery	4 (out of 4)		1 (out of 1)			
Stephen Elliott	6			3	3	1
Roger Gant	5	3	2			
Penny Gripper	6			3	4	
Kate Hawkins	4	3			3	
Ken Jones	6	3		2		1
Pauline Jones	6	3				
Dorian Lewis	4 (out of 4)			1 (out of 1)		
Martin Lewis	6				3	
Martyn Pengilley	6		3	3		1
Alyson Rees	4 (out of 4)				2 (out of 2)	
Barbara Roberts	6		3		3	
Brian West	6		3	3		
Ellis Williams	6				4	1

Rhian Huws Williams
Chief Executive and Accounting Officer

Date: 25 July 2013

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 2013 under paragraph 18(4) of Schedule 1 to the Care Standards Act 2000. These comprise the Statement of Comprehensive Net Expenditure, 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 Chief Executive and auditor

As explained more fully in the Statement of the Care Council for Wales' and Chief Executive's Responsibilities, the Chief Executive as Accounting Officer is responsible for preparing the Annual Report, which includes the Remuneration Report and the financial statements, in accordance with the Care Standards Act 2000 and Welsh Ministers' directions made there under and for ensuring the regularity of financial transactions.

My responsibility is to audit the financial statements and the part of the Remuneration Report to be audited in accordance with applicable law and with International Standards on Auditing (UK and Ireland). These standards require me to comply with the Auditing Practice Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Care Council for Wales' circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Care Council for Wales; and the overall presentation of the financial statements.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that 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 read all the financial and non-financial information in the Annual Report which comprises the Chief Executive's Report, Management Commentary and the unaudited part of the Remuneration Report to identify material inconsistencies with the audited financial statements. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

Opinion on Financial Statements

In my opinion the financial statements:

- give a true and fair view of the state of the Care Council for Wales' affairs as at 31 March 2013 and of its Comprehensive Net Expenditure , Changes in Taxpayers Equity and cash flows for the year then ended;

- have been properly prepared in accordance with Welsh Ministers' directions issued under the Care Standards Act 2000

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.

Opinion on other matters

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with Welsh Ministers' directions made under the Care Standards Act 2000; and
- the information which comprises the Chief Executive's Report, Management Commentary and the unaudited part of the Remuneration Report, included within the Annual Report is consistent with the financial statements.

Matters on which I report by exception

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- the Annual Governance Statement does not reflect compliance with HM Treasury guidance;
- proper accounting records have not been kept;
- information specified by HM Treasury regarding the remuneration and other transactions is not disclosed; or
- I have not received all of the information and explanations I require for my audit.

Report

I have no observations to make on these financial statements.

Huw Vaughan Thomas
Auditor General for Wales

Date: 8 August 2013

Wales Audit Office
24 Cathedral Road
Cardiff
CF11 9LJ

Statement of Comprehensive Net Expenditure

For the year ended 31 March 2013

	Note	2012-13 £000	2011-12 £000
Expenditure			
Staff Costs	4(i)	3,312	3,309
Programme expenditure			
Training support	5(i)	4,147	4,573
Non grant programme expenditure	5(ii)	1,003	858
Administration costs	6	1,189	1,213
Depreciation and Amortisation	1(vii)	236	165
Pension Interest Charge	15	-	-
		<u>9,887</u>	<u>10,118</u>
Income			
Income from Activities			
Registration Fee Income	1(iii)	261	241
Other Income			
Sector Skills Council		87	139
Welsh Government		45	62
Sundry Income		10	1
Pension Interest Credit		20	30
		<u>423</u>	<u>473</u>
Net Expenditure		9,464	9,645
Interest receivable	3(i)	1	-
Interest surrenderable to the Welsh Government	3(ii)	(1)	-
		<u>9,464</u>	<u>9,645</u>
Other Comprehensive Expenditure			
Actuarial (gain)/loss	15	(320)	950
Total Comprehensive Expenditure for the year ended 31 March 2013		<u>9,144</u>	<u>10,595</u>

The notes on pages 26 to 43 form part of these accounts.

