



Scottish  
**Social Services**  
Council

January 2010

**Welcome** to the Scottish Social Services Council eBulletin. The eBulletin will keep you up-to-date with the latest developments, news, consultations and events.

Please feel free to forward the eBulletin. To subscribe contact Sandra Wilson at [sandra.wilson@sssc.uk.com](mailto:sandra.wilson@sssc.uk.com)

A copy of this eBulletin is available in Word and PDF format on the [SSSC website](#)

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## NEWS

### How does the social care workforce plan for the future? 20:20 Vision – The social services workforce fit for the future

Over the next five years over 50,000 social service workers will register for the first time and increasing demand means the way services are delivered is changing. This will lead to a trained and qualified workforce with the potential to transform social services. Who will lead this transformation and what needs to be done so that we have a workforce fit for 2020?

These are some of the questions that delegates will explore at the Scottish Social Services Council (SSSC) Conference – **20:20 Vision - The social services workforce fit for the future**.



To help the workforce to plan for the future, the Professor and Renowned Management Thinker John Seddon will be challenging the notion of 'economies of scale' and how managers will be better off if they knew how to manage flow rather than scale.

Delegates at the SSSC conference will also have the opportunity to hear from the Minister for Children and Early Years Adam Ingram MSP, the Chair of the social work task force in England Moira Gibb and take part in a lively debate chaired by BBC Scotland's Newsnight presenter Glenn Campbell.

The SSSC Conference takes place on **Friday 19 February 2010** at the SECC in Glasgow. To be kept up to date, visit the SSSC website: [www.sssc.uk.com](http://www.sssc.uk.com) to book your place or to discuss exhibiting opportunities, email: [linda@cosla.gov.uk](mailto:linda@cosla.gov.uk)

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### Only four weeks to get your entries in for the Care Accolades 2010

Did your team go that extra mile to keep vital services going during the recent severe weather conditions? Why not enter the Care Accolades 2010 **Team of the year in Scotland** award and celebrate your team's success?

You have four weeks to get your entry in to be in with a chance of winning one of this year's Accolades.

The Care Accolades is open to all social service organisations across all sectors in Scotland. Whether you work with children or adults, for a local authority, a charity, voluntary or private sector organisation, you can put forward examples of excellent work for the Care Accolades 2010.

The categories for 2010 are:

- investing in the workforce
- partnership working – adult care services
- partnership working – early years and young people services
- involving our community
- putting personalisation into practice
- service development and redesign
- using new or smart technology
- team of the year in Scotland

- overall winner.

The closing date for entering is **Friday 26 February 2010**.

The 2010 'Oscar' style award ceremony will take place at the MacDonald Highland Conference Centre in Aviemore on Friday 11 June 2010.

To find out more about entering, judges, the awards ceremony and previous winners please visit: <http://www.sssc.uk.com/sssc/news-and-events/care-accolades.html>

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## **SSSC annual report 2008/9**

Over the last year major changes have taken place to Scotland's social service workforce working towards better services, better outcomes for the people who use them and leading towards a stronger, skilled and confident workforce.

The SSSC's eighth annual report highlights the changes taking place to make sure a qualified, motivated and regulated workforce provides social services for the future.

These highlights include:

- the Scottish Government's announcement of required registration for key groups of social services workers, including residential child care workers and managers of care home services for adults. Every worker on the SSSC Register has to meet high standards of practice, hold or gain qualifications and commit to developing their skills and practice through post registration training and learning. There was a 35% increase in registrants between 2008 and 2009.
- Scotland is leading the way with ground breaking childhood practice standards which lead to a Childhood Practice award for managers in early year services such as nurseries. This course and others approved by the SSSC such as the degree in social work all offer flexible entry and provide recognition of prior learning (RPL) which means workers can use previous experience to access courses and to get advanced entry.
- the launch of the Continuous Learning Framework (CLF), a first for the social service workforce. The CLF will improve the quality of outcomes for people using social services by supporting the people who provide the service to be the best they can be. The CLF helps employers to support the learning and development of their workforce which in turn helps workers grow in confidence and improve their practice.

You can download a copy of the Annual Report 2008-09 at:

<http://www.sssc.uk.com/sssc/about-us/sssc-annual-report.html>

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## **Are you a manager of a school care accommodation service? We need you!**

Would you like to become a member of our Registration and Conduct Sub-committees?

The Register for managers of school care accommodation services opened in November 2009.

The SSSC are now recruiting due regard members to join our Registration and Conduct Sub-committees. Applicants must be registered or eligible to register and obtain registration with the SSSC on the part of the Register for managers of school care accommodation services.

The Registration and Conduct Sub-committees deal with cases concerning the character, conduct and competence of individual workers.

