

<b>Title of report</b>	Fitness to Practise Resource Model
<b>Public/confidential</b>	Public
<b>Action</b>	For decision
<b>Date of Publication</b>	Before meeting
<b>Summary/purpose of report</b>	To provide assurance to Council that the actions identified by Audit and Assurance Committee regarding the monitoring of the fitness to practise resource model have been implemented.
<b>Recommendations</b>	The Council is asked to:  1. endorse the proposal for updating and monitoring of the fitness to practise resource model.
<b>Responsible Officer</b>	Name: Maree Allison Job title: Director of Regulation Tel: 01382 207183
<b>Link to Strategic Plan</b>	The information in this report links to:  Outcome 1 - The right people are on the Register.
<b>Link to the Risk Register</b>	Risk 1 - Failure in our registration or fitness to practise processes lead to public protection failure.  Risk 5 - The SSSC does not have sustainable resources to support the delivery of Strategic Plan outcomes (i.e. the strategic planning growth assumptions are not financially sustainable).
<b>Equality Impact Assessment (EIA)</b>	An EIA was not developed.  This report does not relate to a new policy.
<b>Documents attached</b>	None
<b>Background papers</b>	None

## **1. INTRODUCTION**

- 1.1 At its meeting in December, Audit and Assurance Committee scrutinised the increasing level of fitness to practise referrals and the identification of an error in the assumptions within the resource model. The Internal Auditor identified that the resource model worked well in times of stability but there is a need to review the assumptions more frequently when during dynamic times.
- 1.2 The Committee sought assurance from Officers that identified issues with the resource model would be addressed and that the model would be subject to more regular scrutiny.

## **2. WORK COMPLETED**

- 2.1 Detailed work is being carried out on the model by the Head of Finance in conjunction with the Regulation Directorate and the Strategy and Performance Directorate as part of budget-setting for 2020/21.
- 2.2 Updated assumptions are being identified and the model is being refined by breaking the assumptions down per register part. This should provide more accurate information.
- 2.3 The Fitness to Practise Department have updated process timings to reflect current work profile and new processes that have been introduced in the last year.
- 2.4 It is anticipated that the refreshed modelling will be completed by the end of January.

## **3. PLANNED MONITORING**

- 3.1 We are completing work on Operational KPIs and as part of that work are developing arrangements to monitor the key data points on the model on a monthly basis. This will provide more accurate monitoring of the assumptions in the model in the forthcoming year.

## **4. RESOURCE IMPLICATIONS**

- 4.1 Resource implications arising out of the modelling work for 2020/21 will be built into the budget-setting process.

## **5. LEGAL IMPLICATIONS**

- 5.1 None.

## **6. STAKEHOLDER ENGAGEMENT**

- 6.1 None.

## **7. IMPACT ON PEOPLE USING SOCIAL SERVICES AND CARERS**

- 7.1 Insufficient resources to manage the caseload in the Fitness to Practise Department may put people who use services at risk through failure to address fitness to practise concerns about a worker.

## **8. CONCLUSION**

- 8.1 Work is nearing completion for more accurate resource modelling and more accurate monitoring of that model.