Statement of Financial Position

as at 31 March 2013

	Note	as at 31 March 2013		as at 31 March 2012		as at 31 March 2011	
		£000	£000	£000	£000	£000	£000
Non-current assets:							
Property, plant and equipment	7	239		342		367	
Intangible Assets	8	<u>435</u>		<u>383</u>		<u>240</u>	
Total Non-Current Assets			674		725		607
Current Assets:							
Trade and other receivables	10	436		413		356	
Cash and cash equivalents	11	<u>166</u>		<u>301</u>		<u>398</u>	
Total Current Assets			602		714		754
Total Assets			<u>1,276</u>		<u>1,439</u>		<u>1,361</u>
Current Liabilities							
Trade and other payables	12	<u>(264)</u>		<u>(267)</u>		<u>(499)</u>	
Total Current Liabilities			<u>(264)</u>		<u>(267)</u>		<u>(499)</u>
Non Current assets less net current assets/liabilities			<u>1,012</u>		<u>1,172</u>		<u>862</u>
Non-current liabilities							
Pension Liabilities	15	<u>(1,890)</u>		<u>(2,250)</u>		<u>(1,510)</u>	
Total non-current liabilities			(1,890)		(2,250)		(1,510)
Assets less liabilities			<u>(878)</u>		<u>(1,078)</u>		<u>(648)</u>
Reserves							
General Reserve			1,012		1,172		862
Pension Reserve			<u>(1,890)</u>		<u>(2,250)</u>		<u>(1,510)</u>
Total			<u>(878)</u>		<u>(1,078)</u>		<u>(648)</u>

Notes on pages 26 to 43 form part of these accounts

The financial statements on pages 22 to 23 were approved by Council on the 18 July 2013 and were signed on its behalf by:

Rhian Huws Williams
Chief Executive and Accounting Officer

Date: 25 July 2013

Statement of Cash Flows

For the year ended 31 March 2013

	Note	2012-13 £000	2011-12 £000
Cash flows from Operating Activities			
Net expenditure after interest		(9,464)	(9,645)
Adjustment for Depreciation and Amortisation		236	165
Adjustment for Pension finance Costs(net)		(40)	(210)
(Increase) in trade and other receivables		(23)	(57)
(Decrease) in trade and other payables		(3)	(232)
		<u>(9,294)</u>	<u>(9,979)</u>
Cash flows from Investing Activities			
Purchase of property, plant and equipment	7	(18)	(93)
Purchase of intangible assets	8	(167)	(190)
		<u>(185)</u>	<u>(283)</u>
Cash flows from Financing Activities			
Welsh Government funding(including Capital)		9,344	10,165
Net financing		<u>9,344</u>	<u>10,165</u>
		<u>(135)</u>	<u>(97)</u>
Net (Decrease) in cash and cash equivalents in the period			
		<u>(135)</u>	<u>(97)</u>
Cash and cash equivalents at the beginning of the period	11	301	398
Cash and cash equivalents at the end of the period	11	166	301

Notes on pages 26 to 43 form part of these accounts.

Statement of Changes in Taxpayers Equity

For the year ended 31 March 2013

	Pension Reserve £000	General Reserve £000	Total £000
Balance as at 1 April 2011	(1,510)	862	(648)
Changes in Taxpayers' Equity 2011-12			
Welsh Government Funding	-	10,165	10,165
Transfer between reserves-Capital	(740)	740	-
Comprehensive Expenditure for the year	-	(10,595)	(10,595)
Balance at 31 March 2012	(2,250)	1,172	(1,078)
Changes in Taxpayers' Equity 2012-13			
Welsh Government Funding	-	9,344	9,344
Transfer between reserves-Capital	360	(360)	-
Comprehensive Expenditure for the year	-	(9,144)	(9,144)
Balance at 31 March 2013	(1,890)	1,012	(878)

The notes on pages 26 to 43 form part of these accounts

Notes to the Accounts for the year ended 31 March 2013

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 2012-13 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 Welsh 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 2012-13 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 Statement of Comprehensive Net Expenditure on the basis of claims paid in the financial year.

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

During 2012-13 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 2013 totalled £13k (£9k: 31 March 2012) and this sum is included in Trade receivables and other current assets at note 10. It is the Care Council's policy to seek full repayment of these funds.

Notes to the Account for year ended 31 March 2013 (cont)

1(vi) 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 2013, as in the opinion of the Care Council any revaluation adjustments are not material.

1(vii) Intangible Assets

Software and Licence purchases of an individual value of £1,000 or more are capitalised. Software has been valued at historic cost at the 31 March 2013, as in the opinion of the Care Council any revaluation adjustments are not material.

1(viii) Depreciation and Amortisation

Depreciation and amortisation 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.

