

Consultation - A Register for the Future Analysis - all free text responses

Council
04 November 2022
Agenda Item: 08
Report no: 42/2022
Appendix 4



Part 1 - Registration

The structure of the Register

The timescale for new starts to apply to register

Public Register online

Registration period

Part 2 - Qualifications

Flexible qualifications that can move with different roles

Qualification for housing support and care at home

Timescale to gain qualifications for registration

Return to practice

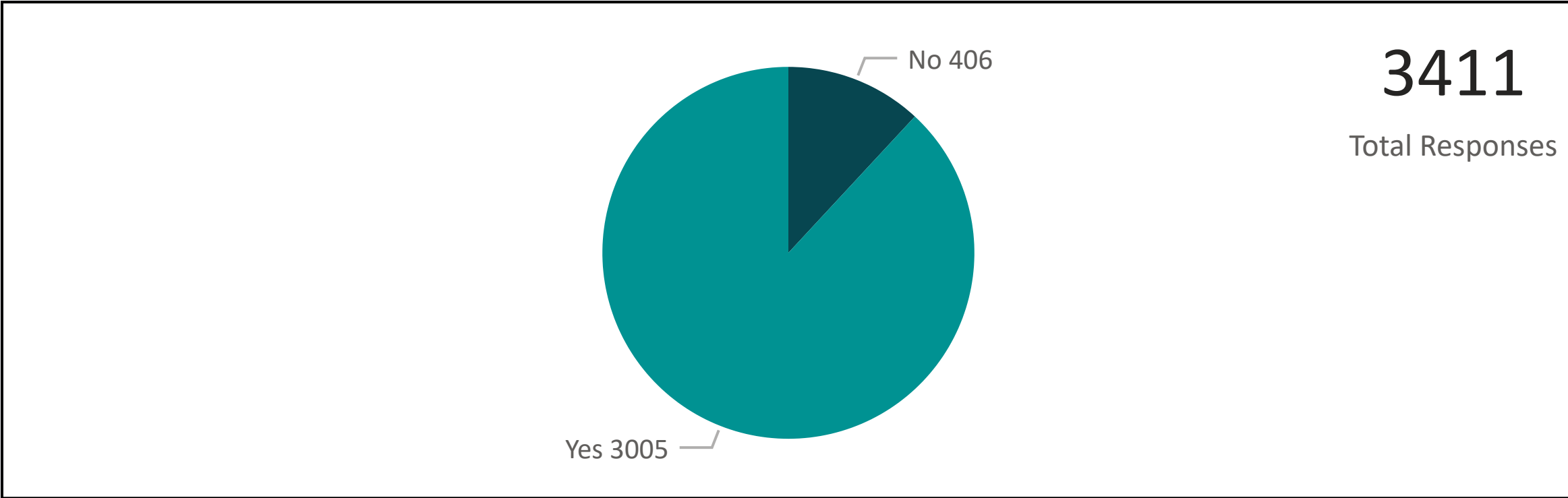
Continuous professional learning (CPL) requirements

Engagement Sessions

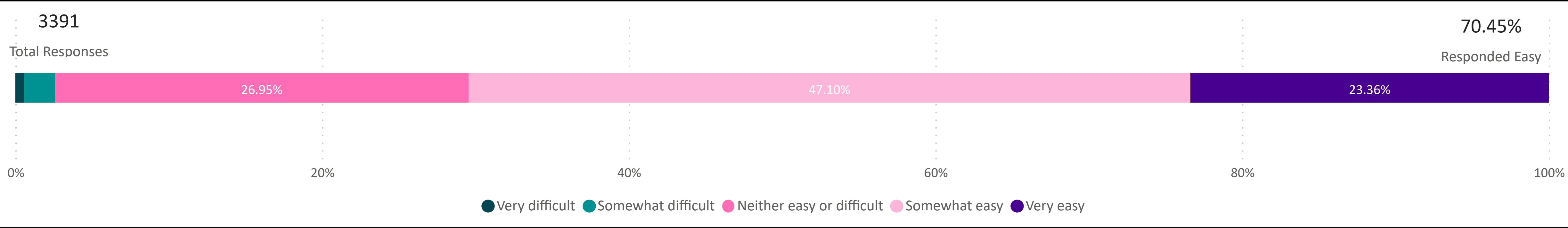
Registration engagement session

D&I engagement session

Q7. Will reducing the number of Register parts be an improvement to the current structure?



Q8. How much would this change make the registration information we publish on our website more easy or difficult to understand?



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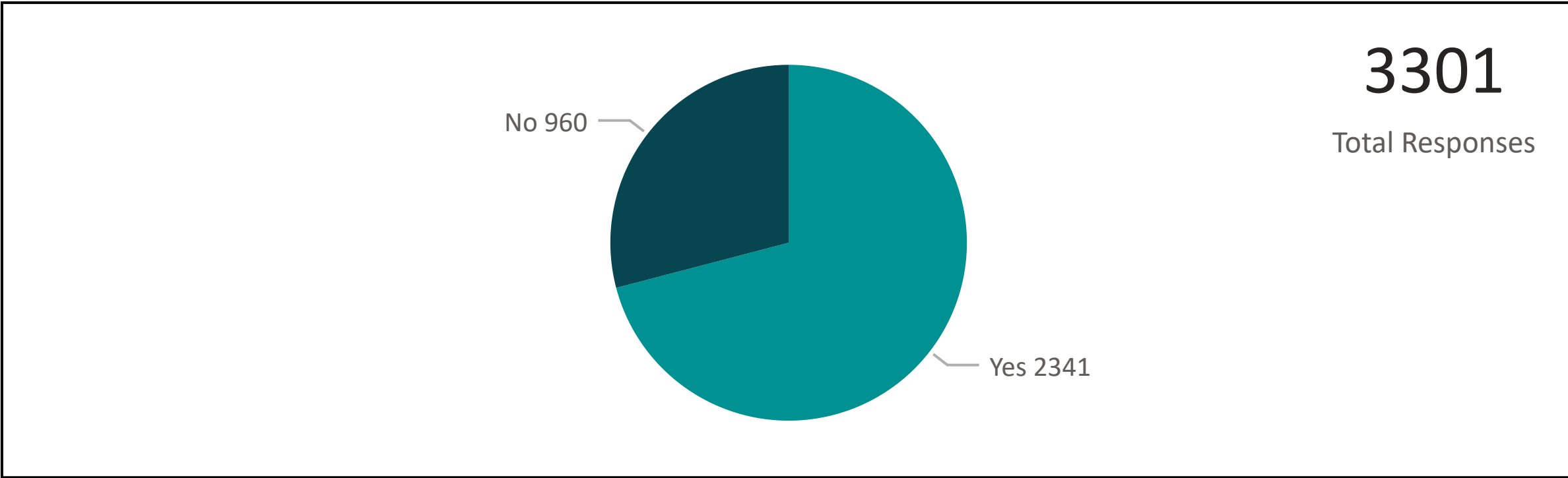
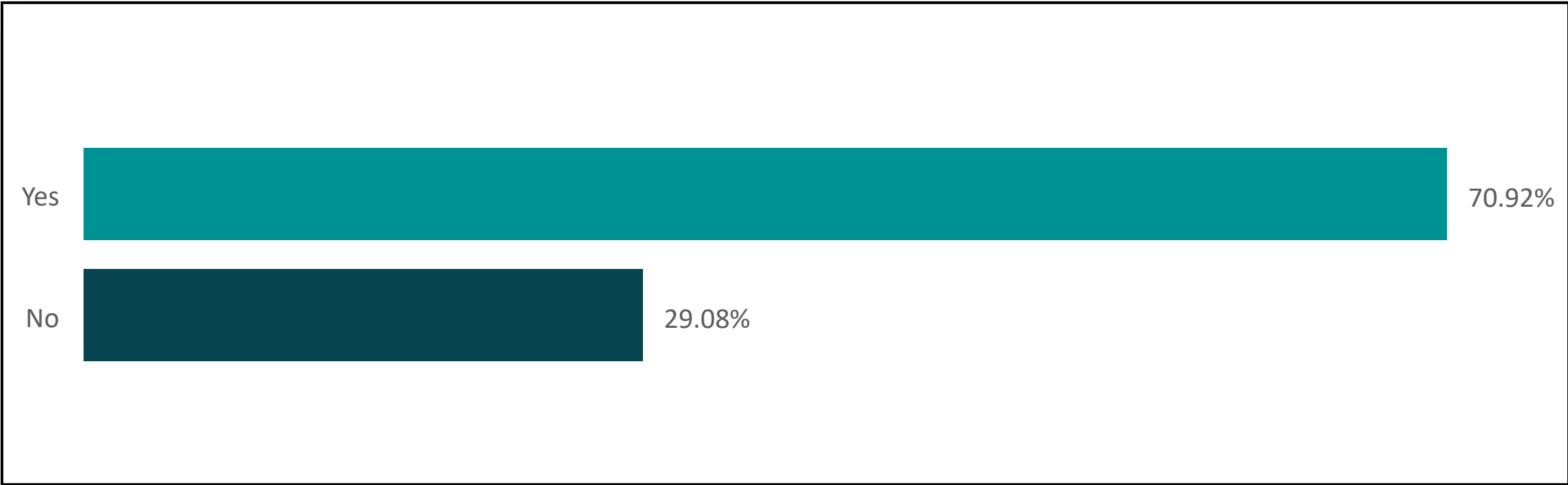
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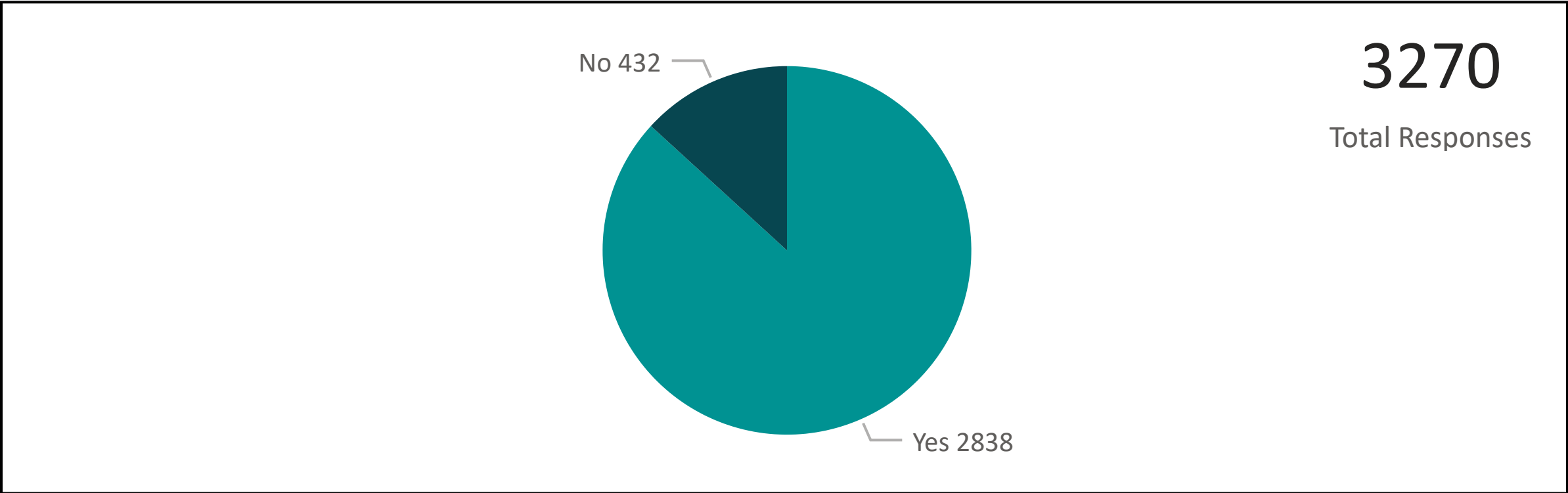
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Q9. Will the proposed new structure help to provide a more flexible approach to how care is delivered?



Q10. Do the proposed five new Register parts accurately describe these workers?



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Q11. Does this proposal have an impact on or for equality issues?

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after school care is been linked to early years and the service we deliver is different. from this

As far as I am aware no.

As long as the fee charged is relevant to the income of those workers and does not unfairly impact on lower paid workers

As some job roles in social services are not included, this can impact those workers' sense of their job being valued and may lessen the priority given to accessing them to training and qualifications.

By providing an increased equality of access to and understanding of information.

Can't see any reasons it would impact on equality

Can't see any impact

Can't think of any

Childcare workers will all be seen as the same regardless of grades

community care or outreach cover many differences and schedules and those that are led by the family support needs or their chosen activity needs

Definitely

Didn't see any issues with equality

Difficult to say with certainty, dependent on access to learning and other factors

Do not think so

does the proposal ensure that all adults working with children have the necessary skills and knowledge in working with children who have suffered from Trauma and abuse. Training required at very different levels of social care needs to be specific and is in danger of not providing children with equality.

Doesn't seem to

Don't know

Don't see why it should - clarifying who works with who seems logical.

Don't think so

Don't think so reduces areas

Don't think soMakes it easier

Don't believe so

dont know

Don't know

Don't see it

Don't think it will

dont think so

don't think so

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Q12. Do you see this proposal having an impact on or for any other areas?

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Absolutely not, I am of the opinion that anything which makes the process quicker and easier the better

Again don't think it will

Again hard to say that this stage.

All those registering with SSSC should be treated all the same unlike as now the Early Years are not.

Areas

As above

As above it doesn't not give importance to all tolls within childcare.

As above, one of the main challenges of the current system is the pedantic nature of some of the job categories. If the proposals are as clear cut as they appear it should have a positive impact particularly in those instances where the job description & remit does not match with the current registration category.

As Deputy Manager there was no part for me to register on the registration,so after 15 years being on the register I am now no longer registration

As someone who has numerous queries about qualification having less categories will I assume mean, there will be less information about registerable qualifications and one of the outcomes of this might mean more queries for yourselves.

Aware the qualification levels are quite different within the social care worker proposed register so I would be interested in seeing how that was being approached. I presume individuals could still apply to multiple registers as we have workers in day care and residential joint services

Believe these proposals have great potential for a positiver impact on all areas

Cannot see any

Can't think of any other areas that the proposal will impact on at present

Clearer definition of what people's roles are & can be seen by public

Daycare of children should have their own register part and should be separate from early learning and childcare as we care for children aged between 4 and 16 years which is very different than 2-5 and requires a much more varied set of skills and knowledge

Depends if other areas of care services are to be included in registration of staffs e g
Community Justice, Secondary School Support Assistants etc.

Difficult to comment as I am uncertain the five grouping actually are - the presentation above could mean several possibilities. I THINK it is social workers, student social workers, inspectors, social care workers and early years but only because that makes five.

Do childcare students need mentioned?

Do not knoe

Do not know

Don't know

dont know

Don't know

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Q13. Do you have any other comments on this proposed change?
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adding social work assistants to the register

All the areas now are very confusing less may make it easier

All. Holstein up until 18 should be cared for and educated by registered workers. Support staff in 3-18 education settings should also be registered with a registration body.

Although I have been required to answer yes or no to questions on this page, I do not know enough to really be sure - I would have liked to have had a "don't know" option. I am particularly interested in another part of the consultation - CPD.

Anyone working in residential childcare are currently registering with SSHSC not SSCYP why would this change? Also there is many voluntary services working with CYP who do not need to be registered at all this should change and pupil support assistants in schools do not need to register or gain qualifications I think they should at least have a level 2

Anything that continues to improve the quality of our service delivery and staff continuous development is a good thing.

Anything that makes registration easier to understand is good

Anything that simplifies things is welcome.

Anything that speeds up initial registration then re-registration can only be a good thing

Anything to make it easier to stay registered and making sure people do training that is required

Appears to be a change for the better & will make it easier for applicants

As above

As other services are being identified as part of the care industry it would need to remain an ever changing picture possibly when a service is identified it is then added.

As we are out of school care, it does worry us that we will be classed as Early Years, we don't work to a curriculum and operate in a different manner.

At the moment when moving between levels of job (e.g. From nursery assistant to practitioner) you need to change your registration. It would be helpful to not have to worry about this.

Brilliant idea - will make everyone's life so much easier and help me to assist people in registering, checking our organisation's staff are registered correctly, make it easier when staff change services within the organisation. So much better and I am really hoping this change goes ahead!

can there not be a different sun heading for the different sectors under day care of children so would still allow people to move into different roles as if moving to work with a different age group would need to inform SSSC anyway as likely be another setting.

categories are too vague and there should be a dont know option for questions above

Challenges have been getting the qualifications in childcare settings, particularly for care at home services- the qualifications are primarily adult awards (practice qualifications- SVQs) that can be difficult to evidence in a childcare setting. Challenges finding the award through external training providers make for a more complex system.

Change seems to me to be ongoing however people are still slipping through the net both as recipients and care givers I do believe some changes need to happen to safeguard both halves of the equation

Clarifies which register part a member belongs to and so helps navigating relevant information for that member

Clea identified parts. Less need for multiple registration with the same part of the register.

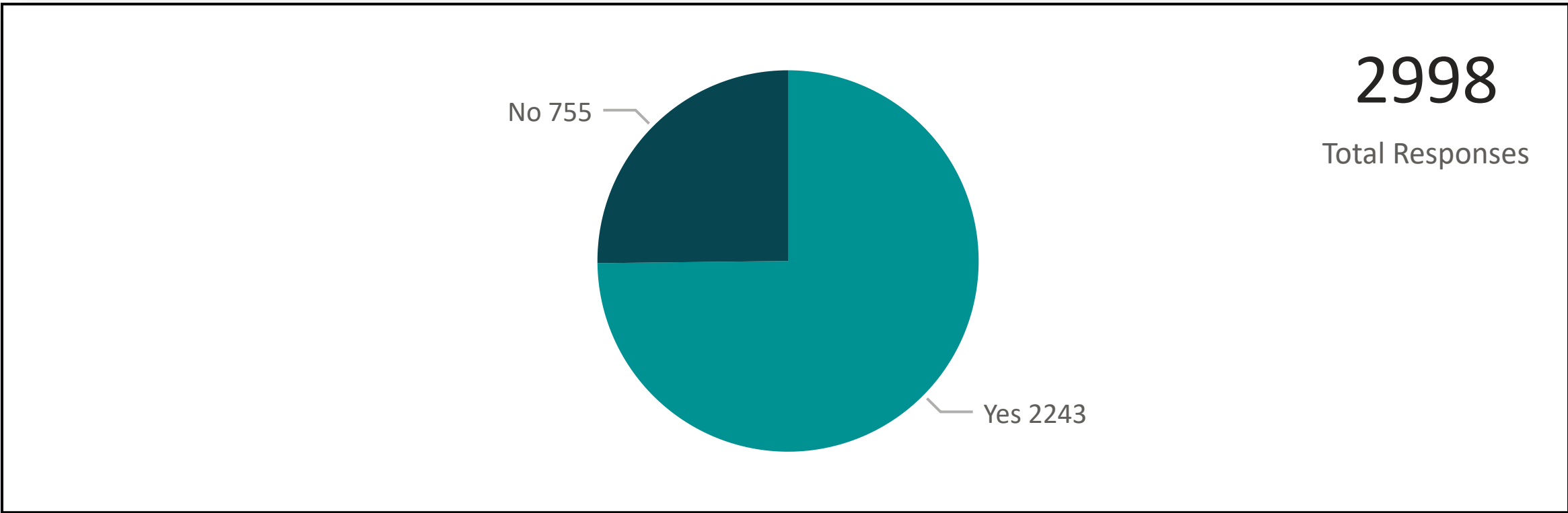
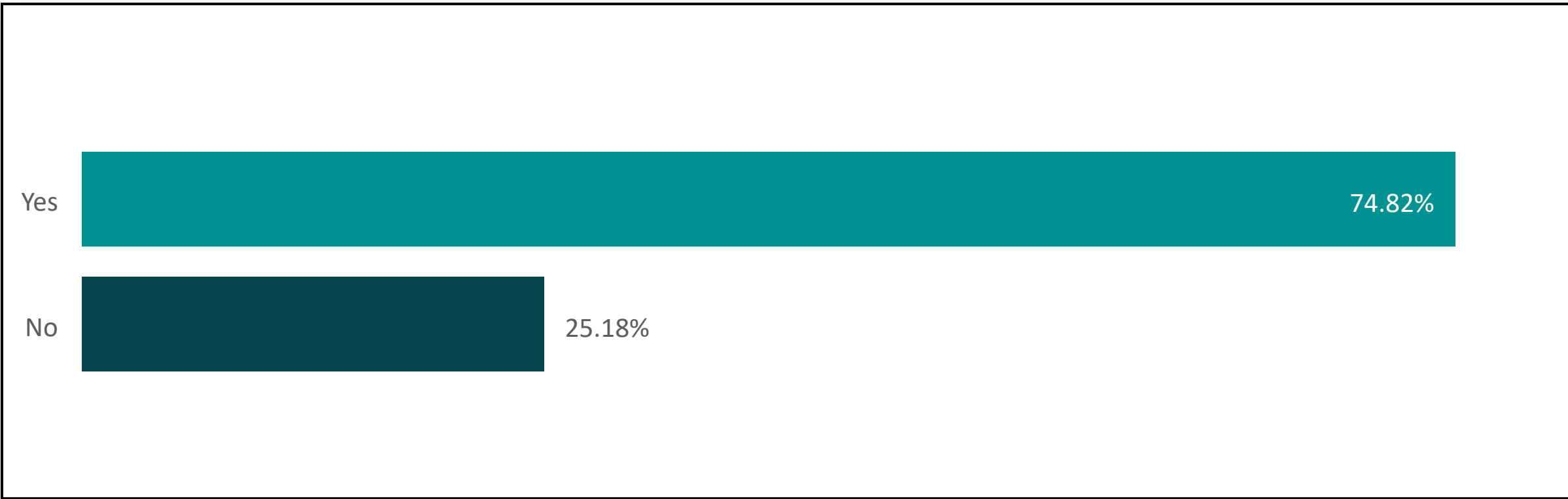
clearer and easier to find relevant information

community support is quite different from residential support and the new categories do not reflect this

