

COSTING GUIDANCE OVERVIEW, KEY CONSIDERATIONS FOR USING, RECOMMENDED STEPS

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AGENDA

- Purpose and scope of the overall guidance
- Rationale
- Who will be the end user of the costing guidance ?
- What are the limitations of the guidance ?
- Key considerations
- Steps in using the costing guidance
- Final outcomes

RATIONALE, WHY DO WE NEED RATIOS AND COSTING OF SOCIAL SERVICES

- While other sectors (health, education, infrastructure, etc.) can provide compelling arguments for investment,
- Social services cannot compete with the above sectors due to the lack of standards such as metrics and credible evidence based on evidence
- As a result, social services are underfunded and understaffed, so they are unable to serve all and clients face longer wait times.
- For this reason, GSSWA and UNICEF have developed a guide to help countries bolster their evidence to increase the chances for higher resource allocation for social services.

RATIONALE FOR RATIOS AND COSTS

- Both Ratios of SSW and its costs will inform the annual social ministry budget requests
- Not only: we have X number of social workers and this is how they are deployed.
- But also, will help in efficacy, effectiveness and value for money.

WHO WILL BE THE END USER OF THE COSTING GUIDANCE ?

- This guide is intended for:
 - policymakers and workforce managers in Ministries of Social Welfare,
 - Budget and finance, planning officials
 - provincial or district, authorities, and other relevant national bodies responsible for the recruitment, deployment, funding or regulation of the social service workforce as well as,
 - The national level leadership group tasked with defining an adequate level of resourcing for social services.

LIMITATIONS

This guide is the first of its kind and should be used with caution and certainly has its limitations:

- The estimated costs are not the budgeted costs, but the optimal level of budget for providing quality and timely social services.
- The cost estimates produced by the tool and the variations in costs, as well as the scenarios produced for one country, may not be relevant for another, so each country should consider revising the key parameters to fit its context.
- The costing guide cannot be used without the ratios process.

CONSIDERATIONS

Preconditions to start the costing process are that

- the national leadership group has included in its composition a planner or a person with planning and budgeting skills,
- Already agreed on social services workforce definitions, namely job descriptions, job groups, by type of professionals and paraprofessionals,
- Have already collected data on paying and grading system within the country,
- Have already available statistics (FTE and headcount) of current SSW numbers,
- Have predetermined the ratios, based on certain agreed factors and variables, for the level of social service workforce required to meet assessed needs of the target population.

STEPS IN USING THE COSTING GUIDANCE

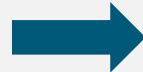
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COSTING TOOL FOR THE SOCIAL SERVICE WORKFORCE

The aim of the costing tool is to provide a simple, step by step guide and a tool to costing the social service workforce, having already assessed the minimum SSW workforce required through contextualizing country variables and SSW definitions.

Optimal Ratio



Estimate the cost

- Staff costs
- Training
- CPD
- Retention and motivation
- Other mic.

Come up with compelling evidence that supports higher allocation

Defend the proposal at the Ministries of Finance & Planning

THE COSTING GUIDANCE & THE TOOL

Customisable and flexible hybrid solution comprising:

- Activity-based costing
- Institution-based costing,
- Unit-cost-based costing,
- Costing based on a “reasonable allocation”
- By type
 - Main Economic Category (Salaries, Goods and Services, Capital investment)
 - Line item
 - Recurrent (ongoing)/Development (one off)
- Multiple year (3-5 years) to help align with the medium planning context and
- In compliance with Government Planning instruments.



Sound
planning



Measurable &
Comparable



Fitting the
country context

Thank you!

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