

NORTH LANARKSHIRE COUNCIL

REPORT

TO: Social Work Committee	Subject: Aiming for Excellence Regulation of Workforce
FROM: Jim Dickie Director of Social Work	
DATE OF COMMITTEE: 25 January 2000	
REPORT AUTHOR: I M Crawford/A Jack	
REF: IMC/AJ/PursExc/2000	

1 PURPOSE OF REPORT

- 1.1 To advise Committee of the proposals with regard to regulation of the workforce contained within The Scottish Office publication "Aiming for Excellence" published in March 1999.

2 BACKGROUND

- 2.1 The Government issued a Consultation Paper in 1998 entitled "Modernising Social Work Services, a Consultation Paper on Workforce Regulation and Education."
- 2.2 Taking account of the response to the above document the Government produced a White Paper "Aiming for Excellence" in March 1999.
- 2.3 The White Paper covers a number of issues, The most important of which are regulation of care and regulation of the workforce. This report concentrates on the latter as the former has been the subject of a previous report to Committee.

3 PROPOSALS

- 3.1 The Government proposes to create a Scottish Social Services Council which will be responsible for registering staff in certain key groups as a pre condition to employment. The principal purpose of this body is to strengthen the professionalism of the workforce and raise service standards, thus protecting service users.
- 3.2 The Council will be an independent statutory body subject to regulation by the Scottish Parliament.
- 3.3 Its key Functions will be to
- ◆ register or de-register individual members and maintain professional discipline.
 - ◆ recognise courses leading to certain specified qualifications.

- ◆ set standards for employers with regard to employment, training and supervision of certain specified staff.
- 3.4 The Council will also publish Codes of Conduct for all staff.
- 3.5 The Council will phase the introduction of registration of staff employed in Social Services with the following groups coming in the first phase:
- ◆ People occupying a designated Social Worker post in any sector.
 - ◆ People with a professional Social Work Qualification (Diploma in Social Work or equivalent) working in or wishing to work in a social work field.
 - ◆ Heads of Residential Care Homes.
 - ◆ Staff in Residential Care
- 3.6 The Council will be empowered to designate mandatory qualifications for certain occupations.
- 3.7 Professionally qualified Social Workers would be eligible for registration on the basis of their current qualification plus a period of approved practical experience.
- 3.8 Residential Child Care staff would be required to complete approved courses of training within a specified timetable which will be set by Regulation. After this period of time it will not be possible to work in Residential Child Care without this qualification.
- 3.9 It is expected that advice on what will constitute “approved training” will be available during the next financial year.

4 PERSONNEL IMPLICATIONS

- 4.1 It is likely that there will be extensive training implications for staff in Residential Child Care, when the requirements of “approved training” are known. A further report on training requirements will be submitted at a later date when decisions have been taken by the Social Services Council on the approved Child Care qualification.

5 FINANCIAL IMPLICATIONS

- 5.1 There are likely to be significant financial implications in the proposed legislation for local authorities.

6 RECOMMENDATIONS

- Committee is asked:
- 5.1 To note the contents of this report.

- 5.2 To seek a further report from the Director of Social Work on the resource implications of the White Paper when more information is available.
- 5.3 To refer the report to Personnel Services Committee for its interest.

6 BACKGROUND PAPERS

- 6.1 Background papers are held by the Principal Officer (Personnel and Training)



Jim Dickie
Director of Social Work
10 January 2000

For further information on this report please contact, Principal Officer (Personnel and Training) (TEL: 01698 332037)