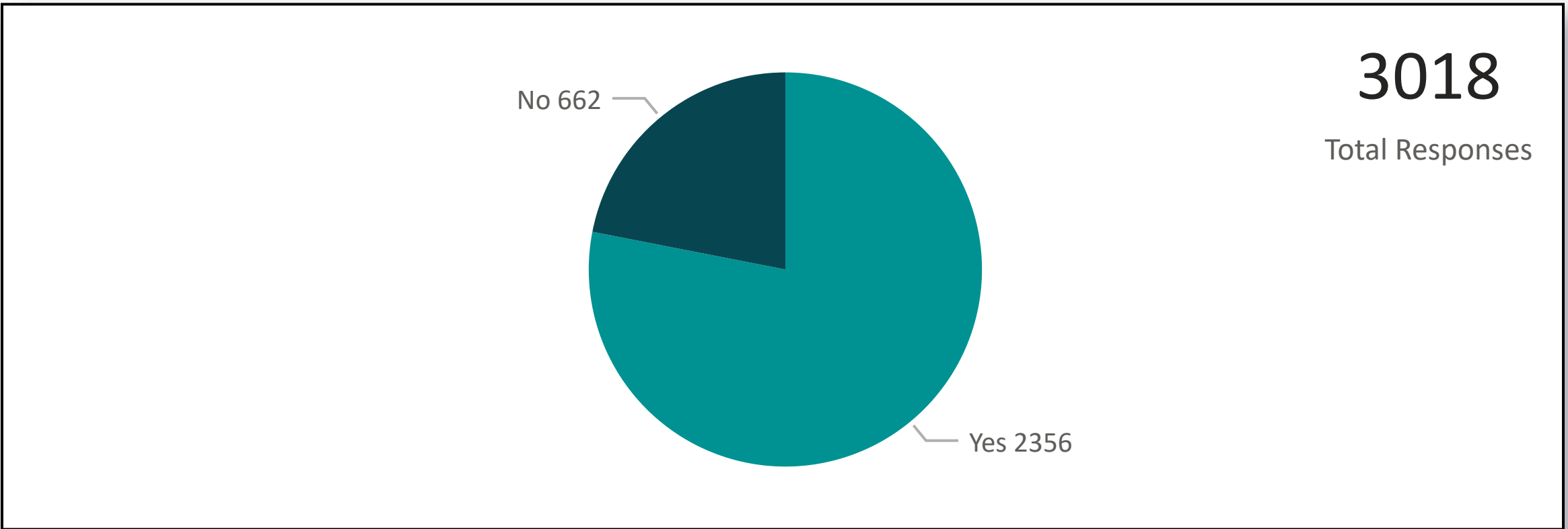
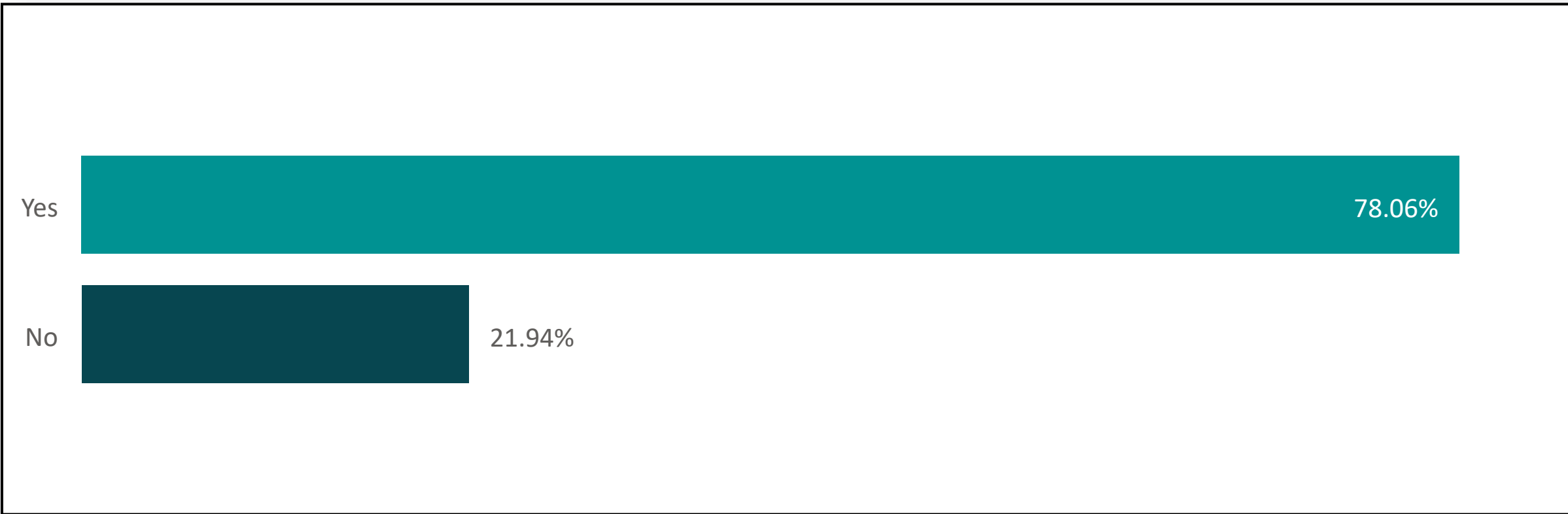
consider other transferable skill sets such as degrees, diplomas, certificates

Dav care for adults is not included anvwhere

Q14. Will changing the regulations make it easier for employers to comply with the requirements?



Q15. Is three months after starting in their role an appropriate timescale to require workers to apply for registration?



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Q16. Does this proposal have an impact on or for equality issues?

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A few of my colleagues don't like/can't do online access so it is a problem for them and could be seen as unequal. Some very skilled workers have left because of the SSSC online.

Affordability. Employers are not responsible for employees registering. Many employees need to pay the fees themselves and three months may not give majority of low paid social service workers to get money. Option of monthly direct debit may help ease financial burden, especially when many employees are facing increased cost of living costs with little or no pay increase.

As long as access to a computer/tablet and relevant tools are made available for all applicants

As long as those with additional support needs can get the support they need is the 3 months

At the moment, the deadline is 6 months and throughout covid the deadline was 12 months - there are a number of people who therefore may have longer to apply than others or a sudden requirement to apply in comparison to others.

Believe not

Could do especially if you have individuals who have criminal convictions etc to disclose. Sometimes the time to collate all the ifnformation required can take a while.

Could do, need to assess any specific areas of personal understanding.

Depending on when funding is available or courses begin it is not the fault of the individual if this can not be carried out within 3 months.

Digital access/skills to be able to apply online is not a given for all staff.

Don't know

Don't think so

Don't believe so as those struggling financially should still have received a salary within this time frame

dont know

don't know

dont think so

Don't think so

Don't think so.

Equal

Equality issues

Financial implications for new workers with lack of funds at early stage of employment.

financial situations for family carers, those paying for own qualifications, those underpaid due to low band scales, those as head wage earner -

FOR

For equality

For equality - new workers should be held accountable to the same regulations and standards as current members of staff.

for equality issues

For some people struggling financially, they might struggle to get the money together to pay for their registration within three months.

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Q17. Do you see this proposal having an impact on or for any other areas?

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3 months is an acceptable timescale. However, issues with staff receiving contracts that confirm their employment - either temporary or permanent - can take longer than 3 months to be in place. This can impact on ability to register with Sssc. 6 months is probably more realistic.

3 months is too short for someone ‘new to childcare’. They may not enjoy the job and leave after or before 3 months. This then becomes a waste of money.

Appropriately qualified staff employed

As a manager, I don't foresee the reduced timescales as being a helpful development.

As above

As an Agency the staff chose which jobs they want to do, we have one staff member who has only covered 2 sessions of 3 hrs in a year. We are not guaranteed regular work.

As care is overstretched and very understaffed, this may put people off applying the sector more.

As long as enough staff are able to process the applications timeously.

As long as the SSSC have the time to complete new registrations and do it quickly. I would worry that it might take longer for them to get back to people about their registration which would then leave people unregistered through no fault of their own.

Asking people to register withint hree months may cause you more work in the long run, as there will always be a a certain amount of people leaving the sector which may skew early data. Will people also be entitled to a refund of their fees if they withdraw from the register say after working in the secotr for 4 months. eErhaps this is already a problem.

Being tied into induction processes could help.

Can take sssc up to 3 months to process

Capacity of Qualification providers- could be faced with a surge of candidates who have potentially not even been fully inducted and not ready to undertake award.

Carers

Change can be difficult but it’s also a good thing & if everyone has plenty of notice to the changes then it gives people time to adapt.

Cost

Could impact on a persons ability to start their post if they have not registered

Could impact positive a lot of area

Councils require evidence of registration before starting as a social worker.

Difficulty in recruiting staff and it's application to temporary workers

Do not think so

Don’t know

don't know

dont think so

Earlier detection of unsuitability

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Q18. Do you have any other comments on this proposed change?

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3 months is a good amount of time and allows for a trial period in the post.

3 months is acceptable but this means that employers will have to support those new to the workforce to understand responsibilities and make application, SSSC role and code part of induction process. Which would be a good thing

3 months is an adequate period of time to register

3 months is before the end of our 16 week induction period however as long as made aware at the recruitment stage then 3 months should be sufficient for employee to get a feel if job is for them and be commit to registering. This will help reduce late applications/delays which have on occasion impacted on employee being able to work and impacted negatively on colleagues/service.

3 months is suitable and a priority so that they can be suitable vetted

3 months is too short because there are mandatory trainings to complete after employment and busy work schedules plus life work balance otherwise, life will be stressful.

3 months isn't long enough, I feel it should be kept the way it is already.

3 months isn't soon enough

3 months it too short a timescale for people starting out in the social care sector.

6 months is more appropriate as it reflects and is comparable to a probationary period.

This allows people to start their new job and decide if this is the appropriate career for them.

3 months would be better for services for new staff to comply with regulations and the ones who want to be in the job seek the appropriate qualifications

6 months

6 months is a good period of time

6 months would be more appropriate. In 6 months people can change their minds and leave the care system. This is not an easy work, it requires special skills, a lot of learning and professional development; however, the profession is considered low skilled and definitely it is low paid. Being overworked and low paid makes people leave the system fast.

A rational suggestion ,as long as the requirements are doable and proportionate.

A register by local authority area of bank staff might be a good idea., especially those that are qualified in some area

Absolutely agree with this, however my concern is if this something that can be sustained. During the pandemic, the SSSC extended the period of time practitioners had to register with the council to 12 months. Although this was in support of the sector, why was applying for the register not a priority to ensure the protection of service users. Is three months a time scales that can be committed to? Perhaps the changes to registration will aid both the application and processing times.

Agree six months is too long to wait

All staff that require to be registered for their post should be registered sooner, rather than later, pending their qualifications. i feel this would make them more accountable.

All workers should be on register before working as this protects the vulnerable groups we care for

Allow for a probationary period to pass before having to register.

Although it is both the employer and the new staff members responsibility to ensure registration. I find that some employees don't understand this process clearly enough.

Another good idea. There is one issue that I can see that some temporary staff might be hesitant.

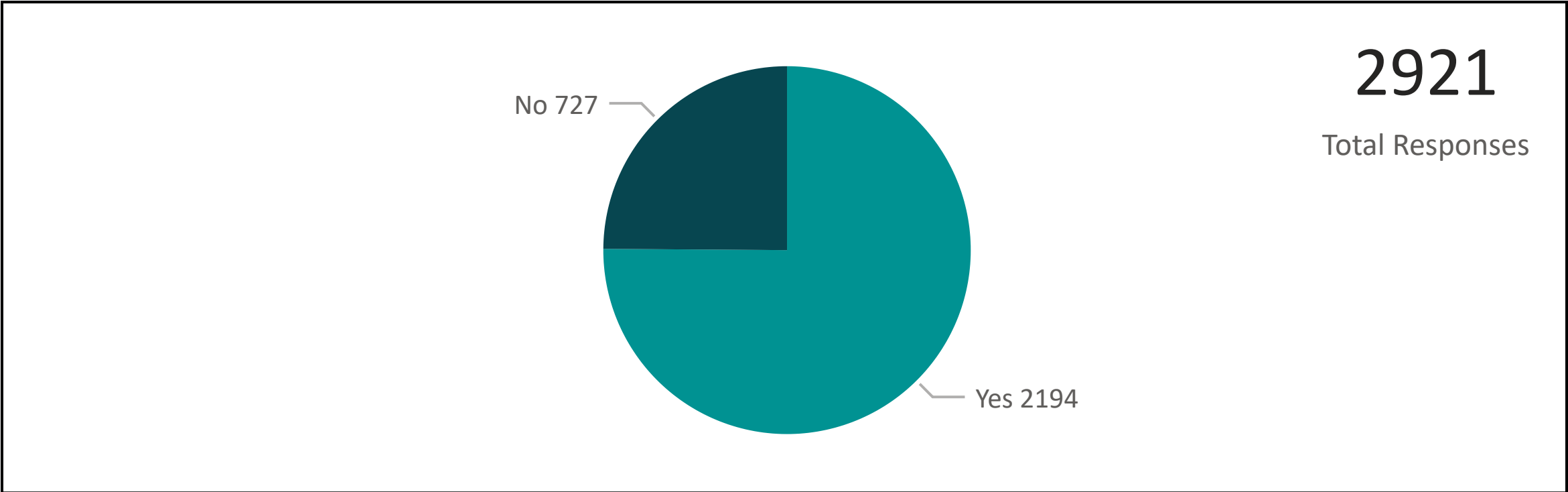
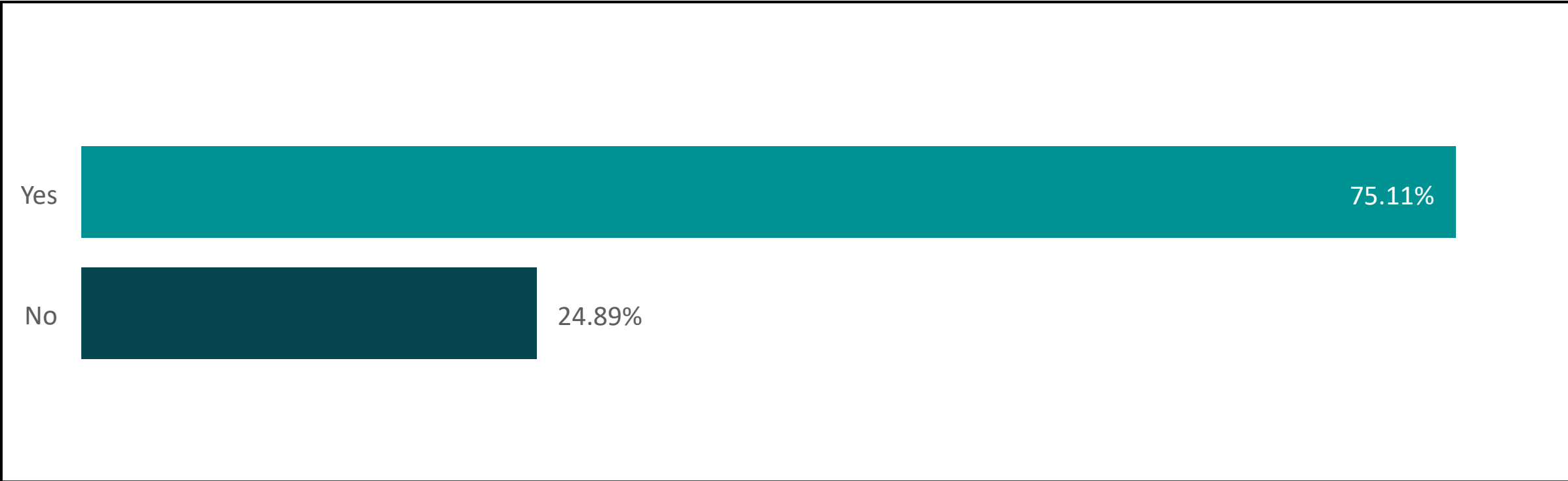
Applications should be made sooner, as soon as someone starts in a role. 3 months is too long.

As above

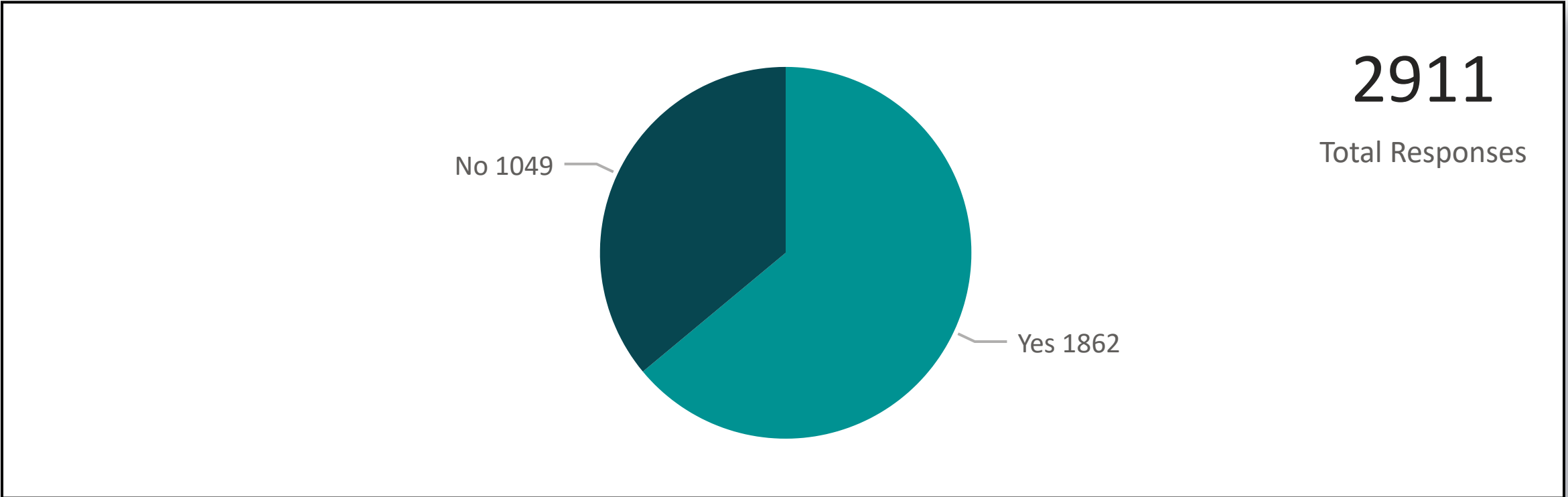
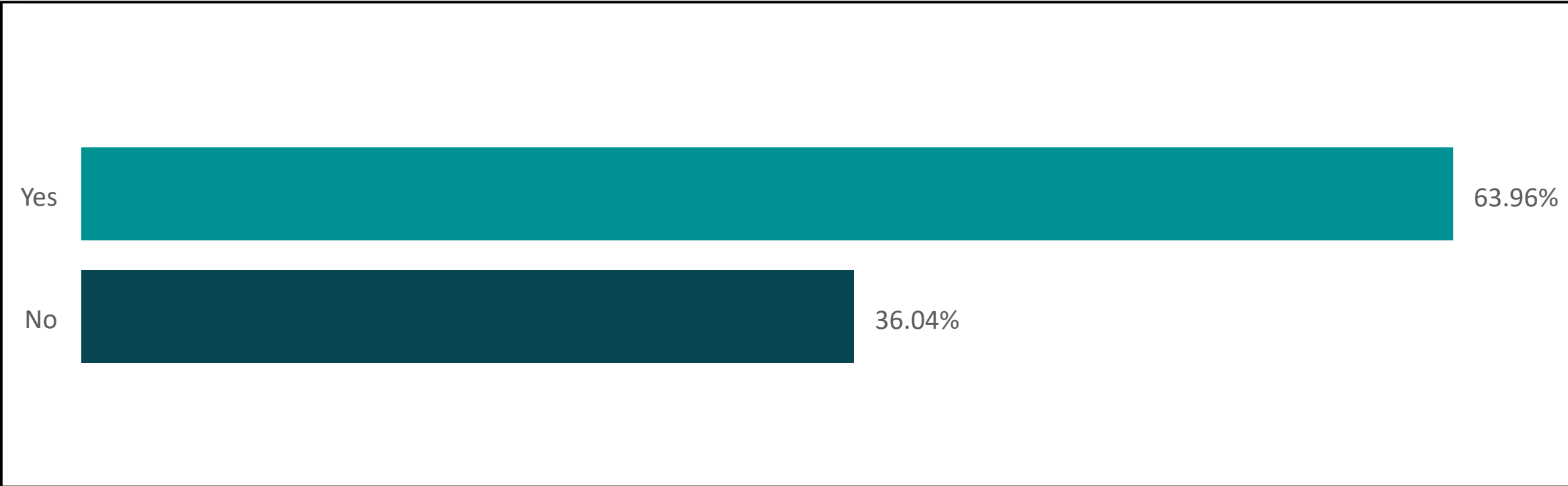
As above.

