

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

	<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: Closed</p>
<b>Impact assessments</b>	<ol style="list-style-type: none"> <li>1. An Equalities Impact Assessment (EIA) was not required.</li> <li>2. A Data Protection Impact Assessment (DPIA) was not required.</li> <li>3. A Sustainability Impact Assessment (SIA) was not required.</li> </ol>
<b>Documents attached</b>	None
<b>Background papers</b>	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 25 May 2023, and looks forward to emerging issues.

## KEY POINTS

2. Workstreams relating to the National Care Service are progressing and the SSSC is involved in those relating to the workforce including the development of the National Social Work Agency.
3. We are starting work on the budget for 2024/25, aware that it is an extremely challenging public sector financial environment.
4. The Future Proofing Programme is advancing and we are still working towards a commencement date for the new structure of the Register, of April 2024.

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

5. We held events in June in partnership with SQA (Scottish Qualifications Authority) to explore further potential implications and possible challenges faced by employers, providers, and the workforce in light of the proposed changes to qualification timescales. We shared the data and intelligence we hold regarding the qualified status of the workforce, supply and demand for qualifications, projected trends, and how proposed changes to timescales to gain qualifications may impact on these. We also explored funding routes and challenges to accessing learning. Outputs from the session are currently being analysed to inform implementation planning.
6. The Codes of Practice consultation has closed. We received 482 formal responses and another 239 responses to the shorter survey we targeted at the wider public. Responses are being analysed and the revised Codes will go to Council for approval in November.
7. The consultation on our new model of Continuous Professional Learning requirements and Return to Practice requirements will launch at the end of September.
8. I attended various meetings with other professional regulators, discussing areas of mutual interest. Regulatory efficiency and international recruitment are two areas of particular focus.

The Scottish Child Abuse Inquiry continues and is moving onto Phase 8, looking at case studies for certain residential childcare services. I expect as with previous phases that I will give evidence to the Inquiry.

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

10. In collaboration with NHS Education Scotland (NES) and the Digital Health and Care Innovation Centre (DHI) we have developed and launched our Preventing Infection in Social Care Settings app. This education resource is one part of a suite of resources to support staff in practice with implementation of Chapter 1 - Standard Infection Control Precautions of the National Infection Prevention and Control Manual and the Care Home Infection Prevention and Control Manual. The launch is being promoted through three webinar events throughout August. We have now agreed a new Memorandum of Understanding with NES which in recognition of our continued joint work.

11. We have launched our new Early Learning and Childcare (ELC) portal to host and maintain the Scottish Government ELC continuous professional learning (CPL) modules and directory of providers. The portal is designed to be a one stop shop for CPL resources for the early years' workforce and will undergo further development.

12. I had an introductory meeting with the Chief Executive of Colleges Scotland to discuss mutual areas of interest.

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

14. This year's graduation of Dementia Champions and Dementia Specialist Improvement leads took place on 7 June 2023. Workers shared what they had learnt from the programmes, the difference it has made to their practice and how they are using the learning in their settings to make a difference for the people they support who are living with dementia, their families, and carers. I also attended the first meeting of Scottish Government's Dementia Strategy Delivery Group, chaired by the Chief Social Work Adviser.

Our revised and updated supervision resources hosted on Step Into Leadership went live in July, with social media promotion focusing on each of the new animations and short videos featuring colleagues from social care and social work reflecting on their practice. A key message about the importance of relationships and criticality of having a wellbeing focus in supervision conversations runs throughout.

**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.

Throughout August we are holding a dedicated campaign promoting careers in care and will be launching our refreshed 'Careers in care' website including ten steps guide and pre-employment learning resources. We also continue to support the Scottish Government national recruitment campaign.

15.

In June we published our Movement of Day Care of Children Staff report. This work was undertaken to improve our understanding of the movement of staff employed in day care of children services. In particular to better understand how staff move between services run by different types of employers. We also look at movement between registration categories and the locations of employments.

16.

We published our official statistics Mental Health Officer this month and the next Workforce Data report is due in September. In September we will publish the first of our now six-monthly work social work vacancy data reports.

17.

We will publish data snapshots that highlight the story of Registration over the last few years this month. Publication of regular data snapshots is part of our Data and Intelligence delivery plan over the course of the year.

18.

I had regular meetings with Scottish Association of Social Workers and Social Work Scotland, discussing the challenges facing the sector and mutual areas of interest.

19.

## 20. **STRONG SUSTAINABLE ORGANISATION**

Audit and Assurance Committee approved the annual procurement report for publication. The report highlights that we remained compliant across all procurement activity in 2022/2023 and no cases of fraud or non-compliance were identified.

21.

We have concluded the 2022/2023 pay negotiations with UNISON accepting the final offer. We have now started 2023/2024 negotiations. We committed to review the Rewards Review project this year, after the Independent Review of Inspection, Scrutiny and Regulation (IRISR) concludes. IRISR was due for publication in June but has been delayed until September and we expect to submit a report on the project to the November Council meeting.

## HORIZON SCANNING

**National Care Service Bill:** In June 2023, the Stage 1 deadline was further extended to 31 January 2024. Regional co-design events are continuing to take place through the summer.

22. Scottish Government has also reached an initial agreement with local government and the NHS on accountability arrangements for the NCS. Legal responsibility will be shared between the three organisations with staff continuing to be employed by local authorities.

23. **IRISR:** The IRISR will now report in September 2023.

24. **Education/Skills Reform:** Several reports on education, skills, qualifications, and assessment have been published recently, including  
25. Independent Review of the Skills Delivery Landscape, Independent Review of Qualifications and Assessment, Learning for sustainability: action plan 2023 to 2030 and Purpose and principles for post-school education, research, and skills.

Due to these reports, there will be a pause on any legislation on education reform. However, it has been confirmed that the SQA will be abolished and will be replaced by another body.

26. **Incorporating the UN Convention on the Rights of the Child (UNCRC) into Scots law:** The Scottish Parliament will reconsider the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Bill. The Cabinet Secretary for Social Justice has confirmed that changes will be brought forward after the parliamentary recess which will mean public authorities will only be required to comply with the UNCRC requirements when delivering duties under powers in an act of the  
27. Scottish Parliament.

**Early learning and childcare:** The Scottish Government is developing a Strategic Framework for Scotland's Early Learning and School Age Childcare Profession, due to be published in summer 2023. The Framework will set out priorities for action now and over the coming months and years to ensure the qualifications, training, recruitment, and retention needs of all parts of the sector are met.  
28.

## CONSULTATION

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**

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

## **CONCLUSION**

29. 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.

30.