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| Title of report | Chief Executive's Report |
| Public/Confidential | Public |
| Summary/purpose of report | To provide Council Members with an update from the Chief Executive. |
| Recommendations | The Council is asked to note the information contained in the report. |
| Author and Responsible Officer | Maree Allison, Acting Chief Executive |
| Link to Strategic Plan | <p>The recommendation in this report links to:</p> <p>Outcome 1: Trusted People who use services are protected by a workforce that is fit to practise.</p> <p>Outcome 2: Skilled Our work supports the workforce to deliver high standards of professional practice.</p> <p>Outcome 3: Confident Our work enhances the confidence, competence and wellbeing of the workforce.</p> <p>Outcome 4: Valued The social work, social care and children and young people workforce is valued for the difference it makes to people's lives.</p> |
| Link to Risk Register | <p>Risk 1: We fail to ensure that our system of regulation meets the needs of people who use services and workers.</p> <p>Risk 2: We fail to ensure that our workforce development function supports the workforce and employers to achieve the rights standards and qualifications to gain and maintain registration.</p> <p>Risk 3: We fail to meet corporate governance, external scrutiny and legal obligations.</p> <p>Risk 4: We fail to provide value to stakeholders and demonstrate our impact.</p> <p>Risk 5: We fail to develop and support SSSC staff appropriately to ensure we have a motivated and</p> |

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| | <p>skilled workforce or have insufficient staff resources to achieve our strategic outcomes.</p> <p>Risk 6: The SSSC fails to secure sufficient budget resources to fulfil the financial plans required to deliver the strategic plan.</p> <p>Risk 7: Closed</p> <p>Risk 8: We fail to have the appropriate measures in place to protect against cyber security attacks.</p> <p>Risk 9: We do not have accommodation in place that meets our business requirements at an acceptable cost.</p> |
| Impact assessments | <ol style="list-style-type: none"> 1. An Equalities Impact Assessment (EIA) was not required. 2. A Data Protection Impact Assessment (DPIA) was not required. 3. A Sustainability Impact Assessment (SIA) was not required. |
| Documents attached | None |
| Background papers | None |

INTRODUCTION

1. As set out in the Executive Framework Document agreed by Scottish Government and the SSSC, the Chief Executive is accountable for the operational performance of the SSSC and responsible for organisational governance. This report provides an assessment of performance, highlights important information that has happened since the last full Council meeting on 27 February 2023, and looks forward to emerging issues.

KEY POINTS

2. The new Strategic Plan, approved by Members at the meeting in February, was launched last month. The Audit and Assurance Committee approved a revised assurance report template at their meeting on 2 May 2023 and Members of Committee and Council will see our approach to reporting against the new plan during the August meeting cycle.
3. Scottish Government has confirmed availability of funding for the Future Proofing Programme. This welcome news allows us to start work in earnest on implementing the outputs of the programme which Members approved at its meeting in November. Confirmation of legislative change is still required before we can produce a final timetable. The formal consultation on the Codes of Practice opened on 14 April 2023 and will close on 7 July 2023. We are holding Codes conversations, online and in person, throughout May and June. We have published information about the programme and are meeting with services and stakeholders across the sector.
4. We held our in-person staff conference on 27 April 2023, which some Members attended. This was a successful event with positive feedback from staff. We also released the staff survey results to staff in April. The results generally showed an improvement across all areas apart from pay and reward. I am holding sessions for staff alongside Unison to discuss the results. Members will see the actions we commit to take in the People Strategy annual delivery plan which will come to Council in August for approval.

OUTCOME 1: Trusted People who use services are protected by a workforce that is fit to practise.

5. We have published the first of our regulation bulletins, using our intelligence to update and inform the sector. The bulletins aim to bring our work to life and provide information as well as links to resources for use by both workers and employers. We sent the bulletin to almost 190,000 individuals and was opened by over 60% of them.

6. Following from previous engagement with the Faculty of Advocates, Regulatory Improvement and Hearings is attending a further meeting at the start of June as part of the ongoing work to improve access to representation for workers at fitness to practise hearings. The Faculty will facilitate and involve a wide range of organisations who have a keen interest in pro bono work.
7. I was invited to present at a Professional Standards Authority policy forum. They were interested to hear about our model of regulation as UK Government is working on the details of reform for the health regulators.

OUTCOME 2: Skilled Our work supports the workforce to deliver high standards of professional practice.