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Q19. Should the public Register on our website show the level of role someone is carrying out, such as manager, supervisor, practitioner, support worker?



Q20. Should the public Register online show whether someone has the qualification for their role or not?



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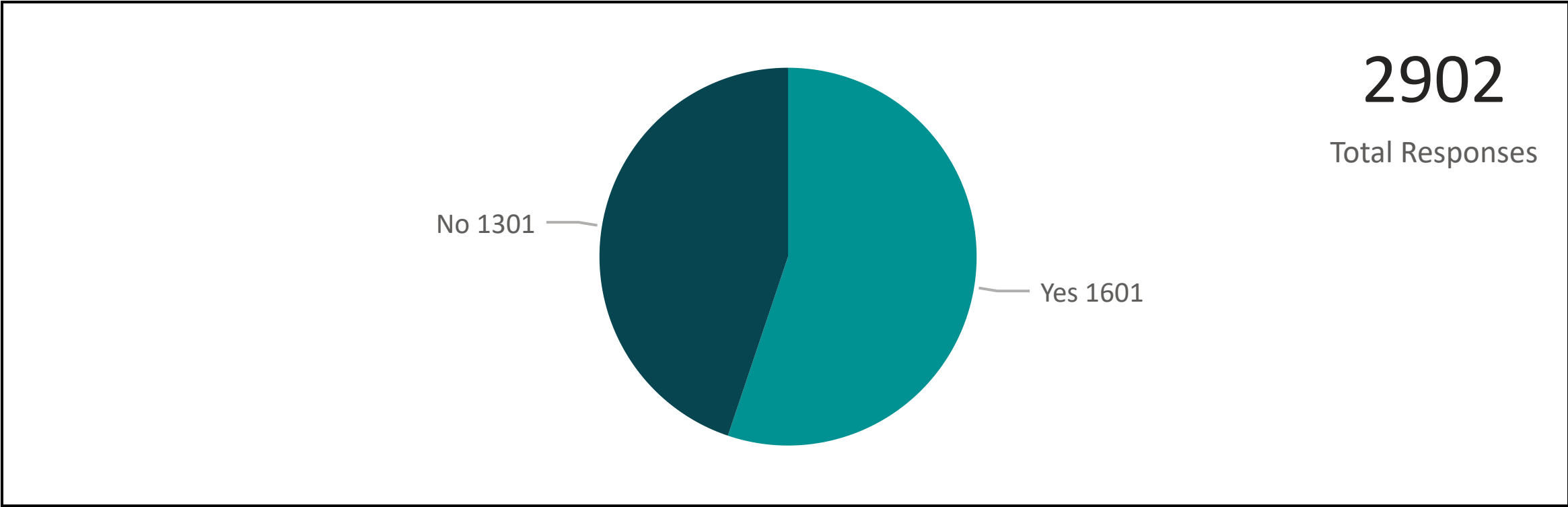
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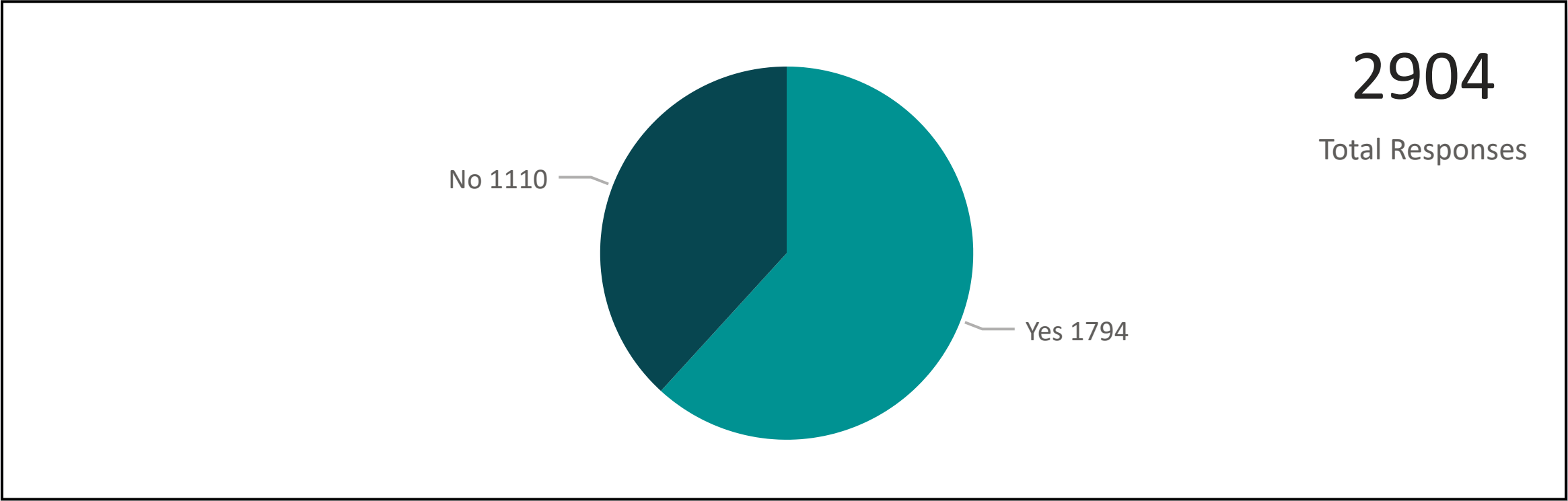
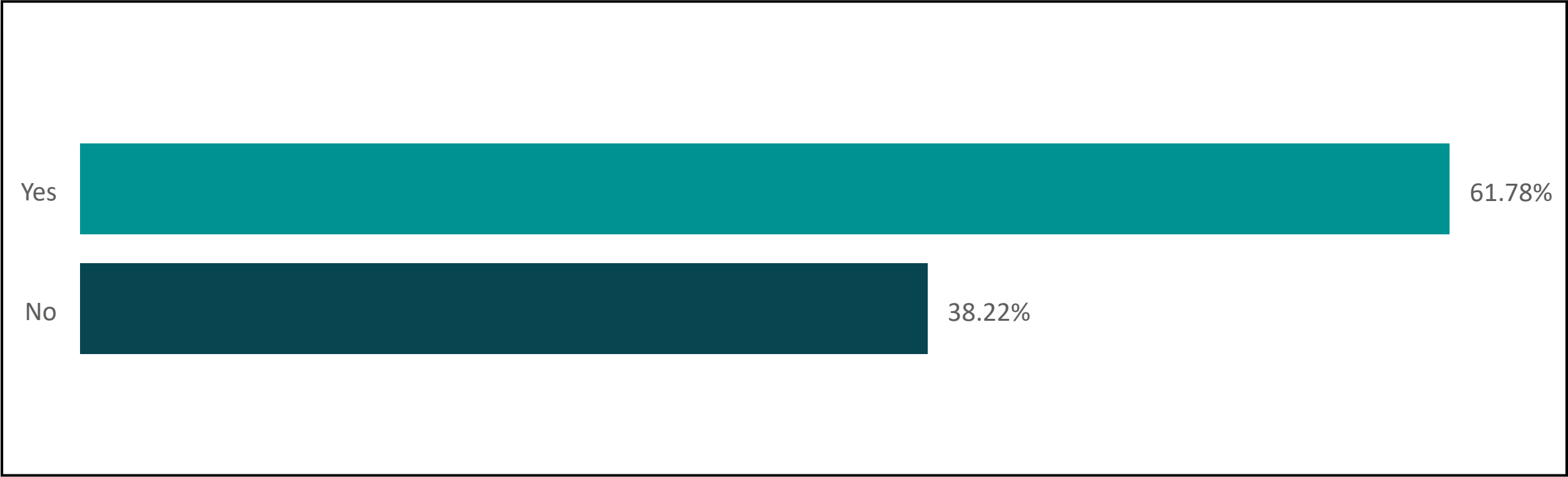
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Q21. Should the public Register online show fitness to practise warnings and conditions, that are currently on a separate area of the website?



Q22. We are considering publicising information about additional practice qualifications registrants may hold, for example mental health officer awards and practice teaching awards.Should the public Register show if a registrant holds an additional qualification?



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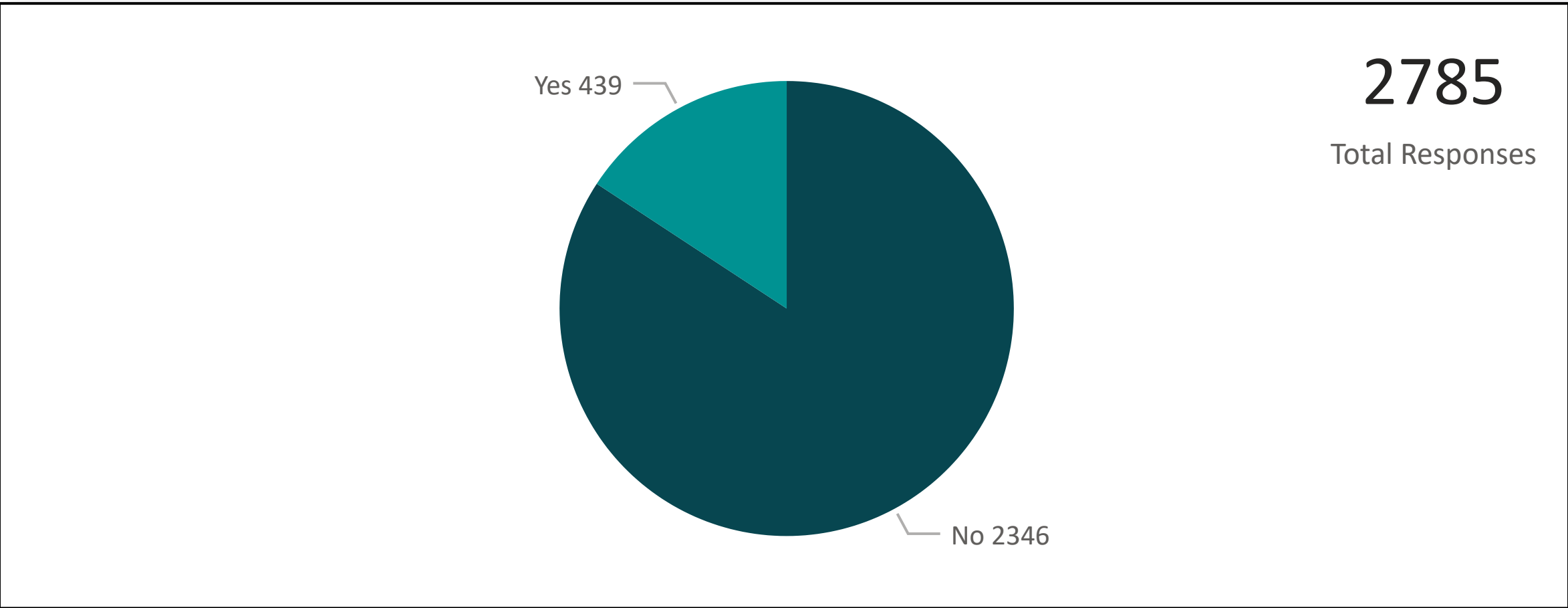
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Q23. Should any other information be shown on the public Register online?



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Q24. Does this proposal have an impact on or for equality issues?

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A peer support / support worker should only have their own personal details available to view in event of risk of safety to a service user

A workers fitness to practice may be called into question but once examined be unfounded or inconclusive but the person will be labelled if it is on display. I would urge caution in this respect.

An impact on human rights and equality - this sort of information can not be found on any other public register

As a manager I can already check a potential new employees SSSC status and as part of our recruitment we obtain details of their qualifications etc so don't see the benefit of making all this public. Parents and carers could question a staff members qualifications over another's where both are equally able of looking after a child

as long as it is the same information for all no matter the sector or the role in and we are all aware of this before hand i can not see why.

As long as there is opportunity for all to access additional qualifications. For example private nurseries might not be able to send staff on courses out with their budget.

Basic privacy issues. No company can force employees to do this - Linkedyn is a personal choice.

Basic rights breach

Believe not

Community work Qualifications and qualifications similar to social work qualifications

Could have by showing the above information people may be treated differently because of their role

Creates more equity

Definitely we are human beings synthesis of contrary qualities matter and spirit which are always at war. even identical twins have different traits. Everyone is unique and there people who do not like to go public.

Different countries have different qualifications and they are not always understood and appreciated. On the council cpd , none of my qualifications were options on their list. It looked as though I had no qualifications at all.

Don't know

Don't think so

Don't think so.

Dont know

Don't know

dont think so

Don't think so

Early years must be defined more clearly in order to make this work. E.g

Manger

Senior practitioner

Practitioner

Registered with requirements

Ease of access and simplicity of understanding add to the equality expected within a democratic and accountable society.

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Q25. Do you see this proposal having an impact on or for any other areas?

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- A right to privacy, GDPR
- Additional information (qualification etc) can be displayed internally in the service.
- Advertising qualifications etc. Could impact on those who are paid on a salary scale
- again PA who are currently NOT registered but may have practice issues with a variety of employers where they have left . Can new employers find this information anywhere .
- All too complicated and off putting
- Although additional information may be helpful in a professional capacity, some workers may not want service users and/or families accessing any additional information about them in any form.
- As above
- As above.
- As long as the information shown is clear and concise and not open to interpretation it should have no impact except to satisfy those who may search the information out that a person is as qualified as they say they are. It should then be a reassurance
- As qualifications and requirements are subject to continuous change it is unrealistic to maintain this as a public record and may cause stress to the individual therefore services will loose staff. It may also be that qualification QA will be reduced to push staff through if there is a shortage.
- Care is required about what information is published. Defining what is an appropriate or relevant additional qualification is complex. Additionally individuals should be able to choose if they wish additional information about themselves published. If it is decided to publish additional information on registrants, this then creates an unequal position where some do not wish information published and others do, calling the validity and helpfulness of publication into question.
- Care is also required from a staff protection perspective given the sensitivity of the areas of work where many social work and social care staff are employed.
- Carer could be better matched to demands of the service.
- Challenges if stakeholders question the qualification levels of workers- many reasons why unqualified workers are recruited, but may not contribute to public trust and confidence in services should there be a focus on qualifications of workers at point of registration
- Child protection social workers would not want the public to be able to access information about them due to the nature of their work
- Clearer guide to staff’s ability to practice
- Concerned about increase in personal information being in public domain when other approaches could safeguard and protect rights better whilst also ensuring transparency and ability to check suitability. I also have concerns about SSSC ensuring this information is up to date
- Concerned about my own data protection and confidentiality
- Confidentiality as not every person forced to register wants their details published for everyone to see. This should be optional, with employers asking those questions.
- Confidentiality depending on what information is accessible by others.
- Confidentiality for registrants

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Q26. Do you have any other comments on this proposed change?
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Your not important but you think you are

Yes, Give consideration to Scottish University Graduates. Just because someone obtains a qualification level that the SSSC accepts that does not mean all those with such qualifications will be good employees. We know through Social Media that some employees are unfit to work with vulnerable service users even with professional qualifications. Yet the SSSC rejects Scottish University Level 10 qualifications leaving many Graduates in deep feelings of despair and who often are left asking themselves why did I even study at a Scottish University?

Yes any post qualifying awards that are relevant should be included

Will extra qualifications shown include those which are not considered to be recognised for registration purposes? If not, why not?

Will be easier having all information in the same place

Whilst the public should be aware of fraudulent people acting as a professional consideration to GDPR particularly regarding warnings etc

Whilst not necessarily appropriate for the public, this information may be good to have within an employer’s section of the website, whereby employers / organisations can log in and look for staff who may be working for them as agency and / or any potential new staff. Whilst we recognise this information is vital to ensure people receiving a service are protected and are not at any risk with any potential worker, we also question why the public need to know this information? The public should uphold trust in organisations to employ appropriate staff, with their own safeguarding and robust recruitment procedures.

While having the best qualified/trained staff working in social care. I don’t think such things should be public. People are stressed, stretched. this information on a public domain is so demeaning to staff. This sits quite uncomfortably for me. I’m saying this as a person who has had no warnings, have achieved all my qualifications and more. But I would still feel anxious about this.

Whether or not a case is pending should be shown. I personally know of at least two former members of staff where I used to work who were reported to SSSC and dismissed from their employment but it took literally years for the SSSC to deal with and in the meantime their SSSC record was clean but it did not reflect the concerns raised and proceedings pending. It is for this very reason that I personally have no faith ion the SSSC to ensure those working in care provide the highest standards

Where employed could be shown.

Where does it fit in the health and social care agenda that is being forced on us?

What's the objectives of these changes, would erode confidence in workforce showing don't have required qualifications. Too much information makes it confusing.

What benefits do SSSC see in making this additional information public?

We support this proposed change as a means of ensuring public confidence in the care and support we provide, including a sound knowledge that people are operating within the roles they are skilled and competent to undertake.

We have concerns about the level of information proposed to be published on the public register. It may cause issues in service delivery where service users or their families may refuse to have a worker with warnings or conditions attached to them. It may cause issues with trust.If a worker is deemed fit to be on the register we do not think it is relevant to disclose their conditions or warnings. This information should be available on the employers area only

We believe that the additional register information being consulted on may only be appropriate and useful for employers rather than the public. The logistics connected with updating additional qualifications would make this challenging to keep up to date. Concern about providing qualification information to the public. There would need to be robust guidance so that individuals categorise themselves appropriately.

We would also propose that it would be helpful for the public and prospective employers if the name of the person’s current employer was noted on registration information. This would need to be monitored and updated by the individual if they change employer so could be problematic if not kept current.

We all need to keep it simple, yet robust.

