

Report To: Inverclyde Council **Date:** 21 February 2013

Report By: Head of Organisational Development, Human Resources and Communications **Report No:** Hr/22/12/AH

Contact Officer: Alex Hughes **Contact No:** 2014

Subject: Protection of Vulnerable Groups (PVG) Scheme Update

1.0 PURPOSE

- 1.1 The purpose of this report is to update Council on the introduction of the PVG Scheme and the new retrospective checks as part of safer recruitment for its regulated workforce.

2.0 SUMMARY

- 2.1 A report on implementing the PVG Scheme was presented to the 24 Feb 2011 Inverclyde Council and a request was made to advise Council on the introduction of the PVG Scheme. This report fulfils that request.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that Members note the successful introduction of the PVG Scheme and the start of the retrospective checking process.

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4.0 BACKGROUND

- 4.1 The PVG scheme replaced the previous Disclosure Scotland arrangements for those employees working with vulnerable groups (now called regulated work). This has been in operation since February 2011 and covers new starts and movers within organisations.

We have processed 1178 PVG applications (full and update) since scheme introduction on Feb 2011 as follows (this figure does not include retrospective PVG applications – see below):

Feb 2011 - March 2012	Number of Applications
Full PVG	585
Updates	126
Total	711

April 2012 - Now	Number of Applications
Full PVG	219
Updates	248
Total	467

- 4.2 Retrospective checks to check existing employees were introduced in October 2012 under the PVG legislation. We have 3 years to bring in all existing employees undertaking regulated work. Disclosure Scotland have asked us to process 50 applications for the first 3 months and then 100 applications per month onwards. The £59 cost per employee will be met by the Council.

A message was placed on ICON to update employees on the start of retrospective checking. Further messages will be placed as we move onto other services.

Employees receive an application form, detailed guidance on how to complete the form and a letter explaining the disclosure process.

Timescales

Education, Communities and Organisational Development: start Oct 2012 – finish approx. Mar 2014

CHCP: start April 2014 – finish March 2015

Environment, Regeneration and Resources: start April 2015 – finish Sept 2015

Education Service was started first and the first batch of 50 retrospective PVG applications went to Disclosure mid November. The agreed proposals have not impacted on the service.

5.0 PROPOSALS

- 5.1 The Council is asked to note that we will continue to use the PVG scheme to disclosure check all employees undertaking regulated work.

6.0 IMPLICATIONS

- 6.1 Finance: There are no financial implications for this report.

Financial Implications – One off Costs

Cost Centre	Budget Heading	Budget Year	Proposed Spend this Report	Virement From	Other Comments

Financial Implications – Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments

6.2 Human Resources: There are no Human Resources implications.

6.3 Legal: There are no legal implications.

6.4 Equalities: There are no Equalities issues within this report.

7.0 CONSULTATION

7.1 The trade unions were consulted throughout the planning of the introduction of the PVG scheme and the retrospective checking process.