Communications Equipment	- five years;
Furniture	- ten years;
Information Technology	- four years;
Accommodation costs	- remaining period of accommodation leases
Software and licences	- four years

Depreciation and amortisation is calculated monthly and begins in the month following the month of purchase. As such, purchases made in March 2013 will not begin to depreciate/amortise until the 2013-14 financial year. The exception to this rule is accommodation refurbishment costs where the depreciation charge is calculated on a daily basis.

1(ix) 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 Statement of Comprehensive Net Expenditure on the basis of costs incurred in the year. Operating lease rentals of equipment are charged to the Statement of Comprehensive Net Expenditure in equal amounts over the lease term.

1(x) 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.

1(xi) 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 15 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 19 requires the disclosure of certain information covering assets, liabilities and income and expenditure relating to the Scheme.

Notes to the Account for year ended 31 March 2013 (cont)

2. Analysis of Net Expenditure by Segment

The Statement of Comprehensive 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.

3	Welsh Government Funding	2012-13	2011-12
		£000	£000
	Grant in Aid received from the Welsh Government	9,344	10,165
	Amount credited to General Reserve	<u>9,344</u>	<u>10,165</u>

As outlined in Note 1(ii) the total grants of £9,344k (2011-12 £10,165k) are now credited to the General Fund on receipt.

3(i) Non-retainable income	2012-13	2011-12
Interest on deposit account	1	-
Total non-retainable income	<u>1</u>	<u>-</u>

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

Cash Received (income exceeding Welsh Government threshold).	1	-
Total income repayable	<u>1</u>	<u>-</u>
Cash repayment	1	-
Due to the Welsh Government at the year end	<u>-</u>	<u>-</u>

The Care Council has a liability to repay the Welsh Government interest received during the year, and fee income in excess of the target of £275k. The fee income received in the year totalled £261k (2011-12 241k) with no repayment made.

Notes to the Account for year ended 31 March 2013 (cont)

4. Staff numbers and related costs

4 (i) Staff costs comprise:

	2012-13					2011-12
	Total costs £'000	Permanent employed staff £'000	Others £'000	Chair & Council Members £'000	Panel Members £'000	Total Costs £'000
Salaries and wages	2,660	2,491	20	100	49	2,692
Social Security costs	207	203	-	3	1	207
Other pension costs	445	445	-	-	-	410
Sub-total	3,312	3,139	20	103	50	3,309
Less recoveries in respect of outward secondments	-	-	-	-	-	-
Total net costs	3,312	3,139	20	103	50	3,309

Consistent with guidance, employment costs include payments made in respect of contract staff. The total cost of salaries excluding Other Pension Costs was £2,867k in 2012-13 in comparison to £2,899k in 2011-12.

Other pension costs are the service costs (current and past) of the scheme and in 2012-13 totalled a cost of £445k. This £445k consists of actual Employer contributions made of £465k which was made up of Employer Contributions and a reduction in the charge of £20k (£180k in 2011-12) which is 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 in 2012-13 relates entirely to current service charge. In 2011-12 the £410k consisted of actual Employer Contributions made of £590k which was made up of Employer Contributions based on payroll of £473k and lump sum deficit payments of £117k but reduced by £180k as noted above. In 2012-13 no lump sum deficit payments were required to be paid.

Notes to the Account for year ended 31 March 2013 (cont)

4 (ii) Average number of persons employed

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

Departments	2012-13	2012-13	2012-13	2011-12
	Total No.	Permanent No.	Others No.	Total No.
Chief Executive and Directors	4	4	-	4
Regulation of Workforce	33	33	-	35
Workforce Development	21	20	1	22
Communications	5	5	-	5
Corporate Support	18	18	-	18
Total	81	80	1	84

5 Programme Costs

2012-13
£000

2011-12
£000

5(i) Training Support and other grants

Social Work Bursary Scheme Payments	2,620	3,032
Practice Learning Opportunity Funding	1,321	1,334
	<u>3,941</u>	<u>4,366</u>

Other Grants

Social Care Regional Partnerships	140	140
Service Users/Carers involvement in Social Work Training	66	67
	<u>4,147</u>	<u>4,573</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.