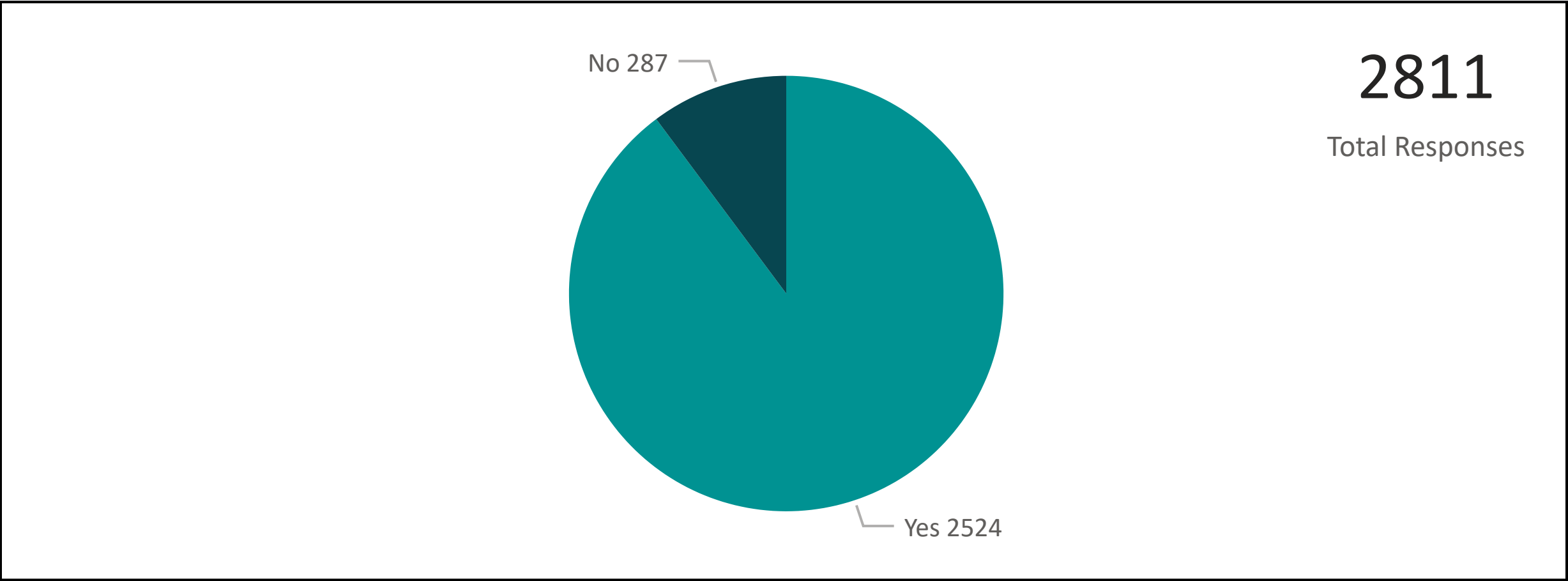
Frontline carers have proved themselves invaluable, but over bureaucratic procedures could be a disincentive

Value working with the elderly as much as any other role.carers have alot of responsibilities and need some understanding of this.

Unsure if the public should have the full detail of all fitness to practice letters. A summary of the main points may be sufficient

I Insure

Q27. Will removing the need to renew registration be an improvement over the current requirements?



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Q28. Does this proposal have an impact on or for equality issues?

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| No

again some people wont be truthful

As before so long as communication is clear to people from all backgrounds, where English is not first language - no.

As long as the declaration information is short and maybe more indepth if changes has taken place in that year. Eg. New establishment, role or promotion as we have already disclosed all relevent information registering

As long as various communication methods for this are taken into account to ensure all staff have access easily to do this.

As previously stated

Believe not

Can impact on people who are in poverty or in-work poverty and can't afford registration.

can see no reason how this could impact

Can't think of any

Could be better

Depends on how onerous/ complex this proposed annual process is, and could unfairly affect registrants who may have been on long term sick leave etc.

Do you still have to submit continued learning if so yes, there migjt be a time issue foe some people.

Don't know

Don't think so

don't know

dont know - why is this question being asked?

Don't think so

Easier not having to renew 3-5 yes but make any changes at annual payment of fees

Fair

FOR

for equality issues

h

How does it impact on people who come in and out of the profession ??

I

I believe removing the 3 or 5 years renewal may have an impact on training being completed.

I couldn't say.

I do not think so

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Q29. Do you see this proposal having an impact on or for any other areas?

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| No

A benefit for staff/employers

A positive impact.

An impact for

An improvement if targets qualified individuals

Annual registration is not required for teachers, NHS staff etc. They are a 3 or 5 year cycle. Annual registration could be onerous for registrants. Would annual registration also mean additional costs to a workforce that is already predominantly low paid and part time workers? (social care workers and ELC in particular)

As above

As long as applicants responses/changes are checked then no

As long as it doesn't lead to applicants not achieving necessary qualifications.

As long as organisations are run effectively and report malpractice when they need to it's ok.

In social care i am aware of managers not reporting suspensions to SSSC and also if a person has a few suspensions they continue working.

As long as there is no additional cost!!

At times of high recruitment this places greater demand on training providers, with the level of provision at times limited therefore having a clearly defined requirement urges employees and employers to forward plan on a workforce, rather than individual basis.

Believe not

Can only be good

Can't think of any

Can't think of anything at present

Difficulty getting staff to pay fees

dont know

don't know

dont think so

Easier

Easier for registrants

employers need to become more accountable.

in house training need to become recognised and counted and accountable.

Encouraging people to continue professional learning

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Q30. Do you have any other comments on this proposed change?

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£25 annual fee should be scarped.

A change for the better and sounds like an easier more seamless process

About the annual fee,We should get 2 or 3 days warning if we forgot to pay the annual fee instead of automatic suspension.

About time!

agree good thing much easier

Agree with it.

agree with proposal so long as it is clear what annual registration (CPD) requirements are

Although I haven't had to renew yet as I am fairly new, I do feel this would be a benefit.

An annual declaration of charge would be an improvement on the current need to register every 3-5 years.

An annual declaration seems to reduce the burden on regrants (a good thing) while maintaining up-to-date information

An annual declaration will be a lot quicker to carry out rather than reapplying every five years

Annual fee should be removed unless told changes are needed . Should be q case of only paying the fee once nto every year qs its very expensive for workers who are not paid well

Any declaration would have to be endorsed by a manager

any move that reduces admin but maintains safety is a positive measure.

As above

As above I feel it will lead to an increase in registration fees which will have an impact on low incomes

As long as it was properly kept updated with any changes in registration, I think it is a good idea.

As long as registrants fill out a declaration, when paying their fees, stating that they are keeping their training up to date. i.e. e-learning courses that require to be done on a yearly basis etc.

Auto renewal would be much easier

Better to be a continuous registration

Brilliant idea - means more regular 'check-ins' by staff, prompting updates and therefore more accurate information.

By introducing this it will reduce the time spent by Personnel Teams ensure renewals are made etc

Can create greater burden for employers to provide times for people to their CPL, space and systems to evidence this learning. Would like SSSC to be able support this with a system that auto records peoples CPL on a portal that provide access to CPL materials and makes it easy for people to do CPL and evidence their CPL records. However using the system should be voluntary so people can record in what ever way is best and easiest for them to meet the CPL criteria. There needs to thoughts around the costs to access the additional CPL training requirements to ensure affordable for employers in terms of money and time to complete.

care needs to be taken that the annual process doesn't become laborious - record CPD declare no changes or any changes and click

changing to annual declaration would stop a registrant leaving a role yet still being registered for the remainder of their registration so the register would be more accurate which is better

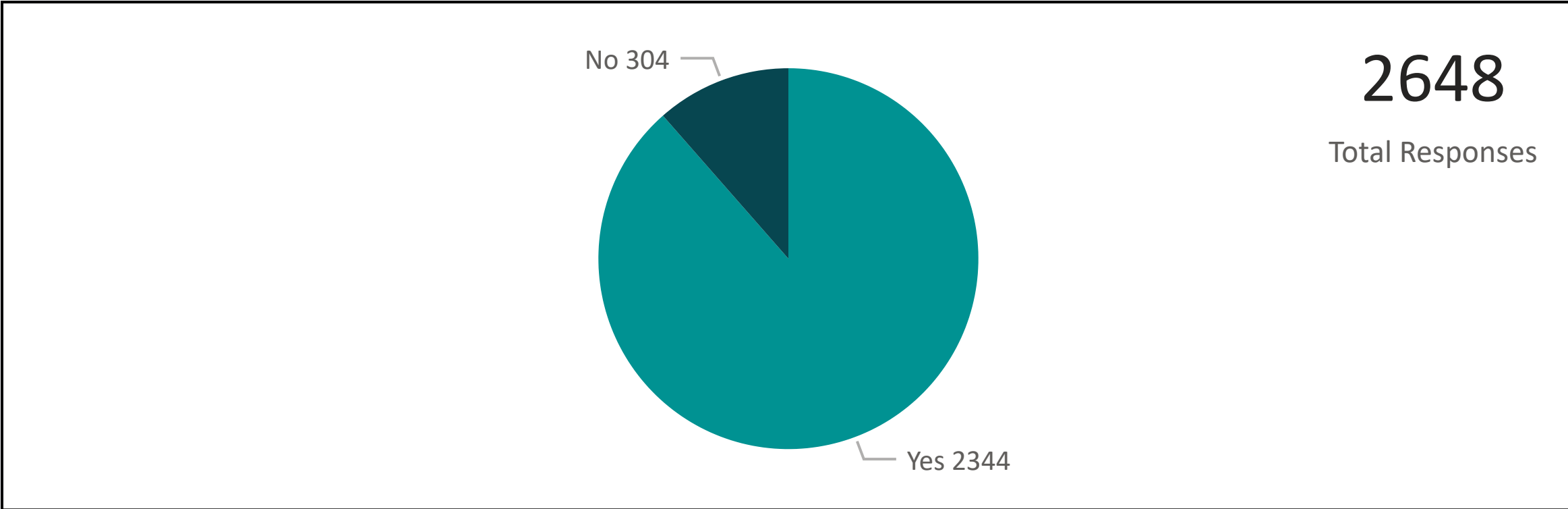
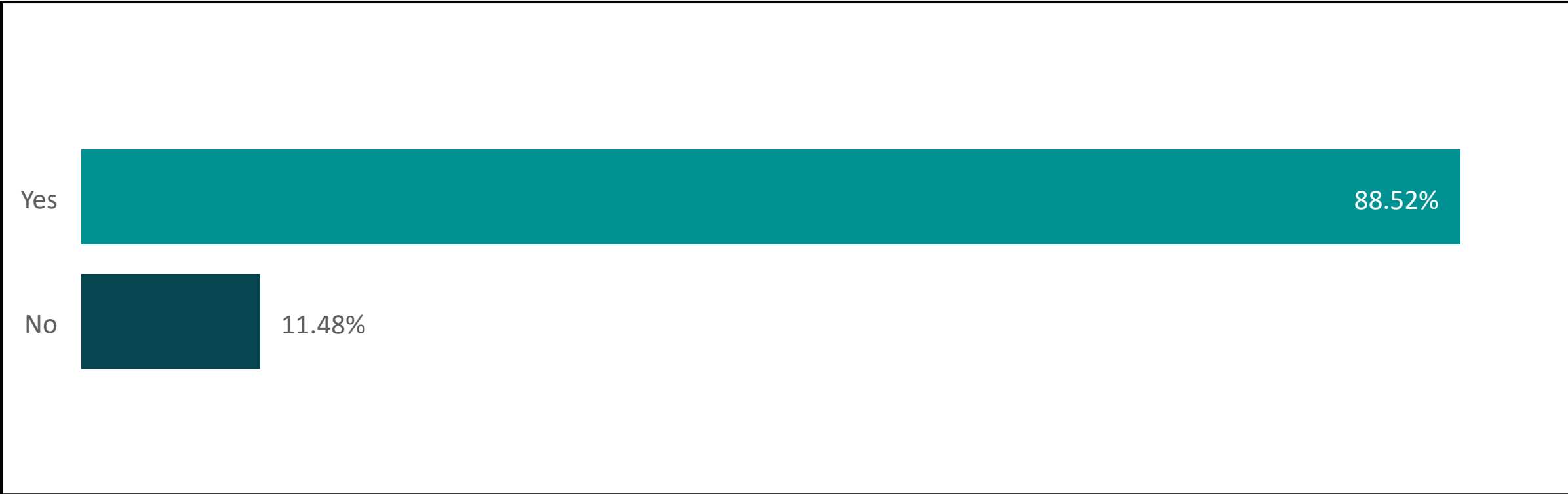
Communication between employers and SSSC on this will be important eg when registrants annual 'renewal' and declarations are due

Continual registration isn't the best uploading appropriate certificates when achieved should be enough and re-register of a role changes

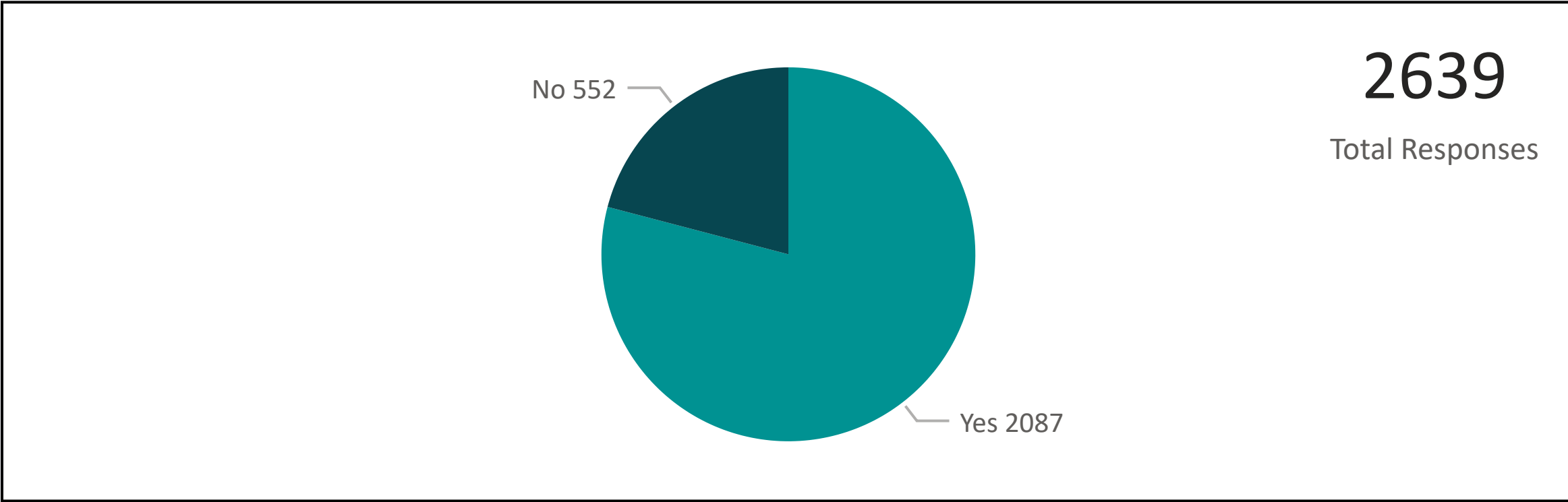
Continuous registration would be a preferred model for more people

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Q31. Should the SSSC be more flexible and accept SVQ units gained in adult or childcare settings for registration in other roles?



Q32. Should the SSSC develop a new SVQ qualification that would support individuals to work across different roles and settings?



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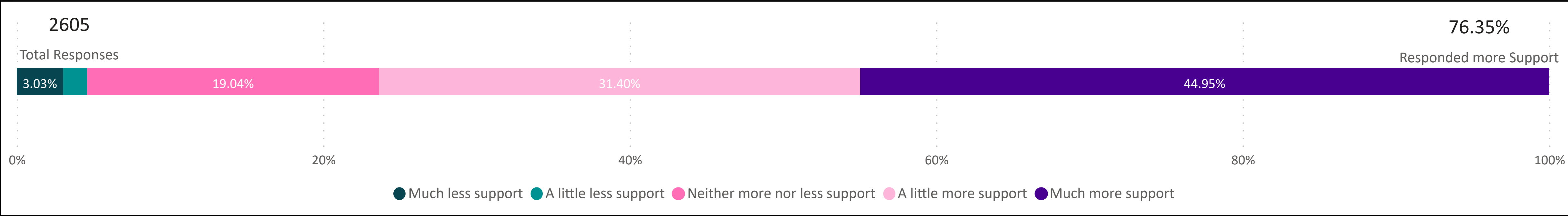
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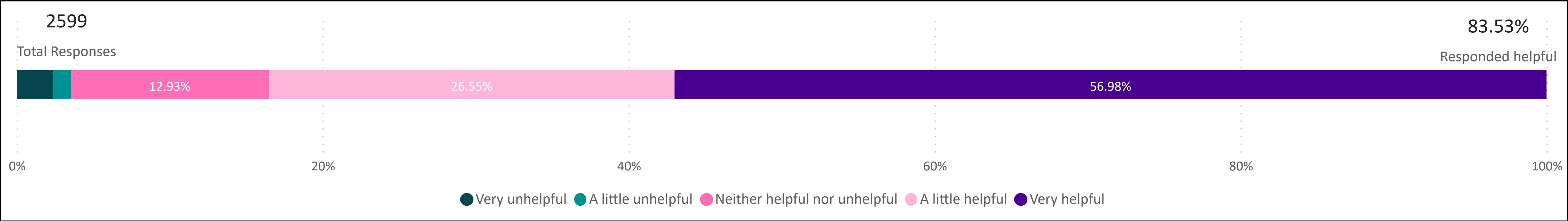
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Q33. How much more or less would qualifications that are accepted for different roles support new models of care?



Q34. How helpful would qualifications that are accepted for different roles be to address recruitment and retention pressures in the sector, especially in remote and rural areas?



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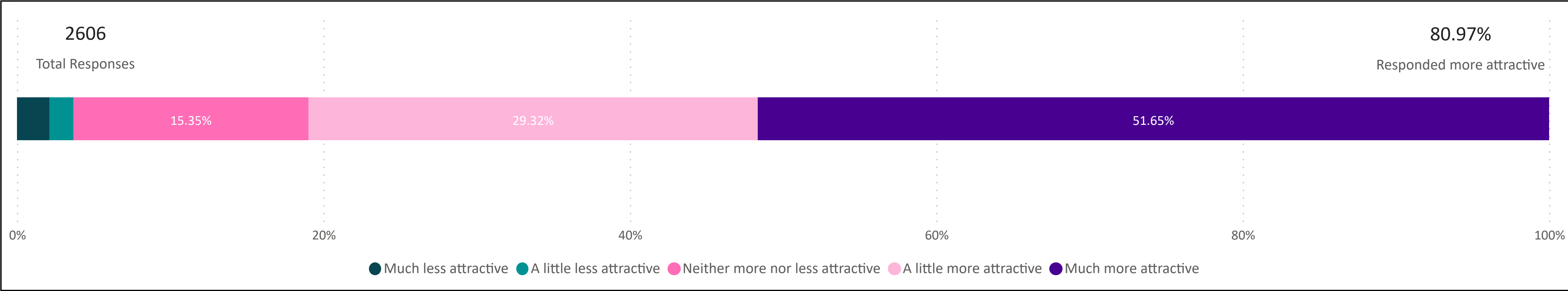
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Q35. How much more or less attractive would a career in the sector be if qualifications were accepted for different roles?



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Q36. Taking into consideration our key principles and criteria that underpin all

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1st aid training

Specialist training e.g. in Epilepsy management, oxygen, tube feeding etc

A basic digital skills qualification would be an advantage and an incentive for people who are able but reluctant to adapt to this increasingly significant mode of communication.

A diverse set of qualifications which can demonstrate that the person is passionate about being devoted to the profession, help people and respect the authority with responsibility. For Eg a person mag have a normal degree but have much additional qualifications showing knowledge about care, living a healthy life, optimistic approach, never giving up attitude. Qualifications with personality skills play marvellous role in care jobs as it plays a mental impact on the recipient.

A good standard of education is an achievement and for example I have a degree in microbiology and biochemistry which indicates at least good numeracy and literacy but it is totally ignored which I find strange and insulting

A main qualification or working towards with modules to complete to adapt to other roles to demonstrate transferable skills

A qualification for the set job is needed. It is unhelpful if a person has a degree or qualification in a specific area but has no idea what the new job entails or the rational behind it.

A Work placement qualification similar to an NQT year.

Accept qualifications from other countries and not change the rules and force a member of your register to do more qualifications because you have change the rules

accepting qualifications not necessarily related to the care sector will be a great move in attracting new employees.

However, further basic training should be introduced.

This is particularly my own situation and so for many others, I know.

Addiction worker qualifications.