Applicants must have a strong commitment to the public interest, maintaining professional standards and demonstrate good analytical and communication skills. The ability to remain focused and apply good judgement impartially in complex cases is essential.

Members will sit for about 12 days per year. Hearings are usually held in Dundee and training will be provided.

These posts are excepted under the Rehabilitation of Offenders Act 1974.

For further information or an application pack, please contact Suzie Arlett on 01382 207185 or email [suzannah.arlett@sssc.uk.com](mailto:suzannah.arlett@sssc.uk.com)

Application forms must be returned by Friday 26 February 2010.

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## Who Cares? Scotland's new campaign



**Give me a chance** confronts the stigma and discrimination often faced by children and young people in care and calls for them to be treated fairly and to be given the best possible chance in life.

Launching today, the campaign aims to improve attitudes towards the residential care system.

The campaign highlights that most children and young people in residential care are in care because they are at risk of coming to harm if they remain in their own homes, not because of old fashioned beliefs that 'bad' children are in care. Who Cares? Scotland is working to remove this stigma attached to these

children and young people to give them a chance.

For further information on children and young people in care go to:

[www.whocarescotland.org](http://www.whocarescotland.org)

[www.sircc.org.uk](http://www.sircc.org.uk)

[www.scotland.gov.uk](http://www.scotland.gov.uk)

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## Consultation on draft guidance for social care procurement in Scotland

The Joint Improvement Team and Scottish Procurement Directorate are consulting on guidance which provides a framework for social care procurement in Scotland. It outlines a set of key principles which must be applied to procurement activity in social care, including care and support for children and families, adults and older people and criminal justice services. It sets out the legislative and regulatory requirements which

apply to procurement activity and considers policy and practice at key stages in the procurement process.

The consultation ends on 5 April 2010. To view the consultation visit the [Scottish Government's website](#)

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## New funding for Modern Apprenticeships

Scottish businesses of all sizes and in all sectors are now being given the opportunity to receive £1,000 to take on a new apprentice.

The £4 million scheme will run from 11 January to 26 March 2010, reflecting views from employers and companies who say they need help during the recession now. The incentive is available for up to 4,000 employers.

Skills Development Scotland has contacted training providers who already hold contracts to deliver Modern Apprenticeships to the 16 to 19 age group to let them know that these can now be delivered to individuals of all ages, regardless of sector.

For more information visit the [Skills Development Scotland website](#)

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## REGISTRATION

### Do you work in a day care service for children?

If you work as a manager or a practitioner in a day care of children service and haven't registered yet, you need to submit your application for registration to the SSSC as soon as possible and by no later than 31 May 2010 for managers and 30 September 2010 for practitioners so that your application can be processed before required registration begins.

We estimate that 2,727 managers and 10,868 practitioners still need to apply for registration.



A special edition newsletter is available to give more information on required registration and how you go about registering along with new **get cracking** posters and postcards. You can also download these documents by visiting the [SSSC website](#) or by contacting us, telephone 0845 60 30 891 or email [enquiries@sssc.uk.com](mailto:enquiries@sssc.uk.com)

Some workers may be registered with bodies like the General Teaching Council for Scotland but if you are not registered with another regulatory body you must register with the SSSC. For a list of regulatory bodies we accept visit: [www.sssc.uk.com](http://www.sssc.uk.com)

For those registering with the SSSC, applications must be received by the dates in the table below. Applications received after the submission dates are unlikely to be processed in time.

	<b>Applications must be submitted to the SSSC</b>	<b>Date of required registration</b>
Managers and lead practitioners	31 May 2010	30 November 2010
Practitioners	30 September 2010	30 September 2011
Support workers	31 December 2013	30 June 2014

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## LEARNING AND DEVELOPMENT FOR SOCIAL SERVICE WORKERS

### New online tools to help you plan your career

The SSSC has launched two new interactive online career tools to help social service employers and workers find out about career routes and qualifications in the sector.

These easy to use guides bring together information for current and potential workers in lots of services including early years and child care, social work, social care and housing support.

The **Early Years and Child Care** and **Care and Support Services** tools give up-to-date information on routes into the social services sector and what direction you can take for current workers. There are also details on job roles, service types and qualifications.

As well as providing information the **Early Years and Child Care** tool has an interactive career pathway section and by answering a few questions it will help you plan the next steps in your career.