Notes to the Account for year ended 31 March 2013 (cont)

5(ii) Non grant programme expenditure	2012-13	2011-12
	£000	£000
Workforce Development incl Qualifications and Standards	405	264
Skills for Care and Development (SfC&D)	59	106
Regulation of the Workforce	502	477
Regulation of Social Work Training	37	11
	<u>1,003</u>	<u>858</u>

Licensed in February 2005, the Care Council is part of the UK Sector Skills Council (SSC), Skills for Care and Development (SfCD). 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 2012-13 were £59k and an additional £28k was incurred in relation to employee costs which are included in Employment costs. These costs were rechargeable to SfCD and the amount receivable of £87k is shown in the Statement of Comprehensive Net Expenditure.

In addition to the Grant in Aid received from the Welsh Government, £45k of funding was received specifically for commissioned work as shown in the Statement of Comprehensive Net Expenditure. £29k of these costs were incurred in relation to employees and is included in Employment costs. The remainder of these costs are included in the £1,003k total of Non grant programme expenditure for 2012-13.

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

Notes to the Account for year ended 31 March 2013 (cont)

6. Administration Costs	2012-13	2011-12
	£000	£000
Chair, members, and staff expenses	135	115
Other staff costs	102	79
Rental under Operating leases- Accommodation	201	205
Other Premises costs	221	240
Workshops, seminars, promotions, publications	112	119
Equipment and software	247	282
Rental under Operating leases-Photocopiers	2	3
Administration	71	74
External audit-Audit work	18	18
External audit-Additional Assurance work	2	2
Other professional fees	78	76
	<u>1,189</u>	<u>1,213</u>

Notes to the Account for year ended 31 March 2013 (cont)

7. Property, Plant and Equipment	year ended 31 March 2013			
	Accommodation Refurbishment	Furniture and Fittings	Information Technology	Totals
	£000	£000	£000	£000
Cost				
At 1 April 2012	310	175	705	1,190
Additions in the period	-	-	18	18
Disposals in the period	-	-	(8)	(8)
At 31 March 2013	<u>310</u>	<u>175</u>	<u>715</u>	<u>1,200</u>
Depreciation				
At 1 April 2012	201	137	510	848
Charged in the year	39	15	67	121
Disposals in the period	-	-	(8)	(8)
At 31 March 2013	<u>240</u>	<u>152</u>	<u>569</u>	<u>961</u>
Net book value				
At 31 March 2013	<u>70</u>	<u>23</u>	<u>146</u>	<u>239</u>
At 1 April 2012	<u>109</u>	<u>38</u>	<u>195</u>	<u>342</u>

	year ended 31 March 2012			
	Accommodation Refurbishment	Furniture and Fittings	Information Technology	Totals
	£000	£000	£000	£000
Cost				
At 1 April 2011	310	175	686	1,171
Additions in the period	-	-	93	93
Disposals in the period	-	-	(74)	(74)
At 31 March 2012	<u>310</u>	<u>175</u>	<u>705</u>	<u>1,190</u>
Depreciation				
At 1 April 2011	161	119	524	804
Charged in the year	40	18	60	118
Disposals in the period	-	-	(74)	(74)
At 31 March 2012	<u>201</u>	<u>137</u>	<u>510</u>	<u>848</u>
Net book value				
At 31 March 2012	<u>109</u>	<u>38</u>	<u>195</u>	<u>342</u>
At 1 April 2011	<u>149</u>	<u>56</u>	<u>163</u>	<u>367</u>

Notes to the Account for year ended 31 March 2013 (cont)

8. Intangible Assets

	year ended 31 March 2013			
	Information Technology	Software Licences	Under Construction	Totals
	£000	£000	£000	£000
Cost				
At 1 April 2012	416	29	-	445
Additions in the period	159	8	-	167
Disposals in the period	-	-	-	-
At 31 March 2013	<u>575</u>	<u>37</u>		<u>612</u>
Amortisation				
At 1 April 2012	58	4	-	62
Charged in the year	107	8	-	115
Disposals in the period	-	-	-	-
At 31 March 2013	<u>165</u>	<u>12</u>		<u>177</u>
Net book value				
At 31 March 2013	<u>410</u>	<u>25</u>	-	<u>435</u>
At 1 April 2012	<u>358</u>	<u>25</u>	-	<u>383</u>

	year ended 31 March 2012			
	Information Technology	Software Licences	Under Construction	Totals
	£000	£000	£000	£000
Cost				
At 1 April 2011	154	11	90	255
Additions in the period	172	18	-	190
Disposals in the period	90	-	(90)	-
At 31 March 2012	<u>416</u>	<u>29</u>	-	<u>445</u>
Amortisation				
At 1 April 2011	14	1	-	15
Charged in the year	44	3	-	47
Disposals in the period	-	-	-	-
At 31 March 2012	<u>58</u>	<u>4</u>	-	<u>62</u>
Net book value				
At 31 March 2012	<u>358</u>	<u>25</u>	-	<u>383</u>
At 1 April 2011	<u>140</u>	<u>10</u>	<u>90</u>	<u>240</u>

Notes to the Account for year ended 31 March 2013 cont.