Adult social care and Early Learning in Childcare are very different roles and require specially qualified staff. making the qualifications suitable for both roles may dilute the knowledge

All company learning modules should be accepted

All formal qualifications should be taken into account

All practice based qualifications should be included from SCQF level 2

All social care workers ought to be qualified to the same level making a workforce that has totally transferable skills so that when there are shortages in one sector people can step in. I. Personally have advocated for this for about 20 years, so glad to see the penny has finally dropped with those who can affect change

an entry level qualification may be appropriate but this would impact on recruitment difficulties which the sector is currently facing

An overall consideration of someone's qualifications/history would be helpful to see if they could do the role they are seeking to do.

An SVQ as part of your induction for registrants.

any formal qualification that involves care. even a nursing qualification if someone wanted to transfer

Any health or care related qualification - even if there was an on-the-job component a manager had to sign off on.

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Any health related course such as HNC or HND degree

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Q37. Does this proposal have an impact on or for equality issues?
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Absolutely you could have a total different career if u wanted
Adding qualifications listed in #34 will greatly increase employability, diversity and recruitment options. Simply opening roles to other social care categories will not have a big effect on employability or recruitment and it may have a negative impact on quality
All persons qualified to the same level should be treated equally and thise needing to update training should be supported within the setting to do so
Allowing existing, relevant qualifications to count towards different care groups will help people who need to change jobs to continue working. Often people in care jobs don't earn much and this could ease poverty for some by both enabling them to change jobs but do extra work for other agencies.
As before - ensure info clear for all, people where English not first language.
As per previous point what would you recognise for qualifications done outside UK. Especially if you are mapping to svq level would they have equivalent points rating?
Being more flexible should have a beneficial impact for equality.
Believe not
Change welcomed. May make it easier for people to upskill and reskill for different areas.
does sound like someone could move more easily between sectors but not sure?
Don't know
don't know
dont think so
Equality is very important and always should be in place.
Except where staff may have a disability such as dyslexia where they struggle to complete coursework.
Expecting a specific level of qualification across a workforce may be indirect discrimination due to expecting all workers to achieve the same level, but this is not the case in reality.
Fair
FOR
for equality issues
Greater flexibility is bound to benefit people who have unusual career trajectories
Hopefully it will make it easier for everybody with qualifications and experience join this register
Hugely how can someone who has trained for caring for elderly in care honestly for example be able to work as an EYO in childcare? Its a slap in the face for those who have studied for their chosen profession. I personally think its a dangerous move which will alienate alot of professionals.
I am not interested in qualifications just do the minimum necessary for register ... for those on a career path it would be good I'm sure
I do think that it is a good idea however I don't think it is fair that workers have had to stress to complete this qualification within the time scale

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Q38. Do you see this proposal having an impact on or for any other areas?

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A good theoretical knowledge and understanding of child development as well as good practical experience is essential for any new staff coming into Early Years education. New staff need to be dedicated and fully understand the importance of their role and the impact they can have on a child's first experience in an Early Years setting.

All areas including social education, flexibility in job roles on offer, retention and depth of experience by staff would be exceptional.

Although this may support more people to work in the sector, people d see Hoyle really be trained and experienced in the sector they are working on.

Particularly around the employer ensuring people are appropriately trained and inducted - especially if qualified in another field/sector.

As a training provider there are staff who do not upskill themselves or practice new ways of working as they feel that they have a qualification already even if it is old, not current, not relevant to the sector or age of children working with.

There is a huge difference in working in early years, with school age and young People and older adult clients. Very different knowledge, ways of working and practice needed.

As above

At the moment within an early years setting all staff must be registered with the SSSC. Recruiting staff that are needed as classroom assistants or additional needs assistants is very difficult as they have to have or be working towards a qualification. This does not reflect the pay scale difference between them and a childcare practitioner who has the same qualification. At times there are many people willing to take on those roles but once they know they have to do a childcare qualification it stops them.

Bei g more flexible should be beneficial in other areas.

Being flexible with the type of qualification, learning mode and time scales will help to recruit and retain staff.

Believe not

Can only see a positive impact

care of the elderly.

Childcare worker have to know about care and education, core skills are vital however a level of specialism is required.

colleges university buy in and workers on from graduation or holiday work

Concern about the specifics around the accepting of certain qualifications for other roles.

Concerns regarding resources for delivery of new qualifications.

Could put extra stress on local college and could be difficult for those in remote areas where it is difficult to get into town to attend college (along with extra flight or ferry or accommodation costs) and also poor internet coverage.

Cross sector working is very common especially in oosc as many of my staff have 2nd jobs in elderly care or care at home for children but these staff have to complete SVQ's or HNC's for both organisations.

Don't know

Don't know

Dont think a qualification in early childhood education should be transferable to social care or social worker

dont think so

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Q39. Do you have any other comments on this proposed change?

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A care degree would be good as proposed some time ago.

A degree of flexibility around qualifications for certain non-statutory Social work functions, might be helpful for service design, when there is a shared value base and transferable skills. However, traditional Social work training and identity should be recognised and not be limited to statutory work - Social Workers need protection of their societal roles and value.

A fairer more flexible approach to qualifications may help to retain staff in the social care sector if able to move more freely from differing areas without the need and expense of requalification, especially in such a low paid sector.

A WIDER RANGE OF ACCEPTABE QUALIFICATIONS MAY MAKE RECRUITMENT EASIER AS IN CURRENT TIMES RECRUITEMENT IS VERY DIFFICULT IN THIS SECTOR.

about time that the changes were made

Add trainers to the register. Not all trainers or nurses who classify themselves as trainers are fit to do the job. This needs looking at as well.

Again, I would like other courses from open university to be counted when looking at qualifications.

All areas should be considered if a person has a degree in caring for children this should be taken into serious consideration and those people should be registered without conditions

Allow more flexible post changed within the SSSC frame

ALready Staff is recruited based on the qualifications more streamlining needs to be done.

Alternative qualifications may be quite individual and need discussion

An experienced, qualified care worker should have the skills to adapt to other care roles

Any qualifications gained should be relevant to the role, therefore, a new SVQ qualification that covers a number of roles would help with recruitment and give individuals more flexibilty to work in different areas.

As a after school club. Where I am only working 5 hours a day as manager . I find it very frustrating thati need the same BA qualifications as a manager of a early years . They are on 40 hours per week. We are not open as long and BA is tailored to early years and find it unnecessary where playwork is co corned

As a middle age lady with no qualifications when I started in care 7 years ago - when it became a requirement that we had to register and have a minimum of SVQ 2 to continue in care,I sought and paid for my qualification myself. I enjoy my job, I believe I am a very good Carer and having the qualification has not changed that. I struggled academically to do the SVQ2 and if I was to do any more, I would have to change jobs - how many more people does this apply to? Qualifications are fine for people wanting to climb the career ladder but some of the best carers I have worked with have no intentions of climbing that ladder and would also struggle academically. I don't think we should be penalised

As a service who has children as young as 3months and Young adults from 16-25 year olds with staff working across all the settings this would support us massively.

As above

As above.

as an older employee with only a few years to work I don't want to do another svq

As long as the individual has the correct training behind the qualification in order to meet the job role.

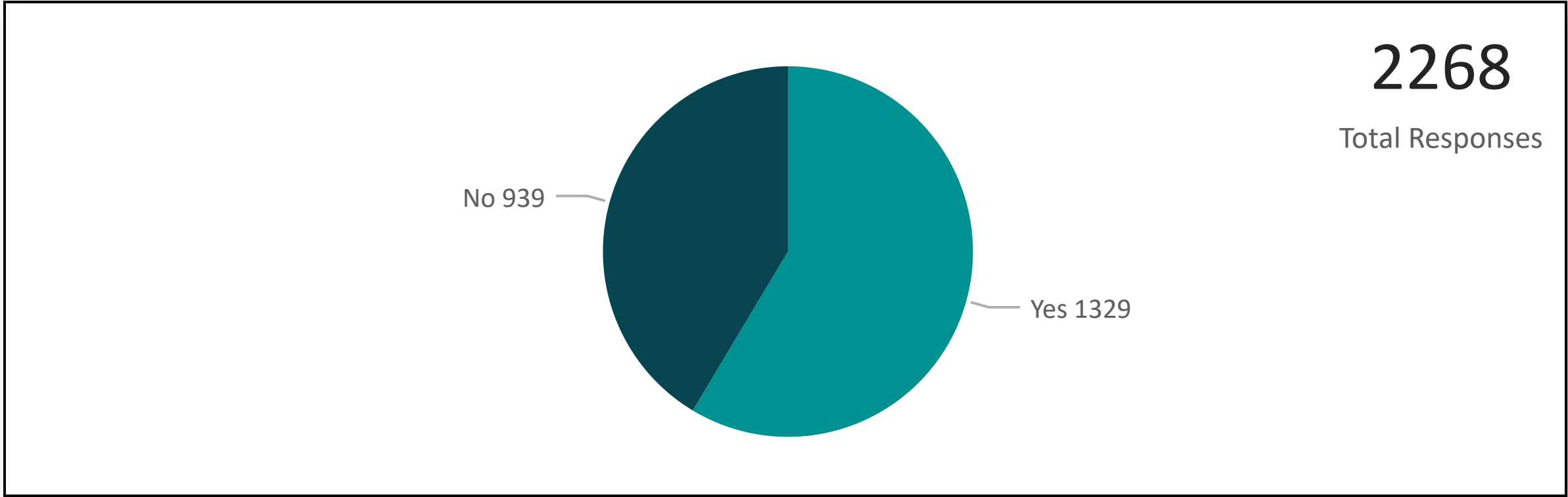
As long as the proposed changes does not have a negative impact those already undergoing their SVQ . Also to map across core skills is all well and good but it is important to obtain the occupational competence , That would also need to be assessed,

As long as the qualifications are relevant and able to be updates as necessary.

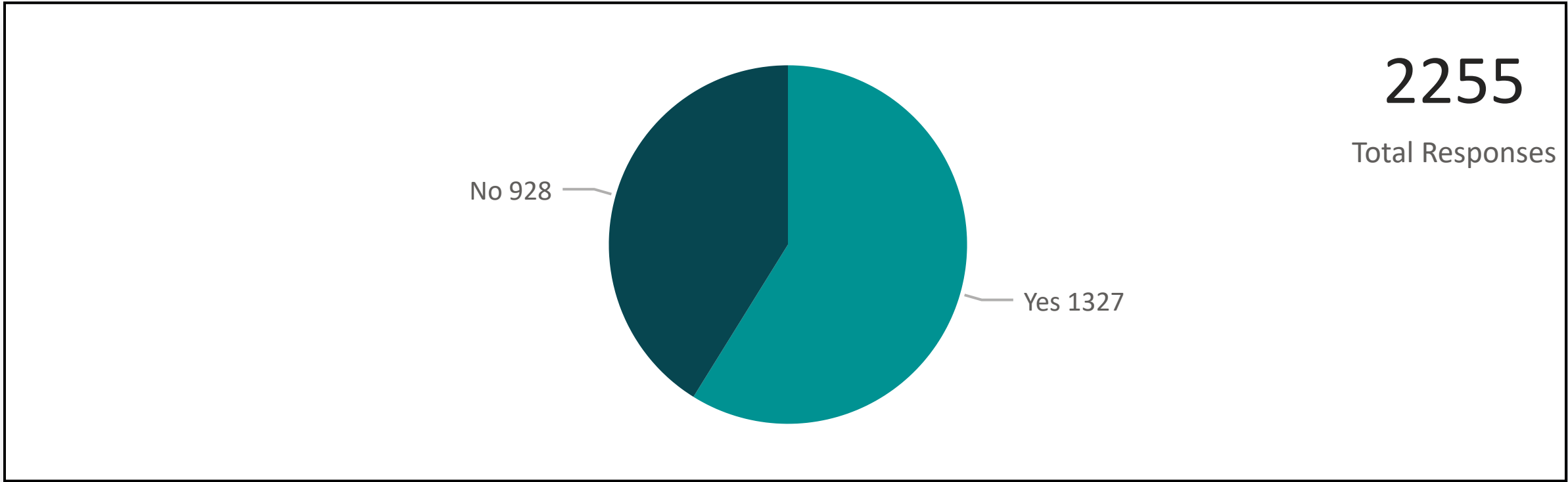
As SVQ is based on work practice, I'm not sure how an SVQ qualification developed by the SSSC is possible as the worker would need to move to different areas to gain the practical experience? Unless this was delivered with placements through college.

As SW is a generic qualification, I think further acceptance of SVQs across sectors would be helpful. I'm not sure another SVQ is required. More commonality in units across the awards and acceptance of these would help.

Q40. Should the qualification requirement for support workers in housing support be at SCQF level 7?



Q41. Should the qualification requirement for support workers in care at home be at SCQF level 7?



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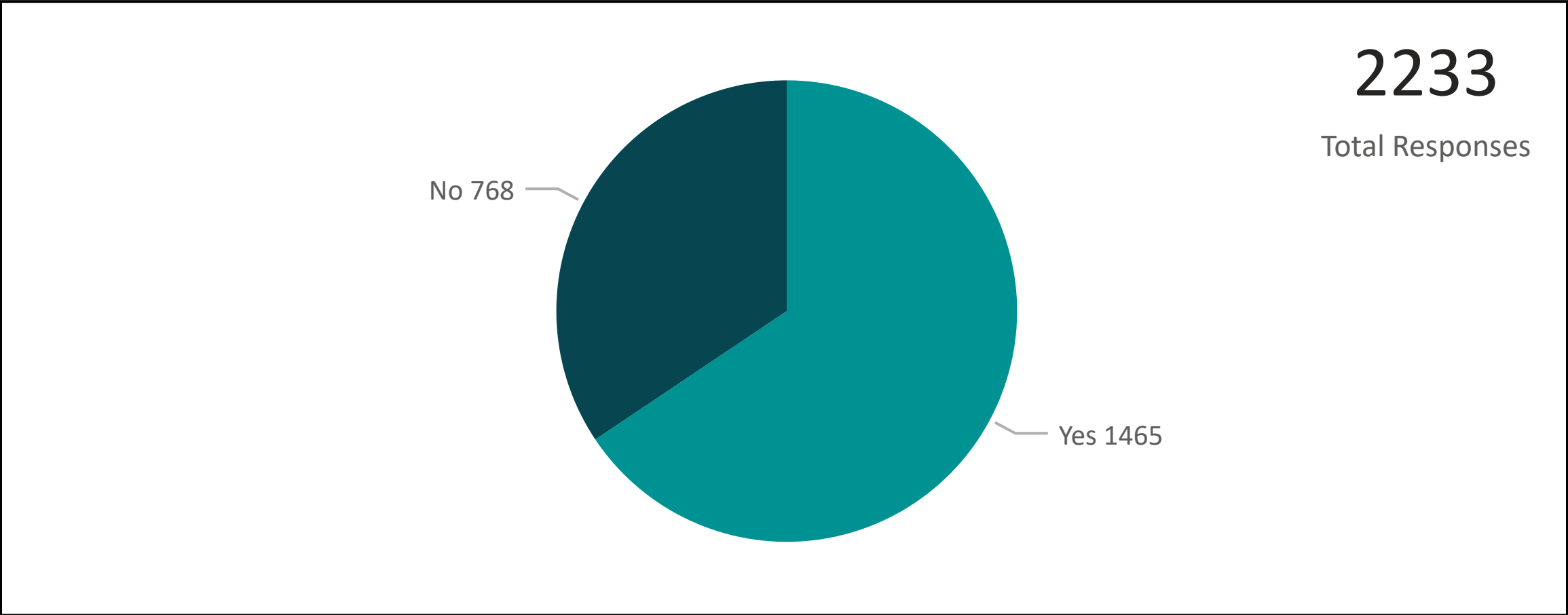
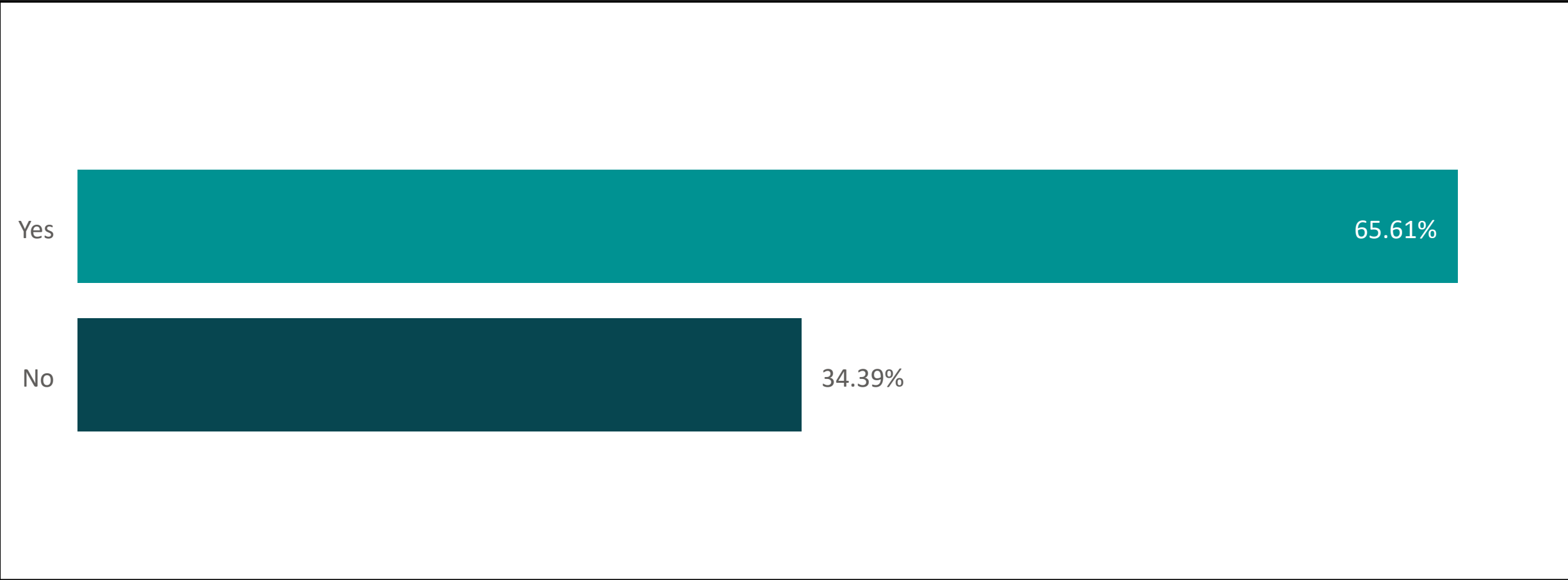
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Q42. Should we introduce an additional Register part for practitioners at SCQF level 7 to allow employers to decide what level is most appropriate?



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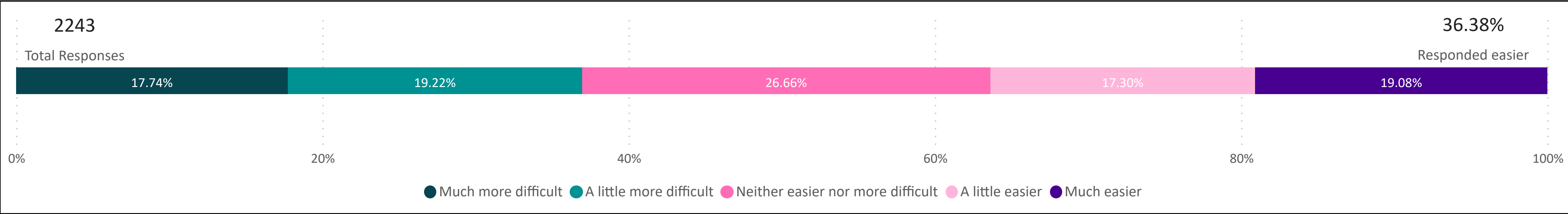
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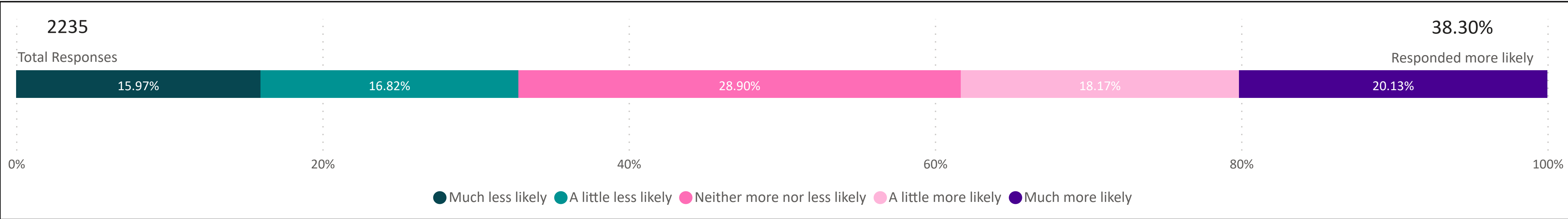
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Q43. How much easier or more difficult would recruiting to these roles be, if the qualification level was changed?