8. We successfully bid for funding from the UK Department of Business and Trade Recognition Arrangements Grant Programme to map Irish Social Work qualifications against our standards for social work education (SISWE) and develop a formal Mutual Recognition Agreement with Ireland to allow us to recognise and accept Irish social work qualifications for registration with the SSSC without further assessment.
9. We have connected 112 social workers through our return to social work scheme. These are workers who left the register within the last two years or currently do not work in a social work role and are willing to return to practice. The scheme has been successful in supporting current recruitment and retention challenges in social work.
10. We are supporting NHS Education for Scotland (NES) and Scottish Government in a pilot to improve the support available for providers who wish to utilise the international recruitment Health and Social Care Visa pathway to increase workforce capacity in Scotland.

OUTCOME 3: Confident Our work enhances the confidence, competence and wellbeing of the workforce.

11. We published our new Quality Improvement (QI) learning resources which are hosted on the NES QI Zone webpage <https://learn.nes.nhs.scot/67953> The resources share practice examples of how the model for improvement can be used to support improvement in services and better outcomes for people.
12. We launched the "Understanding Positive Behaviour Change" eBook on 19 April 2023. <https://lms.learn.sssc.uk.com/course/view.php?id=77> This eBook and interactive resource has been developed to introduce workers to Positive Behaviour Support (PBS) and explain how they can use this to support people who may have behaviours that challenge people around them. It has been written on behalf of the Positive Behaviour

Support Community of Practice by experienced PBS practitioners from several organisations in Scotland. The resource was produced as part of a collaboration between SSSC, University of Glasgow, Key Housing, Richmond Fellowship, The Action Group, and NHS Education Scotland. The eBook has received very positive feedback. The book has been downloaded over 1200 times and we are receiving a number of Open Badge applications in relation to the learning activities included within the eBook.

OUTCOME 4: Valued The social work, social care and children and young people workforce is valued for the difference it makes to people's lives.

13. On behalf of Social Work Education Partnership (SWEP) forum, we have commissioned a review of the funding landscape and current models of funding which contribute to practice learning. The review will identify current funding routes, how this is utilised, and make recommendations for improvement and sustainability to provide maximum support to students while on placement.
14. Along with Executive Management Team (EMT) colleagues I attended the Alliance meeting in April. The Alliance comprises the UK and Republic of Ireland social work regulators, and those representing the early years and adult social care workforces. Of note is that Social Care Wales is piloting a workforce survey. They commissioned research before launching out the survey, and an independent company is carrying out the survey. The survey is focused on understanding the workforce asking questions on topics such as well-being, what it is like to work in the sector, pay and conditions, training and qualifications.

STRONG SUSTAINABLE ORGANISATION

15. Our digital refresh programme continues with the roll out of new devices during April and May. Council Members will receive their new devices at the end of May. The feedback from staff has been positive.
16. Following on from an internal audit report we are working with the Care Inspectorate to review our operating model for shared service delivery. The service has been in place for three years and both organisations recognise the opportunity to review the model. We aim to jointly report to the Care Inspectorate Board and SSSC Council in August.
17. Office regeneration of the SSSC space on the first floor is complete. Work upgrading the Hearings rooms is ongoing.

HORIZON SCANNING

18. **National Care Service Bill:** In April the Scottish Government confirmed that it would seek Parliament's approval to extend the Stage 1 deadline beyond June. The extension is to enable the Scottish Government to build consensus amongst key partners including trade unions and local government. I met with the Royal College of Nursing (RCN) recently to discuss areas of common interest relating to the proposals.
19. **Independent Review of Inspection, Scrutiny and Regulation (IRISR):** The IRISR will report in June.
20. **Inspection of early learning and childcare (ELC) and school age childcare services in Scotland:** The Care Inspectorate and Education Scotland are developing a shared inspection framework. The Care Inspectorate and the new education inspectorate will implement the framework from April 2024 and September 2024 respectively. In summer 2023 the Scottish Government will provide updates on further steps to streamline and improve ELC inspection.
21. **Incorporating the UN Convention on the Rights of the Child (UNCRC):** The Scottish Parliament will reconsider the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill. In April the Scottish Government indicated that they plan to incorporate the UNCRC into Scots law by 2026.
22. **Early Learning and Childcare workforce:** The Scottish Government is developing a Strategic Framework for Scotland's Early Learning and School Age Childcare Profession, due for publication this year. The Framework will outline a range of actions that will support a sustainable, diverse, highly skilled workforce to serve the whole childcare sector.

CONSULTATION

23. Internal stakeholders have contributed to this report. This report also provides information on how we are working with partners and stakeholders to support the sector.

IMPACT ASSESSMENTS

24. Impact assessments for equalities, data protection and sustainability were not required.

CONCLUSION

25. This report provides Council Members with updates of matters of strategic importance and demonstrates how we are working to fulfil our statutory obligations during this time.