9. 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.

10. Trade receivables and other current assets

	At 31 March		
	2013	2012	2011
Amounts falling due within one year	£000	£000	£000
Trade receivables			
Skills for Care and Development	73	81	161
Welsh Government	4	12	-
Local Authorities	-	-	-
Social Work Bursary Scheme Debtors	13	9	10
Other bodies	1	2	1
Other receivables			
Prepayments and accrued income	345	309	184
	<u>436</u>	<u>413</u>	<u>356</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.

11. Cash and cash equivalents

	2012-13	2011-12
	£000	£000
Balance at 1 April	301	398
Net change in cash and cash equivalent balances	<u>(135)</u>	<u>(97)</u>
Balance at 31 March	<u>166</u>	<u>301</u>

The balances at the 1st April 2011, the 1st April 2012, and the 31st March 2013 were held at Commercial Banks and cash in hand.

Notes to the Account for year ended 31 March 2013 cont.

12. Trade payables and other current liabilities

	At 31 March		
	2013 £000	2012 £000	2011 £000
Amounts falling due within one year			
Trade payables			
Local Authorities	3	5	-
Other bodies	15	14	109
Other Taxation and Social Security	27	5	2
Other payables			
Accruals and deferred income	219	243	388
	<u>264</u>	<u>267</u>	<u>499</u>

13. Capital Commitments

Contracted Capital commitments at 31 March 2013 not otherwise included in these financial statements totalled £0k (£71k at 31 March 2012).

14. Commitments under Operating leases

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

	2013 £000	2012 £000	2011 £000
Obligations under operating leases comprise:			
Land and Buildings			
Not later than one year	181	202	202
Later than one year and not later than five years	246	427	566
Later than five years	-	-	64
	<u>427</u>	<u>629</u>	<u>832</u>
Other			
Not later than one year	2	2	-
Later than one year and not later than five years	6	9	-
	<u>8</u>	<u>11</u>	<u>-</u>

15. Retirement benefit obligations

(i) Present Staff and Pensioners

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 2013(cont)

15(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 Aon Hewitt Limited, London.

15(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 (LGPS). The funded nature of the LGPS requires the Care Council for Wales and its employees to pay contributions into the Fund, calculated at a level intended to balance the pension liabilities with the investment assets.

The Care Council for Wales recognises gains and losses in full, immediately through the Statement of Comprehensive Net Expenditure.

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.

A revised IAS 19 will come in force for accounting periods beginning on or after 1 January 2013. If this revised IAS 19 were adopted for the accounting period ending 31 March 2013 then this will increase the expenses recognised for funded benefits from £0.43M to £0.57M. There is no effect on the Balance Sheet.

Contributions for the year ending 31 March 2014

The Employer's regular contributions to the Fund for the accounting period ending 31 March 2014 are estimated to be £0.49M.

Additional contributions may also become due in respect of any employer discretions to enhance members benefits in the Fund over the next accounting period.

Assumptions

The latest actuarial valuation of Care Council for Wales liabilities took place as at 31 March 2010. Liabilities have been estimated by the independent qualified actuary on an actuarial basis using the projected unit credit method. The principal assumptions used by the actuary in updating the latest valuation of the fund for IAS 19 purposes were:

Notes to the Account for year ended 31 March 2013 (cont)
 15. (iii) cont'd

Principal Financial Assumptions (% per annum)

	31 March 2013 (% pa)	31 March 2012 (% pa)	31 March 2011 (% pa)
RPI Inflation	3.7	3.6	3.8
CPI Inflation	2.8	2.6	2.9
Rate of general increase in salaries*	4.7	5.1	5.3
Rate of increase to pensions in payment**	2.8	2.6	2.9
Rate of increase to deferred pensions	2.8	2.6	2.9
Discount rate	4.7	4.8	5.4

* In addition, allowance is made for the same age related promotional salary scales as used at the actuarial valuation of the Fund as at 31 March 2010.