Q44. How much more or less likely would individuals be to join the workforce, if the qualification level was changed?



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Q45. Does this proposal have an impact on or for equality issues?
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A person should have the training and skills to undertake certain roles. I think some people will be disadvantaged as they will not be able to apply for certain posts, however setting the standard at SCQF7 reflects the complexities of the role and qualifications should match this.
Again people with a mild learning difficulty may find it more difficult to do a qualification at SCQF Level 7 than 6.
Applying a different level of qualification for roles in similar categories creates inequality
As before - ensure info clear for all, people where English not first language.
As long as the pay increases in recognition of the increase in ability
Both areas require a similar level of knowledge, skill and professional autonomy and therefore should be at the same level which should ensure reduced differences on staff diversity across the two service areas.
Increased expectations of qualifications will ultimately lead to a greater expectation of better salaries and therefore should redress the issue about poor levels of income for staff.
However an increased expectation of better qualified staff may inadvertently create unintended consequences of more individuals leaving the care sector due to limited personal resources / employer’s support to support this.
Care at home covers range of services some very skilled, some less skilled. A level 7 qualification will impact hugely on recruitment, which at the current time is in particular crisis, and may mean current staff are adversely affected
Care is not always about academia. Care is in built and should be a natural instinct not learnt from a book
Children may be better supported in equality if staff are properly qualified to do it .
Costs and availability of courses to reach level 7
Currently the care sector, i.e. care homes, care at home etc. consists of low skilled workers who only take on the job for money. Because SSSC gives people 5 years to gain a qualification the level of low skilled workers are maintained because the never have the intention to gain qualifications. SSSC should make it mandatory to start qualifications within first year of employment. That will make a shift between people who really choose to work in care and people who only take it on for money. And that will improve standards of care.
Don’t know
Don't know
Education is important but care is a vocational job so the level of education needs to be appropriate, HNC and SVQ is appropriate depending on the level of care being provided hence the need for flexibility.
Equality issues are always in place, yes it will impact.
Equality regarding respect for another`s qualifications, yes.
Existing staff who are close to end of their careers may not feel willing/able to undertake this additional requirement and resource would not be readily available to provide the additional level of qualification.
Existing workers in these areas will require commitment from employers to allow and support them to undertake any additional training or qualifications to match the change.
f staff have already worked towards a qualification and been accepted on that basis this should be enough. it would be like moving the goal posts and I would see it as unfair
Fair
Financial implications for individuals and providers if funding not provided to access qualifications

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Q46. Do you see this proposal having an impact on or for any other areas?

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- Adding onto the above, I do not feel an SVQ SCQF Level 7 is even required for the job I do. Whilst beneficial, the SVQ itself is all about how well you know the job, rights and responsibilities etc. this will inevitably put even more people off a job in care. Key word - job - not career.
- as above
- As an employer we do not think that SVQF level 7 more accurately describes the role of care at home or housing support. We also have concerns that keeping engagement in an SVQF level 6 is difficult enough (with drop out rates high). We feel that the job role will not provide sufficient evidence to complete an SVQF level 7
- as before recruitment and retention
- As long as other qualifications do not become undervalued the proposals are a positive move.
- As with comments on the previous page it would have an impact on current workers who had to gain the HNC in Social Service; and on the organisation as we have never been involved in SVQ provision
- At present experienced older care workers are discouraged from working in care because they have to do SVQ. This proposal would exacerbate the problem.
- Better qualification is never a bad thing but I would be very concerned if the significant additional money and time needed to achieve these qualifications was not factored in. Social care is currently in crisis, especially a crisis of recruitment and a qualification that takes double the time to do seems almost unthinkable to achieve right now, there is such pressure on services and individuals. Burn out is so great that it might push more people out of the sector.
- better quality of care
- bo
- can not comment
- Cant just employ anyone because you are short of people .
- Quite clearly it is a wages/ pressure / CI issue
- consideration should be given to people al ready on this register not having to "upgrade" to the new qual level.
- Core eliments should be the same but there is a need for service specific technical knowledge requirements
- Cost implications for more responsibility.
- Cost implications of getting an already qualified workforce requalified. Workers motivation to do it again without pay will have an impact on retention. So much easier to work for Lidl on same pay.
- Costs and time for employees and employers.
- Don't know
- don't know
- Elderly staff my leave rather than undertake more SVQ work. It may also eliminate some from working in the sector.
- Employers may loose staff that are unwilling to undertake this level , Other than that I would base decisions on level of experience , time served .
- Employment may be more difficult depending on what is expected but giving workers recognition for their efforts may in turn increase retention.
- Even though this does not affect my organisation , I am aware that this would have a huge impact on other organisations who have been following SSSC guidance and resourcing SCQF Level 6.

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Q47. Do you have any other comments on this proposed change?

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A full review of the qualifications would need to take into account the requirements for Practitioners working in care homes. Across our services, our Co-ordinator roles will either require an SVQII (in care at home and housing support) or an SVQIII if practicing as a Co-ordinator in a care home. 'Levelling up' as it stands would provide us with greater flexibility to promote career movement between services, however, the academic attainment barrier may mean that the recruitment of staff for these roles becomes more challenging. By introducing an additional register part, we as employers could decide what level of qualifications these staff need based on the service specification and the complexity of the client group supported.

A good idea

A higher qualification does not mean that the person is really qualified for the job, other aspects should be assessed.

Ability to ave qualification as desirable not essential so can appoint candidate without the qualification on the understanding that they will achieve it in post within a specified timescale, The unqualified appointee would start at a lower band than qualified colleagues until qualification is achieved

adding in a practitioner level levels this out across the different areas of the register

Again - it would cause problems with grading posts - also the work force currently employed might have to get the extra qual and not be in the position to do so which would then reduce staff

Again we have been advocating this for sometime as we feel these jobs are not well described by SVQ Level 2. It may require more funding subsidy through VSDF

All qualification requirements for support workers in all roles to be at SCQF level 7 or again you have dumbing down of the role of those in early years

All support workers in Social Services should have funding available to them to start a level 6 then continue to level 7. Unfortunately in our work we feel all workers have to go in at level 7 as they cannot get funded for level 6, level 6 gives all new staff a good understanding of their role and knowledge of what they need to work towards. Not all staff are able to complete level 7 as this can be a great jump from level 6 and some good support workers have only level 6.

All the staff I supervise have been gaining qualification for last 10 years or so, we would now need to start again putting everyone upto level 7 when we're already struggling to recruit and retain

Alot of people who genuinely care & would like to work in care even just for a few hours per week are put off because of the qualification & paper work.

Already said

Although I have said that you shouldn't change it from an SVQ Level 6 Award, I put all my staff onto the level 7 Award as standard, as I personally recognise it as a better more advanced award.

Although it is good to recognise the increased level adn skill adn reposnibility required of care at ome stff i dont think this is the best route. My qestions would ebe if it was to go ahead - can all those that have completed an SVQ complete a transitional award to bring up to the new qualification despite how long ago it was they completed their SVQ 2? I think this would need to be agreed so no one is disadvantaged

Although not applicable to School Aged Childcare I would be concerned that this would become standard. For Support Worker Level 6 is a sufficient qualification, many support workers are very caring and excellent at their jobs but don't have the academic skill set to do a level 7, so there would be the potential to lose good workers as they may feel they are unable to complete a level 7

As above.

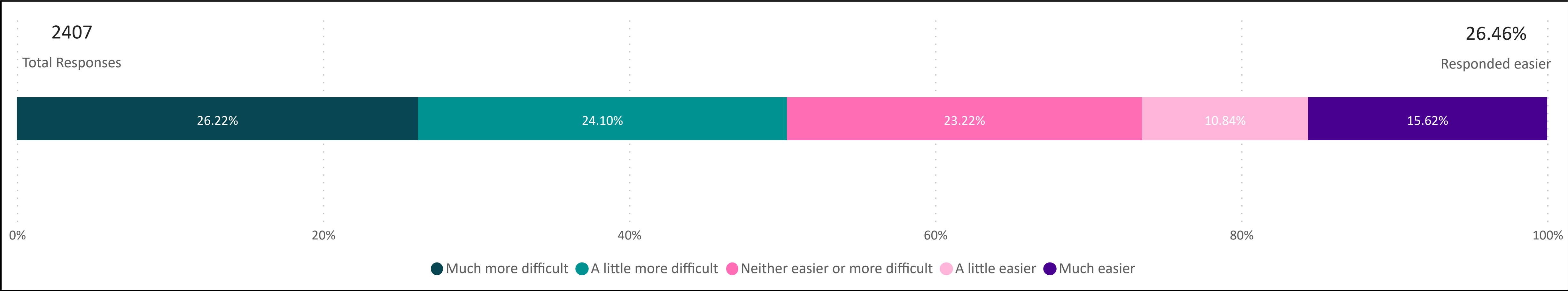
As an assessor I see lots of people who are great in their job role however struggle with the qualification. I think SVQ level 2 is an appropriate level for support workers but raising this to the next level will cause people to leave the workforce even though capable in their job role will feel incapable of gaining a qualification at this level....I personally know people already left jobs because of qualification requirements

As an experienced assessor the diversity of the units for SCCQ; level would need to be increased for housing support and care at home employees- they would really struggle to evidence completing units with the role and responsibilities that they have, especially any worker who works twilight or night duty shifts as they are there to promote sleep . Consideration would need to be taken as to possibly introducing new units specifically with regards to the roles and responsibilities with these workers as they would struggle to choose four relevant optional units just now if it had to come into effect.

As an svq assessor a level 7 is an appropriate qualification for someone starting in either sector

As I don't work in social care I don't think I'm qualified to say what is right

Q48. How much easier or more difficult will this change make to ensuring individuals complete the required qualification on time?



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Q49. Can you tell us why you think this?

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- Access the training.
- learning of development budgets significantly reduced.
- Fees for self funding could be an issue

1. Increasing to level 7 is more demanding and takes more time.

2. Access to available space on course

3. Support workers new to role need time to gain experience in what is in our case a specialist service before being adequately able to have meaningful reflective practice.

5 years gives you the time to get settled into your job before starting a qualification.

A large number of employers offer very little time at work to do these. They don't particularly help anyone and most of us hate having to do it as it is an added pressure no one needs or wants for basically no value.

a Little more difficult as less time will mean the Organisation needs to find funding to put more employees through the process quicker

A lot of care companies do not pay or contribute towards the SVQ. Some people may be working in this profession but not have the money to pay for their qualification. Shortening the timescale could force people to leave the profession

A lot of people entering the social services have other commitments with family and working, and they study alongside all this. To reduce the time allowed to gain qualifications would cause a lot more stress

A part time degree will take 5 years to complete

A person who is working full-time and also has a family and have a home to run would more than likely do a qualification on a part time basis. Depending on the qualification this could take them 4 to 5 years. So reducing this to 3 years would have a severe impact on the stress for individuals to complete their qualification. There will be certain qualifications that can be done within the 3 years timescale but others there won't be time to do that.

a staff member can be registered as a manager with SVQ level 3 with 5 years to gain an SVQ 4 which takes up to two years, followed by gaining the PDA level 9 which is also two years, with time in between to do top up units depending on qualifications after finishing the SVQ 4.

with such a restricted timeframe to complete two back to back courses will put potential managers off doing the courses and lose the potential managerial role.

if the time frame is reduced staff would not be able to complete all the requirements in time, even if they had three years to complete one course this does not take into account of gaining the top up units required to get onto the PDA course.

we have had 4 staff members take different routes in their training and each staff member has had to complete top up units to gain access to the PDA level 9, which should not be the case the courses undertaken before the PDA 9 should give you enough credits to access this course straight away, this can delay the start of PDA's by a year depending on the amount of top ups required.

Access to fully funded places on SVQ and PDA courses is limited.

achievement of qualifications is very much dependant on the organisation's capacity to deliver/ release staff to acquire quals. A reduction in the timeframe would need to take this into consideration

Additional qualifications for managers are alongside working full time. 3 years is the timescale for the average ba degree part time. That gives no extra allowance for anyone who may need to resit or add on modules due to life circumstances.

again for employees already in a position of work achieving the qualification can have an impact on service delivery if there is not enough cover provided to enable staff to undertake the practice they require to gain the qualification or if there are not enough practice assessors to provide support. one such example would be home support who are currently require SVQ 2 proposed to move to SVQ 3 this is a large workforce that currently has a number of issues i.e. staffing levels etc. geographical areas to cover. to retrain all the workers within a 3 year period may not be reasonable and what would happen to members of the workforce who academically cannot move forward to SVQ3. again if this means redeployment or moving on there will be a majour gap in service. new workers coming in should definitely hold the qualification while those already in post are given reasonable time with the resource Councils have to get them up to speed

All my workers work part time. Most only work around 10 hours per week. Asking them to undertake a qualification within 3 years for this very part time job would potentially stop good people applying to work in this sector

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Q50. Does this proposal have an impact on or for equality issues?

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- .
- ?
- Access to a training provider
- Additional time should be given for individuals with protected characteristics
- Again, this is going to make it harder for applicants with non-UK passports and qualifications.
- As before - ensure info clear for all, people where English not first language.
- As long as each registered staff member could be granted special consideration based on their own individual circumstances then we would not perceive any equality issues.
- As per previous page, it may have more of an impact on women.
- Availability and access to the training required
- Could have
- Could this lead to staff who have been registered for a shorter time getting the chance to complete their qualification before staff who have been registered and working in social care for longer - due to shorter timescale?
- Don't think so.
- dont know
- Don't know
- Don't known
- Easier on people with better finances, not an equal playing field in accessing costly courses to do a lower level of pay job.
- equality issues at present due to waiting list across authority for qualification being done
- Equality issues regarding funding can have an impact on smaller companies who want to retain good staff 25+ who work shift patterns.
- Financial implications can have an impact on low income families. Reducing time to complete qualifications could impact on those with carer commitments.
- Finding financial support to undertake qualifications within 3 years may create a barrier. I, myself, had to wait until the LA would fund me, it tooked 1.5 years and the qualification will take a year, some would take longer.
- for equality issues
- For those who may live with learning disabilities - oh absolutely this has a massive impact on equality issues. At least equal opportunities.
- Good as it will still apply to all.
- Huge impact for staff, employees and organizations as it creates a divide for those that can and those that cannot.
- Huge issues for individuals as well as lack of opportunities for some individuals to progress through no fault of their own.
- I can't see how reducing from 5 to 3 years would have any impact on equality
- I do not know what this means - jargon!
- I do not think it will have an impact so long as there is some flexibility depending on individual circumstances (see previous page) as some people may have many different roles (parent, carer, worker etc)
- I do not think so - so long as every registrant is treated as an individual ind if extra time is required for speific reasons it will be considered.

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Q51. Do you see this proposal having an impact on or for any other areas?
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?
a BA takes 3 years to complete so depending on start date you could be out of time.
Access to learning opportunities and SVQ assessment
added pressure in an already very stressful and pressurised environment
Adding unnecessary stress.
Again possibly recruitment
Again, recruitment and retention of staff - particularly in social care, care homes and community care - which is on its needs anyway. Is this really the time to be making these changes.
Aldi will get lots more applicants.
An individual gains more knowledge about the job in a shorter period of time rather than putting it off.
Answered previously
around the support required to get this staff group to final registration. This will require additional resources
As above
As an Organization we would have to plan how to achieve this timescale, as I said previously - limited assessors v amount of staff to qualify
As before
As indicated in our response to question 45 we are concerned that the proposed reduction in time for workers to obtain the required award on registration will further add to social care employers’ recruitment and retention challenges i.e., staff leaving for positions in Local Authorities and the NHS with more attractive salaries, terms and conditions and with less or no requirements to obtain a recognised qualification.
as long as applicant has access to course to provide qualifications
As per previous comments.
Assessor capacity could be stretched
At times people are delayed in starting qualifications due to probation periods, sickness etc. this can all impact on achieving the conditions within a 3 year timescale
autism, dementia, brain injury, outreach community areas
Be shortening the time perioed from 5 to 3 years - feel this would make candidates who are studying for qualification to become more focused and determined to gain their qualification - 5 years is too long and we have found they tend to loose momentum and interest in achieving their qualification over the current 5 year period
Believe not
Causing staff worry and stress as the timescale is reduced for gaining the required qualification
Costs for individuals and agencies
Increase cover shortages
Accessing quality training
Could affect homelife

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Q52. Do you have any other comments on this proposed change?



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| Five years is too long. I personally feel it should be two years.

3 years is adequate to gain your qualification (personally I would drop it to two!)

3 Years is plenty of time and it would ensure no one was forgotten about .

3yrs is adequate time .

5 years is far too long for people to be providing support to vulnerable people with complex needs with no appropriate qualifications

5 years is too long. If you can work in a role for 5 years without qualification then the question has to be asked how much do you value the qualification and the potential to add value to the service. Three years means there has to be a commitment to starting qualification promptly and therefore increases opportunity of learning influencing practice earlier.

A longer timescale may suit people who have other responsibilities to consider.

If extensions were acceptable depending on circumstances that may be better option.

A lot of carers within the SSSC live and work in rural areas without the resources time is always a factor and may prevent candidates from coming into this line of work unless they make the SVQ qualifications more accessible to study.

Absolutely agree with this change. This feels like a move in the right direction towards the sector being given the professional status it should have.

Accept wider Scottish University Degrees which many Scottish students study years, for during full time or part time studies.

Across the care sector we have a recruitment and retention challenge. Whilst ELC providers and in proposals for the revamped care sector, there is guarantee of support to meet at least the real living wage, there is no such support in place for school age childcare sector. While all other sectors, therefore, will be able to offer full time jobs, at least at the real living wage, for now, the school age childcare sector cannot compete with this. Adding to the low pay and part time work a three-year limit to complete a qualification which they often work in in their own time, is once again making it harder for this sector to recruit and retain staff

Return to practice

We are proposing to develop return to practice standards for social workers who have come off the Register for over two years and want to re-join and for social workers who have not practised in Scotland within the last two years (or longer). Individuals will need to evidence that they have met the continuous professional learning (CPL) requirements and to demonstrate how they have updated their skills and knowledge.

Amalgamation.

Answered previously

Are you considering staff well being?

As above.

As already stated.

I strongly disagree with this proposal

As I said previously due to the cost implications this may be an issue

As stated previously funding and payment may be an issue for some of training is not transferable

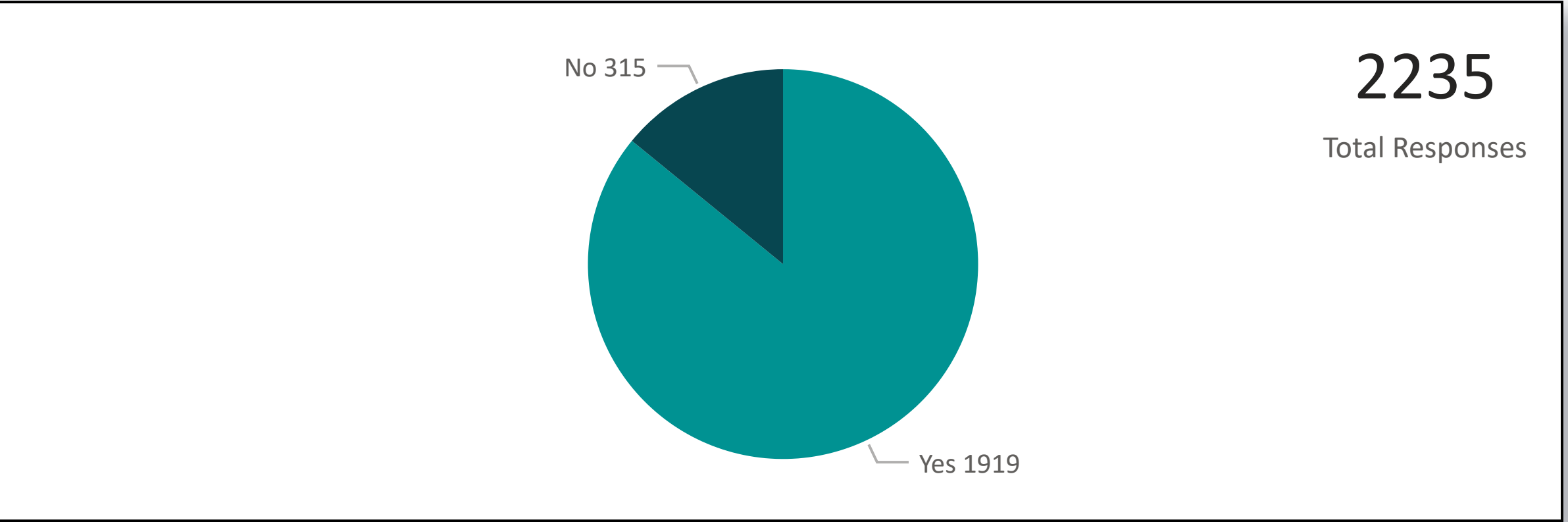
As the example given - a degree course might not be completed in the new time scale given

At one point an EYO position required the B.A qualification in nurseries but suddenly it is not a requirement or if so can be completed within 5 years. Surely this should be a priority or anyone could run a nursery.

