

Date: 20 December 2017

National Health and Social Care Workforce Plan

The Scottish Government and the Convention of Scottish Local Authorities (COSLA) have published part two of the National Health and Social Care Workforce Plan.

It sets out how they, along with social care partners, will work together on new ways of recruiting and workforce planning to make sure people get the right support to enable them to live as independently as possible.

Many organisations, including the Scottish Social Services Council (SSSC), were involved in developing the plan which has seven recommendations.

- Integrated workforce data to support national and local workforce planning drawing on the [work of the SSSC](#) and the Care Inspectorate. This will align with work led by NHS Education for Scotland (NES) on the NHS Scotland workforce.
- National and local labour market and workforce analysis to develop understanding and provide evidence of the challenges of the social care workforce.
- Workforce planning guidance for Integration Joint Boards and their commissioning partners in local authorities and NHS board that supports partnership working in creating workforce plans.
- Social care and multidisciplinary workforce planning tools to support high quality care should be progressed and co-produced, including a new online resource SSSC will publish next year.
- Promoting social care and social care settings as a positive career choice. The SSSC [Ambassadors for Careers in Care](#) network will contribute to this.
- Development of proposals for enhanced career pathways in social care recognising the context of the developing multidisciplinary, integrated workforce environment.
- Develop training and education proposals to enable a flexible confident and competent workforce with relevant and appropriate qualifications. Develop a professional framework for social care and social work practice; this will take the recent [Review of Social Work Education](#) into account.

Welcoming the plan SSSC Chief Executive Anna Fowlie said: 'Part two of the National Workforce Plan sets out clear actions to help improve workforce planning, which will lead to better support for people using services.

'We are the official and national statistics providers for the social service workforce in Scotland. We also develop workforce intelligence. The workforce plan draws upon some of our statistics and knowledge. It is good to see the work of the SSSC recognised throughout the report.

'For example, our work promoting social care as a good career choice with the Ambassadors for Careers and Care network and the development of career pathways will also make a big contribution to the recommendations in the plan.

'It's essential that we have enough people with the right skills and values working in social services now and in the future. We look forward to working with the Scottish Government, COSLA and other partners to put the plan into action.'

Background

Part of the [National Health and Social Care Workforce Plan](#) follows [recommendations for the NHS](#) announced earlier this year. Part 3 will focus on primary care. A fully integrated workforce plan will be published in 2018.

For enquiries about SSSC's involvement in the National Workforce Plan contact Phillip Gillespie, Head of Learning and Development:
phillip.gillespie@sssc.uk.com

Ends.