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

Notes to the Account for year ended 31 March 2013 (cont)

15. (iii) cont'd

Mortality Assumptions- The mortality assumptions are based on the recent actual mortality experience of members within the Fund and allow for expected future mortality improvements

Principal Demographic Assumptions

Post Retirement Mortality	31 March 2013	31 March 2012	31 March 2011
Males			
Year of Birth base table	Standard SAPS Normal Health All Amounts (S1NMA)	Standard SAPS Normal Health All Amounts (S1NMA)	Standard SAPS Normal Health All Amounts (S1NMA)
Rating to above base table * (years)	0	0	0
Scaling to above base table rates	90%	90%	90%
Improvements to base table rates	CMI_2009 with a long term rate of improvement of 1.25% p.a.	CMI_2009 with a long term rate of improvement of 1.25% p.a.	CMI_2009 with a long term rate of improvement of 1.25% p.a.
Future Lifetime from age 65 (currently aged 65)	23.3	23.2	23.1
Future Lifetime from age 65 (currently aged 45)	25.2	25.1	25
Females			
Year of Birth base table	Standard SAPS Normal Health All Amounts (S1NFA)	Standard SAPS Normal Health All Amounts (S1NFA)	Standard SAPS Normal Health All Amounts (S1NFA)
Rating to above base table * (years)	0	0	0
Scaling to above base table rates	100%	100%	100%
Improvements to base table rates	CMI_2009 with a long term rate of improvement of 1.25% p.a.	CMI_2009 with a long term rate of improvement of 1.25% p.a.	CMI_2009 with a long term rate of improvement of 1.25% p.a.
Future Lifetime from age 65 (currently aged 65)	24.7	24.5	24.4
Future Lifetime from age 65 (currently aged 45)	26.6	26.5	26.4

* A rating of x years means that members of the Fund are assumed to follow the mortality pattern of the base table for an individual x years older than them. The ratings shown apply to normal health retirements.

Commutation

31 March 2013

Each member assumed to exchange 50% of the maximum amount permitted of their pre 1 April 2010 pension entitlements, for additional lump sum. Each member assumed to exchange 75% of the maximum amount permitted of their post 31 March 2010 pension entitlements, for additional lump sum.

31 March 2012

Each member assumed to exchange 50% of the maximum amount permitted of their pre 1 April 2010 pension entitlements, for additional lump sum. Each member assumed to exchange 75% of the maximum amount permitted of their post 31 March 2010 pension entitlements, for additional lump sum.

31 March 2011

Each member assumed to exchange 50% of the maximum amount permitted of their past service pension rights on retirement for additional lump sum. Each member assumed to exchange 75% of the maximum amount permitted of their future service pension rights on retirement, for additional lump sum.

Notes to the Account for year ended 31 March 2013 (cont)

15. (iii) cont'd

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.

	Long-term expected rate of return at	Asset Split at	Long-term expected rate of return at	Asset Split at	Long-term expected rate of return at	Asset Split at
	31 March 2013	31 March 2013	31 March 2012	31 March 2012	31 March 2011	31 March 2011
	(% pa)*	(%)	(% pa)*	(%)	(% pa)*	(%)
Equities	7.8	68.7	8.1	65.6	8.4	68.3
Property	7.3	5.9	7.6	6.8	7.9	6.8
Government Bonds	2.8	10.6	3.1	10.5	4.4	10.3
Corporate Bonds	3.8	11.4	3.7	13.3	5.1	12.3
Cash	0.9	3.4	1.8	3.8	1.5	2.3
Other**	7.8	0	8.1	0	8.4	0
Total	6.6	100.0	6.7	100.0	7.4	100.0

* The overall expected rate of return on Fund assets is a weighted average of the individual expected rates of return on 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 financial instruments. We have assumed 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 assets 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 2013.

