

<b>Title of report</b>	Convener's Report
<b>Summary/purpose of report</b>	Update on the Convener's activities since the last Council meeting on 23 May 2024
<b>Recommendations</b>	The Council is asked to note the summary of recent key issues and activities from the viewpoint of the Convener.
<b>Author</b>	Sandra Campbell, Convener
<b>Link to Strategic Plan</b>	<p>The information in this report links to:</p> <p>Outcome 1: <b>Trusted</b> People who use services are protected by a workforce that is fit to practise.</p> <p>Outcome 2: <b>Skilled</b> Our work supports the workforce to deliver high standards of professional practice.</p> <p>Outcome 3: <b>Confident</b> Our work enhances the confidence, competence and wellbeing of the workforce.</p> <p>Outcome 4: <b>Valued</b> The social work, social care and children and young people workforce is valued for the difference it makes to people's lives.</p>
<b>Link to Risk Register</b>	<p>Risk 1: We fail to ensure that our system of regulation meets the needs of people who use services and workers.</p> <p>Risk 2: We fail to ensure that our workforce development function supports the workforce and employers to achieve the rights standards and qualifications to gain and maintain registration.</p> <p>Risk 3: We fail to meet corporate governance, external scrutiny and legal obligations.</p> <p>Risk 4: We fail to provide value to stakeholders and demonstrate our impact.</p> <p>Risk 5: We fail to develop and support SSSC staff appropriately to ensure we have a motivated and skilled workforce or have insufficient staff resources to achieve our strategic outcomes.</p>

	<p>Risk 6: The SSSC fails to secure sufficient budget resources to fulfil the financial plans required to deliver the strategic plan.</p> <p>Risk 7: Closed.</p> <p>Risk 8: We fail to have the appropriate measures in place to protect against cyber security attacks.</p> <p>Risk 9: Closed.</p>
<b>Impact assessment</b>	An Impact Assessment (IA) was not required.
<b>Documents attached</b>	None
<b>Background papers</b>	None

## **EXECUTIVE SUMMARY**

1. This report covers the Convener's activities for the period from the last full Council meeting on 23 May 2024.

## **INTRODUCTION**

2. This has been a particularly busy period, encompassing recruitment of three new Council Members and permanent appointment of a Chief Executive. From a personal point of view, however, the most significant news is that I made the difficult decision to give notice on my role as Convener, with effect from the end of September. I have very much enjoyed my five years in role, an eventful period encompassing Covid, the move to agile working, substantial innovations and turnover in the membership of the Council itself. With the support of a strong Senior Management Team and Council I feel that the SSSC is well-placed to rise to future challenges. The Minister has approved the appointment of Peter Murray as Interim Convener and therefore I feel confident that I will be leaving the SSSC in safe hands.

## **MEETINGS WITH THE SCOTTISH GOVERNMENT**

3. Regular meetings have continued with Iona Colvin, the Chief Social Work Adviser, and I would like to thank Iona for her continued support throughout my tenure as Convener. I reported earlier this year of a meeting with the Minister for Children, Young People and Keeping the Promise. The Minister made a commitment to meet again at our virtual meeting in February. I am very pleased to say that the meeting today will be in person, which is very welcome.

## **RECRUITMENT OF CHIEF EXECUTIVE FOR SSSC**

4. A very significant part of my endeavours over the last period was the planning of recruitment to the post of Chief Executive for the SSSC on a permanent basis. This was supported by Iona Colvin, David Garbutt, chair of NES (NHS Education for Scotland) and our colleagues from HR (Human Resources) in Shared Services and SSSC, along with an external agency, Livingston James. We were also assisted by a Stakeholder group of other external professionals, chaired by Peter Murray, Council Member. I was very pleased that the successful candidate proved to be Maree Allison, who has acted on an interim basis several times over the last two years, but Maree was of course appointed on merit through a competitive process and is well suited to take the organisation forward from now.

## **COUNCIL MEMBERS**

5. Over this last period, I have also been heavily committed to the recruitment of three new Council Members, who I anticipate will take up their roles next month, although to date the formal announcement by the Scottish Government has yet to be confirmed. There was a large number of applications from individuals with personal experience of accessing support from care services and/or professional experience. The interview panel was chaired by Iona Colvin, and we were also supported by Ben Ferrugia, Chief Executive of Social Work Scotland. I am pleased to be able to say that the new Members will bring a range of new experience and skills to the Council.
6. Two of the new Members are taking the place of Alan Baird and Theresa Allison who complete their second terms at the end of August, having completed six years in their roles. Their professional experience and personal qualities have been invaluable to the Council and our organisation as a whole and I would like to thank them for their support, particularly during the challenges of the Covid years. They have both played roles with the Audit and Assurance Committee, Alan as Chair, and Theresa as Vice chair, ably steering this through some difficult scenarios for the SSSC. A separate report on this agenda will address appointments to the Chair and Vice chair roles.
7. The Minister has approved the interim appointment of Peter Murray, Council Member, as Convener whilst the longer-term appointment to the role is taken forward. I am very grateful to Peter for agreeing to take up this role, following approval by the Minister, which will provide continuity in the interim period. Peter's extensive experience in other chairing roles will be invaluable and I know he has the support of the Council as a whole.
8. I have also completed the annual appraisals of Council Members during this period and feel that we have a strong and effective Council which will be able to welcome new appointees, bringing a range of different experiences to the Council.

## **CONCLUSION**

9. My role with the Care Inspectorate Board will also be taken up by Peter from the end of September and I will work with Peter to ensure that there is an appropriate transition. I will miss my visits to Dundee, a city I have lived in twice for significant periods and will of course continue to take an arms-length interest in future developments for the SSSC.