

Required registration, workforce regulation

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Development*

The SSSC

Regulation of Care (Scotland) Act 2001 established:

- Scottish Social Services Council as the regulator of the social service workforce and its education and training
- Care Commission as the regulator of services
- Equivalent Councils in the other countries of the UK

The SSSC's responsibilities

- Publish Codes of Practice for all social service workers and their employers
- Register key groups of social service workers
- Regulate the training and education of the workforce
- Contribute to workforce planning, development of qualifications and promotion of education and training

Why regulate?

- Strengthen and support the professionalism of the workforce
- Protect those who use services
- Raise standards of practice and in doing so
- Raise public confidence in the workforce

Commencement of registration and regulation

Scottish Executive consulted in 1998 on how social workers should be registered and regulated. In response to the feedback it received it decided to create:

- an inclusive Register i.e. in addition to social workers, key groups of social service workers would be registered in a phased manner
- a qualifications based Register with the ability for registration to be granted subject to the condition that an applicant achieves required qualifications within a specified period.

Registration begins.....

Social workers

April 2003

Social work students
Care Commission Officers

May 2004
December 2004

Managers of residential child care services

October 2005

Managers of care home services for adults

January 2006

Managers of adult day care services

January 2006

Residential child care workers

July 2006

Managers of day care of children service

October 2006

Registration begins.....

Practitioners in day care of children service	March 2007
Workers with supervisory responsibilities in a care home service for adults	October 2007
Support workers in day care of children service	October 2008
Housing support workers	Autumn 2009
School care accommodation workers (includes school hostels, independent boarding schools and 3 residential schools excepted from regulation by the Care Commission)	2009

How are workers registered?

- Against the job **function**, not the job title
- So it is about **what you do** not what you are called
- The qualifications set relate to a function rather than a job title

Registration categories

- Lead practitioner/manager
- Practitioner
- Support worker
- Each category has a range of qualifications (see www.sssc.uk.com)

Registration

- SSSC may grant registration subject to conditions, including the condition that required qualifications are gained within a specified period.
- Employers need to show how and when access will be provided to required training and assessment.
- C.C.will expect to see these plans during inspections

Required registration

- The pace and low rate of submission of applications for registration from social service workers has made mandatory measures necessary.
- Scottish Government consulted on the introduction of required registration at the end of 2008.
- The consultation paper made clear that the SSSC had been asked to set dates by which relevant workers must submit their applications in order for them to be processed prior to the commencement of required registration for their category of worker.

Scottish Statutory Instrument

- It became clear after the closure of the consultation that there was some confusion about the Government's policy intention in relation to registration of new recruits to posts subject to registration.
- As a result Government has decided at this stage to only apply the requirement that all new recruits should achieve registration within six months of taking up employment to residential child care workers and managers of adult residential care and adult day care services.
- The Government will revert to the sector about registration of new recruits to other posts subject to required registration.

A competent workforce

- Safe recruitment, supervision and leadership of staff is key to competent practice.
- Practice governance, performance management, complaint handling and disciplinary processes of employers are central to the quality of services.
- In time registration and regulation will become a matter of course but for now employers have a key role to play in ensuring their staff understand and meet the requirements of registration.
- The SSSC is keen to work with employers to assist them and their staff to meet the requirements of registration and regulation e.g. advice about workforce planning and training needs analysis.



A professional profession



By 2015, over 100,000 registered social service workers.



Over 100,000 workers with relevant qualifications for their job



Over 100,000 workers carrying out post registration training and learning



Social service users who benefit from a trained and trusted workforce.