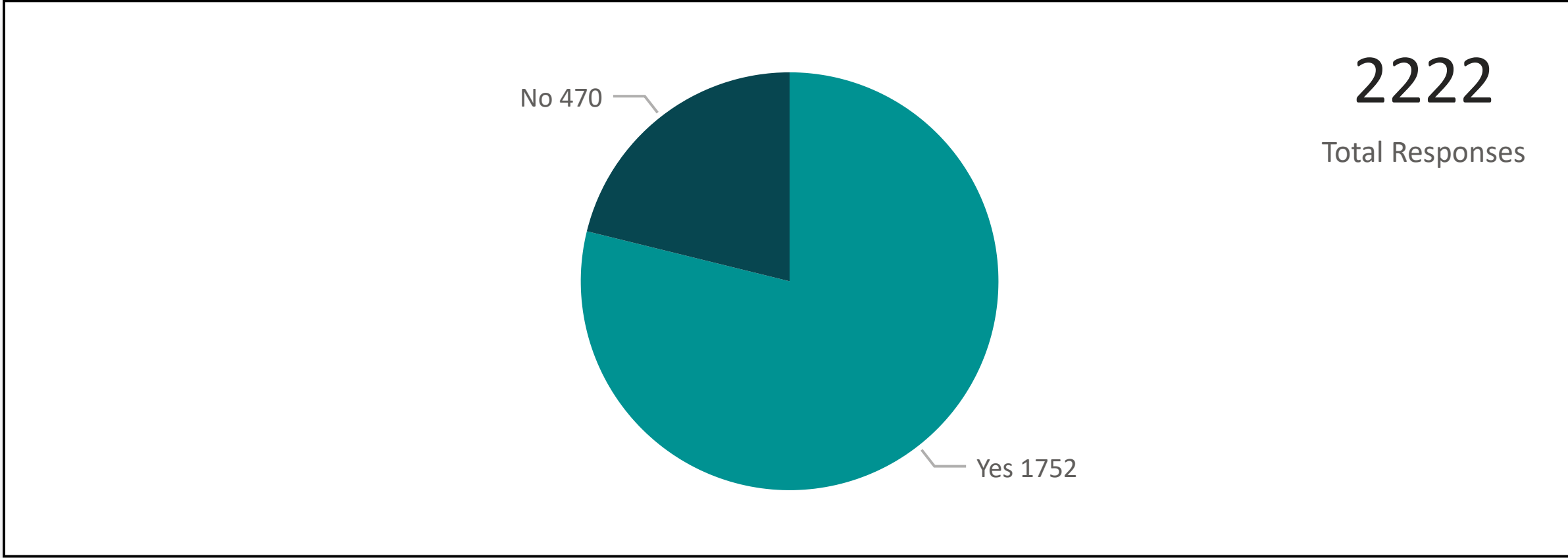
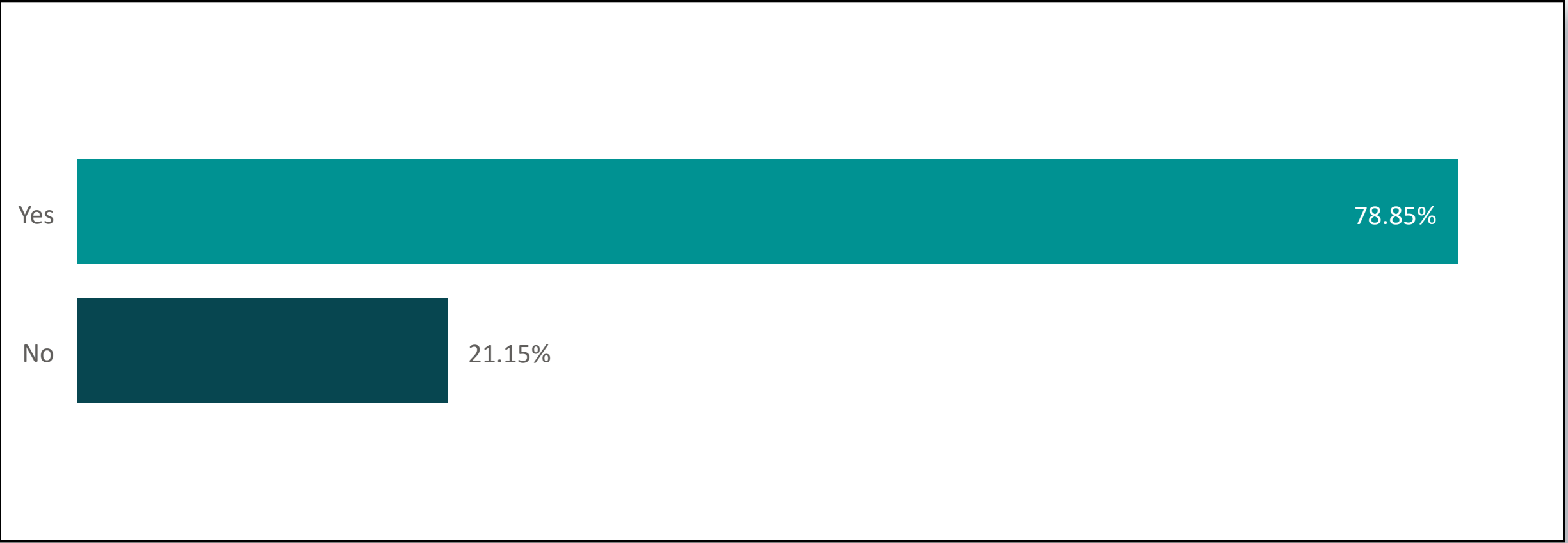
Being able to defer and come back to their SVQ and still remain in the time frame [five years] can be an attractive option for some



Q53. Should there be a return to practice process for social workers?



Q54. Should there be a return to practice process for other Register groups?



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Q55. Does this proposal have an impact on or for equality issues?
Yes. Plaworkers should not have to continue with their CPL if they leave and work in another sector before returning.
Yes. Peiple on family leave, for example or people with long-term health issues.
Yes.
Yes, those on career breaks (up to 5 years) or those early retired who did not have access to free training but still pay registration fee and do occasional bank work/report writing
Yes, some workers may have found themselves in circumstances where studying may not have been possible, eg caring for a relative.
Yes, people who have continually worked will be better considered for posts
Yes, people are less likely to come to the sector if you put barriers such as this. Organisations support CPL so why do this when they still have more than a new start?
Yes, negative for care sector.
Yes, mainly those who may have taken time off for maternity/childcare reasons and this may have made further study/CLPL difficult.
Yes, for same reasons as education requirements
Yes your role may be in education and not social work
Yes will impact on people who cannot return to work prior to the 2 year period due to health or personal reasons
Yes to gain updated with the rules and regulations
Yes this should increase the level of committed staff
Yes because again women traditionally stop to raise children and gave maternity leave so if they take two years out they will then be faced with this pressure on return it will disproportionately affect women!!!
Yes as this should be open to all who wish to return
Yes as it's good for the individuals to gain there knowledge if wanting to return to there role
Yes again especially social equality
Yes a better one
yes - it should be paid as return to practice is time consuming and people are often doing other jobs to survive and cannot fit in RTP hours and travel on no pay.
Yes
Would hopefully ensure all staff then working to a basic level that all the newer qualified staff are required to do when learning.
Women make up most of those who take career breaks. Can there not be a period after their return eg 6 months where they can show they meet practice standards.
Well, it will make it harder for workers who take a break who will mainly be taking on unpaid caring roles, I would imagine, so mainly women, and mainly less well off.
Well negatively impact female social workers returning to the workforce
We perceive that this may affect individuals who have assumed a career break for the purpose of raising families, or for individuals with informal caring responsibilities.
Wat about Practitioners in England and Wales or from abroad
Surely if they have kept their knowledge and registration up to date there there should be a process of being able to transfer the skills and acquaint with legal and procedural differences there are in Scotland an induction rather then return !!
Unsure
This will affect people who have taken a break for various reasons...to care for a family member/child care or illness and will hamper very well qualified people getting back to work.

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Q56. Do you see this proposal having an impact on or for any other areas?

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2 years is only a long time because you have created sooooo many changes in that time

Your wages and jobs are fuelled by this rubbish

A positive impact to ensure people are fit to practice, we are looking after other people’s lives after all

A return to practice process would make returning less attractive.

If there is to be such a process, it should be kept as brief as possible

a RTP framework would need to be developed, and consideration given to who's responsibility it would be to support the completion of this, particularly for people who wouldn't yet be with an employer.

added pressure in an area where recruitment is already difficult. Time constraints

Additional pressure on small services without a training/HR team

Adds ‘bureaucracy’. Theoretically v good, but practically...

Again another positive step for service users

Again depend on what the return requirements are. In theory should be a very positive step forward.

Always any changes can cause an impact

as above - it will impact on employers ability to recruit skilled staff.

As above might delay people getting transferred or being able to start a new post- given shortages is tat what as a profession we need ! ?

As long as the requirements to return are clear then this has the possibility of resolving staffing issues

As well as evidencing CPL requirements, it may be appropriate for some workers to complete a 'probationary regisation' period, where they are supported by a mentor in the workplace and who completes an observation of their practice.

Believe not

Benefit of educated workers returning to practice

Better to have more staff than not enough.

Can't think of anything at the moment

Costs for organizations and impact on staff.

Could only help to up skill the workforce and have them work you best practice documents, legislation and knowledge...

Who would deliver this to ensure consistency and learning?

depending on the type of evidence required it might put people off

Don’t know

Don’t think so

Don't know

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Q57. Do you have any other comments on this proposed change?

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2 years could easily be maternity leave back to back

2 years is not along time to be out of SW and creating hoops to make it more difficult to return and will impact recruitment. Recruitment is already an issue

A good idea to keep individuals and organizations up to date.

A lot can change in 2 years i think this is a good idea

A lot can change in 2 years.
so think they should have the same as care workers to practice

After a long gap in employment employees need to upskill as there can be many changes is legislation for example and employees need to be aware of this.

Again - if you map out pathways you need to ensure that they are readily available

again, I think this is just over complicating things and making it harder to get people into the sector when it is on it's knees

Although answering yes – what would the process look like? Would it be a learning outcome, a submission statement, an additional reference etc.? And would this hold up the individual’s registration and ultimately, the ability become employed?
Would the proposed 3 months to apply for registration, be extended for anyone returning, to allow them to submit additional information? Whilst it seems good in principle, the workings of it should not negatively impact organisations, and their ability to recruit and start new staff.

Although beneficial the proposal should include an alternative for those who have had a complete break from CPL for whatever reason, such a a short return to work course/training that covers required knowledge and skills for the role.

Any process should encourage ongoing devvelopment by enabling it rather than demanding it. It should not result in deregistration of those who have to pause their CPD while away, but rather acknowlege the different restart levels.

Any social care worker should have a practice process if not worked in the field for over 2 years

Anyone coming back into practice after two or more years would need some kind of input to ensure their knowledge and understanding was up to date

Anyone returning to any post should have to evidence that they can meet the current standards. Not having to meet any standard after a time of absence will only reduce the standard and level of expertise within the workforce.

AS LONG AS THE STAFF MEMBER ALLREADY HAS A RECONISED QUALIFACATION.

As above.

AS THIS ALREADY OCCURS IN OTHER HEALTH CARE PROFESSIONALS I PERSONALLY FEEL IS SHOULD BE ADDED TO THE PROFESSIONAL ROLE OF SOCIAL WORKER AND SOCIAL CARE WORKERS.

Back to work training may be required as there are always new or updated practices

Better understanding of differing qualifications and allowing them to get recognition.

Better workers

By looking at continued learning. This way you can see they are up to date with new protocols, procedures etc

Can people no stay on the register then if they are asked to evidence their CPd

CLD should suffice to ensure that returning workers are up to date with current practices.

Social Workers need to be up to date before going back into the field.

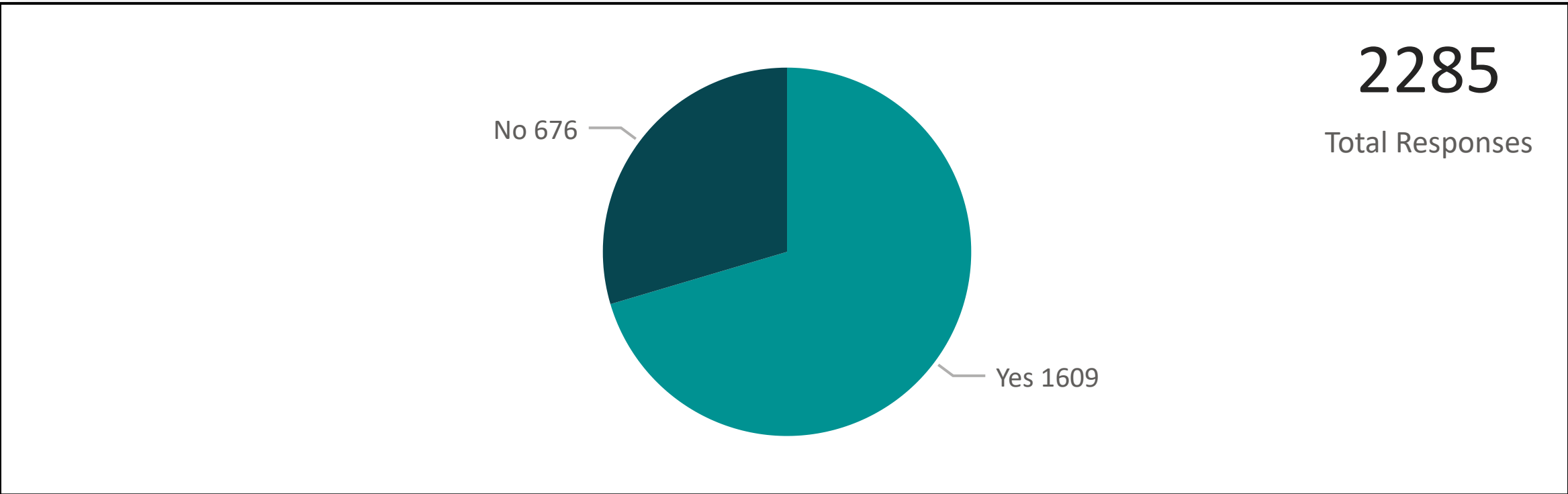
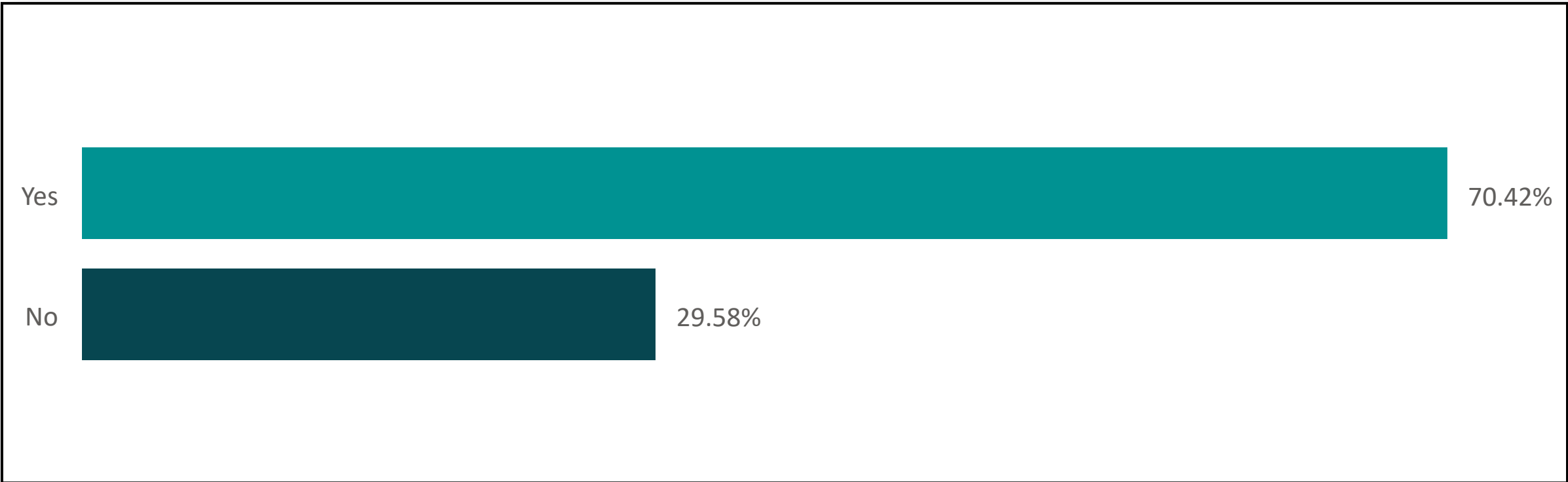
Continuous professional learning could be done while working.

Could be a great idea to get Social workers or care staff back into the workplace on return to work placements- could be like a SWIT placement?