You can see both tools on the SSSC website: [www.sssc.uk.com](http://www.sssc.uk.com) under social service workforce planning. For more information on the Early Years and Child Care tool contact Nina Roberts at: [nina.roberts@sssc.uk.com](mailto:nina.roberts@sssc.uk.com) and for the Care and Support Services tool, Keith Quinn: [keith.quinn@sssc.uk.com](mailto:keith.quinn@sssc.uk.com)

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### Practice learning opportunities in care homes

In 2009 Scottish Care, in partnership with the Scottish Social Services Learning Network South East, set up a project with SSSC funding to arrange practice learning opportunities for nine social work students in private sector care homes providing care to older people in Edinburgh, the Lothians and the Scottish Borders. All the students were studying for their degree in social work at the University of Edinburgh. The ageing population and the shift to community based care of older people has implications for the education, knowledge and skills of social work students and social workers but very few social work students currently undertake practice learning in these settings.

An event in Edinburgh on 9 December launched the project report which outlines how the project worked, the main findings and offers recommendations for undertaking similar work in the future. Download your copy at:

[www.workforceinitiative.co.uk/news/detail/practice-learning](http://www.workforceinitiative.co.uk/news/detail/practice-learning)

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## Find out more about careers in care

### Caring careers website

A new careers website has been launched across the UK which offers information about careers in social services. It has a Scotland section providing relevant guidance and describes career opportunities for people considering working in early years, child care, adult care and support services. There's valuable advice and information about different job roles as well as case studies which show the experiences of people working the sector.

The website will help people thinking about working in the sector to make decisions about pursuing a career in care and support services. Click on the following link to visit the caring careers website:

<http://www.caringcareers.org.uk/view.aspx?id=579&sitearea=scotland>

### Care First Careers

**Care First Careers**, a recruitment initiative, will be launched across the UK at the end of January. It is part of the **Backing Young Britain** programme which will help 50,000 young, unemployed people into jobs in the adult social services sector.

Jobcentre Plus will launch **Care First Careers** in Scotland with support from Scottish Government and preparation for employment provided through Skills Development Scotland's **Training for Work** programme. This initiative will help people aged 18 to 24, to find jobs and learn skills to help them develop rewarding careers in adult care and support services. Employers can attract new talent and a recruitment subsidy if they employ an eligible young person.

For more information contact Brian Wallace, Scottish Employer Engagement Team at [brian.wallace@jobcentreplus.gsi.gov.uk](mailto:brian.wallace@jobcentreplus.gsi.gov.uk) or telephone 0141 207 3231.

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## CONFERENCES AND EVENTS

### Scottish Council for Single Homeless Energy training

Training sessions on how to get to grips with electricity tariffs, prices, meter reading, electricity related terms and jargon are available from the Scottish Council for Single Homeless youth team.

This information is very useful when helping to set up a tenancy, or improve a tenancy someone is already in.

For more information visit [www.scsh.co.uk](http://www.scsh.co.uk) or contact Jules Oldham, Development Officer on 0131 226 4382 or email [admin@scsh.org.uk](mailto:admin@scsh.org.uk)

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## Tell someone: training the trainer 2 February 2010

The Adult Support and Protection (Scotland) Act 2007 is new and designed to protect people from being harmed.

**Tell someone** is a resource pack, funded by the Scottish Government, which helps people to understand how the Act affects them and what they should do if they suspect harm is occurring to someone.

The Voluntary Sector Social Services Workforce Unit (VSSSWU) is holding a one-day training event for all Care Commission registered adult care services in Scotland across the voluntary sector.

The event will cover the following topics:

- principles of the Act and definition of 'Adult at risk'
- what is harm, where it might take place and who might harm?
- indicators of possible harm and what makes this more likely
- disclosure - how to support and enable disclosure
- what to do if you suspect harm?
- training issues and suggestions for delivery.

For more information and to book a place visit

<http://www.ccpscotland.org/workforceunit/news-and-events/events>

or contact Laura at [vswu.admin@ccpscotland.org](mailto:vswu.admin@ccpscotland.org)

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## Continuous Learning Framework conference 2010 The journey to date 28 May 2010

The **Continuous Learning Framework** (CLF) team is holding their first conference 28 May 2010 at the Macdonald Holyrood Hotel, Edinburgh.

This conference will give you an opportunity to hear from a number of organisations across the sector about their experience of using the **CLF** and their journey to date.

The keynote speaker, Professor Tony Morrison is both nationally and internationally renowned for his expertise in workforce issues. Hear him speak about the need for emotional intelligence in the workplace, the importance of self reflection and the need for 'good supervision'.

Further information and a booking form will be available shortly.

For further information about the **CLF** please contact:

Fiona Clark, SSSC Senior Education and Workforce Development Adviser on 01382 207128 or email [fiona.clark@sssc.uk.com](mailto:fiona.clark@sssc.uk.com)

Wilma Paterson, SSSC Project Officer on 01382 207380 or email [wilma.paterson@sssc.uk.com](mailto:wilma.paterson@sssc.uk.com)

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