Reconciliation of Funded Status to the Statement of Financial Position

	Value at 31 March 2013	Value at 31 March 2012	Value at 31 March 2011
	(£M)	(£M)	(£M)
Fair value of Assets	8.17	6.78	5.92
Present value of funded defined benefit obligation	10.06	9.03	7.43
Pension (liability)	(1.89)	(2.25)	(1.51)

Notes to the Account for year ended 31 March 2013 (cont)

15. (iii) cont'd

Analysis of amount charged to Net Expenditure

	Year ending 31 March 2013	Year ending 31 March 2012	Year ending 31 March 2011
	(£M)	(£M)	(£M)
Current service cost	0.45	0.41	0.45
Past service cost	-	-	(1.17)
Interest Cost	0.44	0.42	0.38
Expected return on assets	(0.46)	(0.45)	(0.36)
Curtailment cost	-	-	-
Settlements cost	-	-	-
Expense Recognised	0.43	0.38	(0.70)

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

	Year ending 31 March 2013	Year ending 31 March 2012	Year ending 31 March 2011
	(£M)	(£M)	(£M)
Opening defined benefit obligation	9.03	7.43	7.50
Current service cost	0.45	0.41	0.45
Interest Cost	0.44	0.42	0.38
Contributions by participants	0.16	0.16	0.16
Actuarial losses/(gains) on liabilities*	0.33	0.66	0.28
Net benefits paid out#	(0.35)	(0.05)	(0.17)
Past service cost	-	-	(1.17)
Net increase in liabilities from disposals & acquisitions	-	-	-
Curtailments	-	-	-
Settlements	-	-	-
Closing defined benefit obligation	10.06	9.03	7.43

*Including 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 sums paid, and including an approximate allowance for the expected cost of death in service lump sums.

Changes to the Fair Value of Assets during the Year

	Year ending 31 March 2013	Year ending 31 March 2012	Year ending 31 March 2011
	(£M)	(£M)	(£M)
Opening fair value of assets	6.78	5.92	5.10
Expected return on assets	0.46	0.45	0.36
Actuarial gains/(losses) on assets	0.65	(0.29)	(0.15)
Contributions by the Employer	0.47	0.59	0.62
Contributions by the Participants	0.16	0.16	0.16
Net benefits paid out#	(0.35)	(0.05)	(0.17)
Net increase in assets from disposals & acquisitions	-	-	-
Settlements	-	-	-
Closing fair value of assets	8.17	6.78	5.92

Consists of net cash-flow out of the Fund in respect of the employer, excluding contributions and any death in service lump sums 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 2013 (cont)

15. (iii) cont'd

Actual Return on Assets	Year ending 31 March 2013 (£M)	Year ending 31 March 2012 (£M)	Year ending 31 March 2011 (£M)
Expected return on assets	0.46	0.45	0.36
Actuarial (loss)gain on assets	0.65	(0.29)	(0.15)
Actual return on assets	1.11	0.16	0.21

Analysis of Amount recognised in Other Comprehensive Expenditure

	Year ending 31 March 2013 (£M)	Year ending 31 March 2012 (£M)	Year ending 31 March 2011 (£M)
Total actuarial gains / (losses)	0.32	(0.95)	(0.43)
Total Gains/ (Losses)	0.32	(0.95)	(0.43)

History of Experience Gains and Losses*

	Year ending 31 March 2013	Year ending 31 March 2012	Year ending 31 March 2011
Experience gains/(losses) on assets			
Amount(£M's)	0.65	(0.29)	(0.15)
Percentage of Assets	8.0%	-4.3%	-2.5%
Experience (losses) on liabilities#			
Amount(£M's)	0.01	(0.01)	-0.22
Percentage of the present value of liabilities	0.1%	-1.0%	-3.0%

* This history can be built up over time and need not be constructed retrospectively(and once 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.

16. Contingent Liabilities disclosed under IAS 37

There are no contingent liabilities as at 31 March 2013.

17. 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:

Health and Care Professions Council
 Scottish Social Services Council
 Rhondda Cynon Taf County Borough Council
 Cardiff University

Northern Ireland Social Care Council
 Care Forum Wales
 Pembrokeshire College

Notes to the Account for year ended 31 March 2013 (cont)

17. cont'd

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 and Tuition Fees. The transactions were as follows:-

Council Member	Relationships and related organisation	Transactions in Period
Dr Alyson Rees	Senior Lecturer Cardiff University	£196,352
Peter Crews	Manager of Community and and Day Services Rhondda Cynon Taff County Borough Council (to February 2013)	£10,167
Ellis Williams	Group Director (Community and Children's Services) Rhondda Cynon Taff County Borough Council	£116,141
Brian West	Director Care Forum Wales	£460
Kate Hawkins	Social Care Lecturer Pembrokeshire College	£350

18. Third Party Assets

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

19. Events after the reporting period

There have been no events after the reporting period, which require disclosure or adjustment to the 31 March 2013 financial statements.