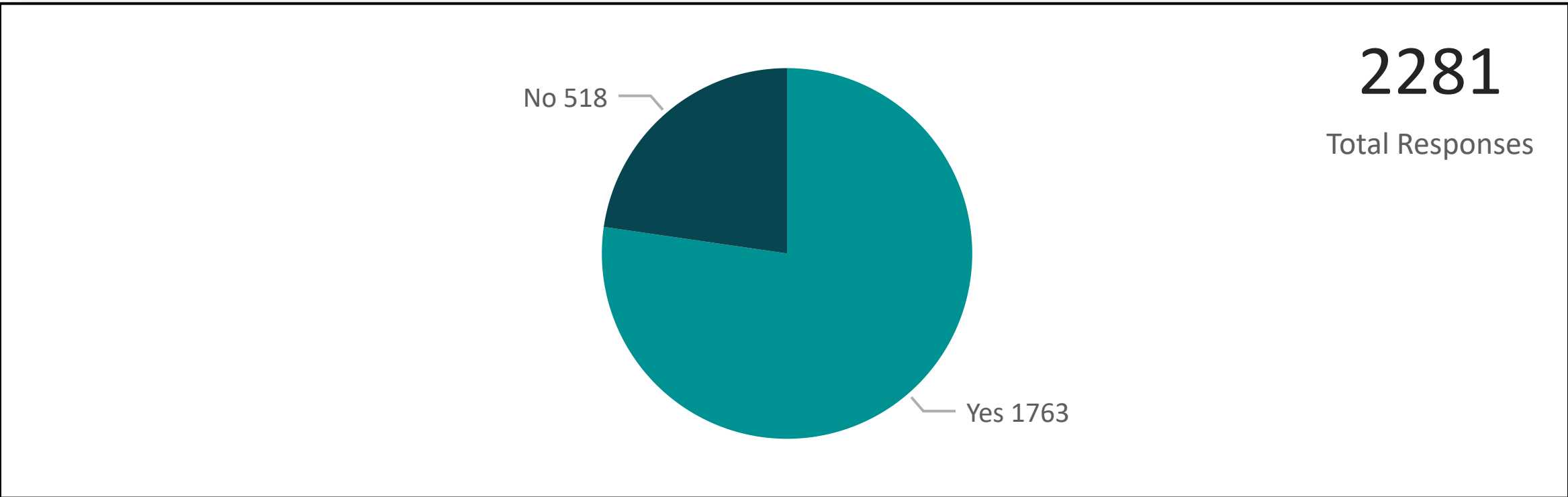
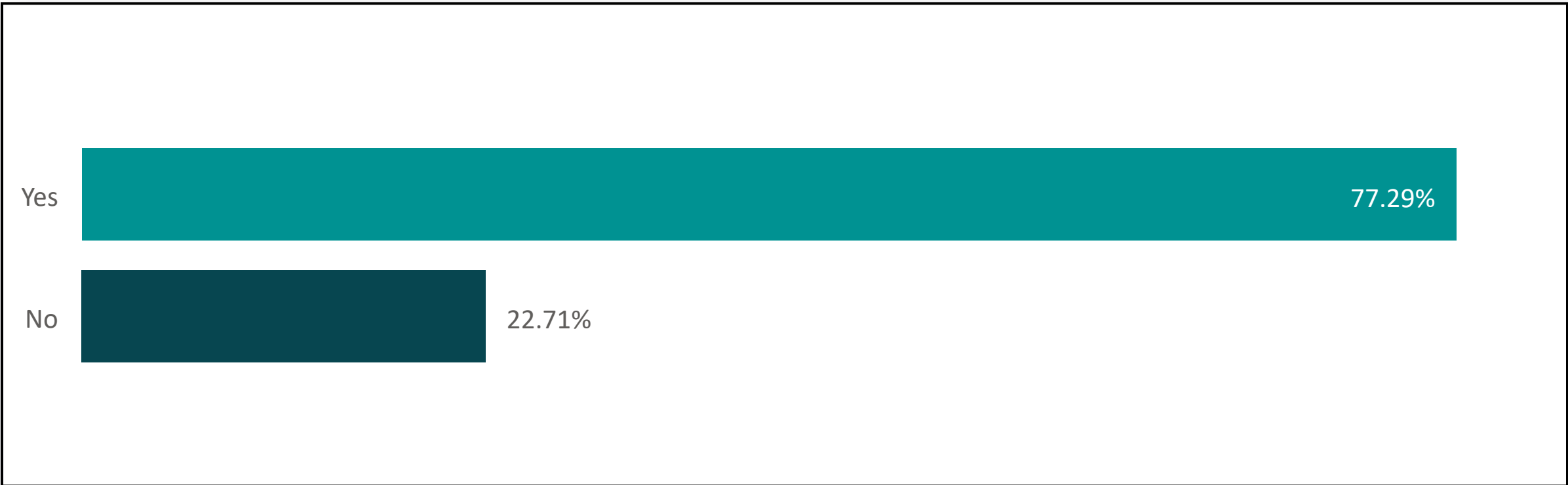
Depends on what area of care they are returning to

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Q58. Should the SSSC be able to set mandatory training for CPL requirements?



Q59. Should there be mandatory CPL requirements for those new into role?



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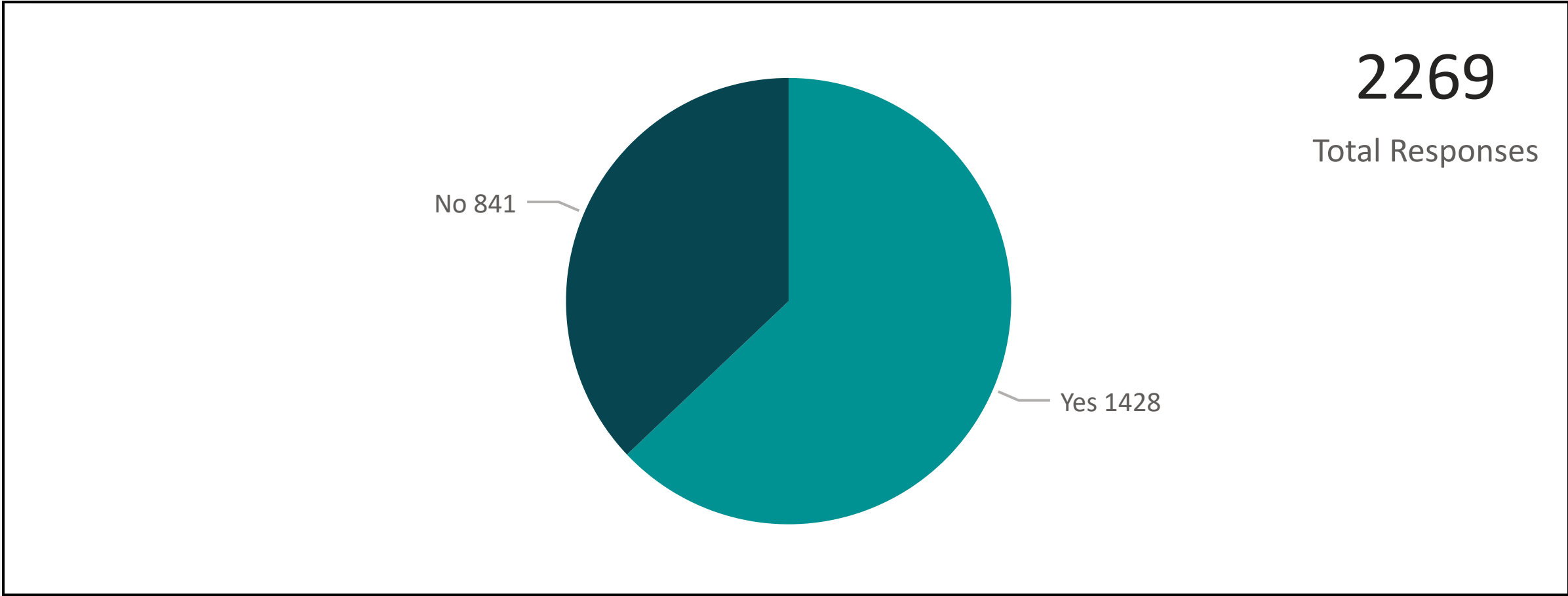
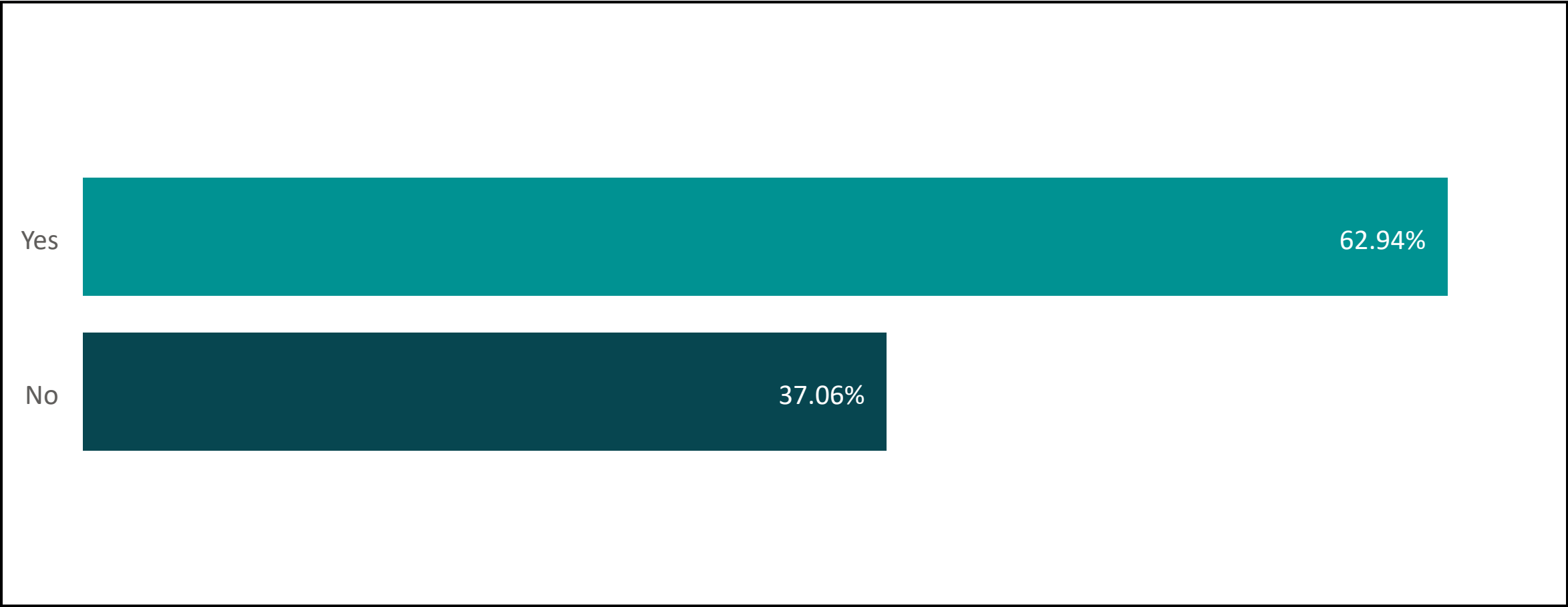
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Q60. Should there be annual CPL requirements?



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Q61. Does this proposal have an impact on or for equality issues?

You cannot seriously ask people on minimum wage to fund CPD along with registration.

My staff visit a food bank to feed their families - Discrimination against poor.

You need to address poverty issues with staff

Yes. The course will be made available for everyone to complete and this will help address discrimination on the job CPL.

Yes. Not all organisations have the time or resources to offer continuous training - we do the best we can. Local authority have a bottomless pit when it comes to training budgets. There is real inequality between staff in each sector.

Yes. It discriminates against people who are not at home with this stuff.

Yes. Depending on the nature of the CPL requirements. The requirements should be pro rata requirements for part time workers. It will be much harder for an 8 hours a week part time worker to achieve the same CPL requirements as a full time worker and could be a barrier to entry. Also same as applied earlier there needs to be support for disabled or less academic people to be able to gain their CPL.

Yes.

yes,some people will have to cut down their work hours to fit this in unless they are getting paid to do CPL as they may have other commitments which require all their free time.

Yes, the company might not be willing to pay for this CPL to be completed which would affect those struggling with money.

If the CPL required internet the person might not have that or access to it.

Yes, some workers may carry this out in different roles or circumstances making adherence to specific annual requirements difficult. In particular this may be an issue for zero hour/sessional workers.

Yes, like me , I am unsure on how to find my way around the site to find learning information which are for my work practice.

Yes, if applied to new roles eg if a SW changes role in an organisation which has already determined that they are qualified and capable for that role.

If role refers to job ie as a social worker rather than the role a SW is undertaking, then no

Yes, for those who have long term health problems and work part time/ nights etc. it is difficult to access training.

yes, CPL is hard to broad stroke like this depending on various factors such as contracted time, staff wellbeing etc.

Yes this will help and give confidence to new staff in there new role

Yes the services are already under tremendous strain and this will impact on peoples already limited time.

Yes social equality

Yes it does

Yes due to the place they are working in and time commitment- the onus seems to be on the indivual when it should be jointly owned with workplace

Yes and I oppose this its not SSSC role to be starting to determine what specific CPL requirements are in my view.

Yes all positive

Yes , not all have the skill set to undertake training at levels expected and have own preference , this is another example of puting barriers against a struggling workforce

YES - see answer above about workers who are not full time

Yes - if this is online or people have to travel long distances.

Yes

Y

Filter by Individual Status

All

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Filter by Register Part

All

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Filter by Ethnic group

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Filter by Other group

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Filter by Organisation

All

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Filter by Job Title

All

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Search



Q62. Do you see this proposal having an impact on or for any other areas?

-

, This would boost confidence and also help with policy writing

.

A minimum standard of mandatory training would be advantageous to all working within the sector as it would clearly define the key competencies defined within the Codes of Practice and National care Standards. Any mandatory CPL requirements would need to be clearly defined to enable employers to develop adequate learning opportunities and training that are fit for purpose. Organisations need some flexibility on how training is delivered and learning outcomes achieved. This could increase interest in how organisations meet the minimum standards of mandatory training delivery and deliver quality CPL, which would need to be regulated by SSSC.

A more holistic approach with some core training

A more professional workforce

A positive move to support registrants and services

a positive one, it will support managers in ensuring all staff have the mandatory training and will ensure staff take more resposnblity in their own mandatory training.

Additional pressure on staff

all and any training should be done in works time only includes svq modules staff days off should be days off

all areas

all equality and under inequalities, hidden ones and those dependent on those persons

Are the SSSC proposing the creation of standardised materials for all care providers? A vast proportion of the development that takes place exists on the job, such as tailoring key learning objectives from training to deliver personalised services based on the service specification. As such, services would still be heavily involved in the development of staff using a bank of materials for which they have little to no control in adapting and may therefore revert back to using their own materials.

Available time to carry out CPL. Funding implications

Believe not

Better consistency and more straightforward planning.

Can create greater burden for employers to provide times for people to their annual CPL, space and systems to evidence this learning in addition to all their mandatory training, qualifications and still meet all their other day to day practice requirements. To mitigate this, CPL requirements should be closely linked to people's day to day work requirements and such as their already mandatory training so as not to create an additional burden. Would like SSSC to be able support this with a system that auto records peoples CPL on a portal that provide access to CPL materials and makes it easy for people to do CPL and evidence their CPL records. However using the system should be voluntary so people can record in whatever way is best and easiest for them to meet the CPL criteria. There needs to thoughts around the costs to access the additional CPL training requirements to ensure affordable for employers in terms of money and time to complete. When spread over 3 to 5 years people can and employers can plan this in, but can cause more of a logistical issue if annual depending on sickness absence and other unforeseen work pressures like covid outbreaks etc. may make annual requirement un-obtainable. Any help the SSSC can make CLP recoding easier would be welcomed.

Can't think of anything at the moment

Common sense

Compliance checking may be challenging

Consistency of knowledge and understanding, and fairer for all individuals overall.

Cost for organization and individuals who may have to undertake this in their own time. If so this will impact on there free time therefore cause stress

Filter by Individual Status

All

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Filter by Register Part

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Filter by Ethnic group

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Filter by Other group

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Filter by Organisation

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Filter by Job Title

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Q63. Do you have any other comments on this proposed change?
▲

-

3 day built in training events to encourage and share ideas and new learning.
Allows discussion at chalkface level.

A cap on the volume of work required would need to be in place.

A lot of new starts will have their setting's mandatory training to complete and at the risk of using time to repeat some aspects of core/fundamental training, the SSSC can state which brands of course provider they accept for their listing of mandatory training.

a more competent confidant workforce

A much needed more regulatory part of the registration a PRTL was in place but not closely monitored

A national induction would be good for a foundation level. If all care staff was trained at the same level with the same assessment this can be standardised and take pressure of the care services

about time new carers or workers got better training as some firms are rubbish at training

Advised/best practice recommendations for annual CPL rather than mandatory

Again a very good proposal, however, during the pandemic centres are short staffed and the time for CPL is not available. Annual requirements may not be achievable, you may need to reconsider the amount of hours needed.

Again another introduction of paperwork that’s meaningless like the badges you have already introduced. Useless time wasting. I don’t think you are the correct organization to introduce CPL. the employer should have this responsibility and it should be them that have to evidence they have the correct programme in place to support their workforce.

Mandatory requirements through the sssc will just be another headache, another thing to be done, another pressure that will not result in more skilled staff!

Again, as before I would class this as good practice as it ensures everyone is up to date with what is needed.

Again, to expect staff who are already so stretched to meet further requirements is extremely unrealistic and may result in staff leaving the workforce or people being reluctant to join

Agree with principle but training sections have been significantly impacted by budget pressures/ the workforce is overloaded in front line social work and capacity for more training will have an impact/who would monitor and what flexibility would there be

All changes are for a reason and for good.

All mandatory CPL training should be relevant to the role and offer flexibilty for different types of learning to suit individuals.

All staff should have the same relevant skill base

Allow courses to be transferrable across different organisations

Although I understand the need for developing skills etc, We already have to complete mandatory CPL through work, as well as working full time, maintaining our family lives and trying to get some down time. This past 2 years, workload and hours have increased, and we really struggle to make time for ourselves, never mind having to complete CPL for sssc. Our workplace CPL should be enough

Annual CPL requirement will enable workers to improve their existing skills and perhaps develop new ones so this change is very important

Annual CPL will bring people up to date with the latest information and techniques

Annual CPL would reduce flexibility and add pressure to services.

Annual CPL's will make sure that staff are up to date with any changes to legislation etc.

Annual training such as child protection/adult protection would be good.

Group Number

1

2

3

4

Question

Responses

1. You told us that publishing a worker's qualification status may result in a misunderstanding about their ability to practise. What can we do to avoid any misunderstanding?	Questions about why we are proposing this change.
2. Currently over 113,000 registrants are registered subject to a qualification condition. This represents 50.58% of our Register. Do we allow the 5-year condition period for the qualification to be ...	Not great support for the term qualifying period. A suggestion of "working towards" Really important to frame this right to make sure that workers who are registered are deemed fit to practice regardless of whether they hold a qualification or not.
3. Do we allow qualified workers to change status once qualified?	Yes
4. Question for the facilitators to gauge the reception of the session (was it positively received?):-	
We appreciate your feedback at today's session, we will use your feedback to shape our proposa...	
5. Any other comments / observations not covered by the above.	



Topic

1. Flexibility of qualifications

2. Qualification level for care at home
and housing support workers

3. CPL

Question
▲

Responses

1. Should the SSSC be able to set mandatory training for CPL requirements?	<p>Generally, stakeholders agreed that a mandatory training would be beneficial to help standardise how each person records CPL, and to make it clear to all registrants what it is exactly they need to provide to feel confident they are meeting CPL requirements.</p> <p>3 stakeholders also identified that they have experienced registrants in the past who only performed their CPL duties if they are asked to submit it for sampling. However, some stakeholders communicated that they have rarely seen the organisations they work/ have worked being sampled, resulting some workers no dedicating appropriate time to your CPL/ leaving it until the last minute.</p> <p>A mandatory framework would help to reduce cases of this, and some even recommended that as part of the registration process or starting a new job, workers should attach or need to send a record of their CPL to the SSSC. This would encourage workers to keep an accurate account of their CPL, but also means the SSSC would have more relevant that we could sample from.</p> <p>This could also contribute to RPL if workers submit CPL when re-registering.</p>
2. Should there be mandatory CPL requirements for those new into role?	<p>It was discussed that if a mandatory framework is rolled out, all workers (including those new into the roll) should work towards them. Stakeholders identified that a new mandatory CPL framework that could be suitable is:</p> <ul style="list-style-type: none">- Allows for tracking of what is included in your CPL. There was mixed opinions on hours to be recorded to evidence CPL, key themes to be used instead of hours, or a combination of both- Include topics such as; values and standards, health and well-being, pic, mental health, safeguarding, adult and child protection, the role and function of the SSSC, care planning, recording and communication, GDPR, Reflective practice. These could be broken into their key themes as mentioned above.- Should be able to be used across any career pathway
3. Should there be annual CPL requirements?	<p>Mixed opinions on having annual requirements, but it was said that yearly requirements would help reinforce that CPL is continuous and might encourage workers to track their CPL more effectively.</p> <p>A by-product of an annual CPL framework may also ensure guidance the SSSC remains flexible in changing times. However, if guidance isn’t updated then this could cause confusion for registrants.</p>
4. Does this proposal have an impact on or for equality issues?	<p>Having one platform to record CPL and standardising how this is done could improve how effective CPL is. If it is mandatory, it will also deliver more clarity across different employers, supporting RPL better than what is happening currently.</p> <p>Stakeholders raised concerns of the negative impact on equality this approach has however, as something that is being created needs to be accessible for all users and not just those who are more tech savvy. Failure to do this could lead to much more time and resources being sunk into CPL recording. In addition, some of our services are only app based (MyLearning falls under this category at the moment), and stakeholders mentioned having computer versions of learning materials would be beneficial for everyone. This includes have written templates for creating reflections.</p>
5. Do you see this proposal having an impact on or for any other areas?	<p>Stakeholders communicated that if a mandatory framework was to be used, a single, accessible platform that clearly outlines what people need to cover to meet CPL requirements (either as key themes or number of hours for each theme) would be beneficial. A number of stakeholders work towards current CPL requirements in their own way (if not recommending MyLearning).</p> <p>While there are concerns for annual CPL requirements (including potentially taking more time to complete), it would encourage and ensure workers create accurate CPL reflections. It may also reduce the severity of a worker leaving CPL until last minute. Currently, when needing to record 3 years of CPL (if requested for sampling), some people have to cram in CPL reflections which is less accurate or beneficial for their CPL overall.</p> <p>Another potential impact stakeholders communicated was that a mandatory framework could benefit certain topics such as IPC which needed updated regularly during COVID.</p>