

# Consultation - A Register for the Future

## Power BI Analysis Report export

### Part 1 - Registration

The structure of the Register

The timescale for new starts to apply to register

Public Register online

Registration period

### Part 2 - Qualifications

Flexible qualifications that can move with different roles

Adult social care qualification level

Timescale to gain qualifications for registration

Return to practice

Continuous professional learning (CPL) requirements



**6533**

Total Survey Responses

**2439**

Total Full Responses

**37%**

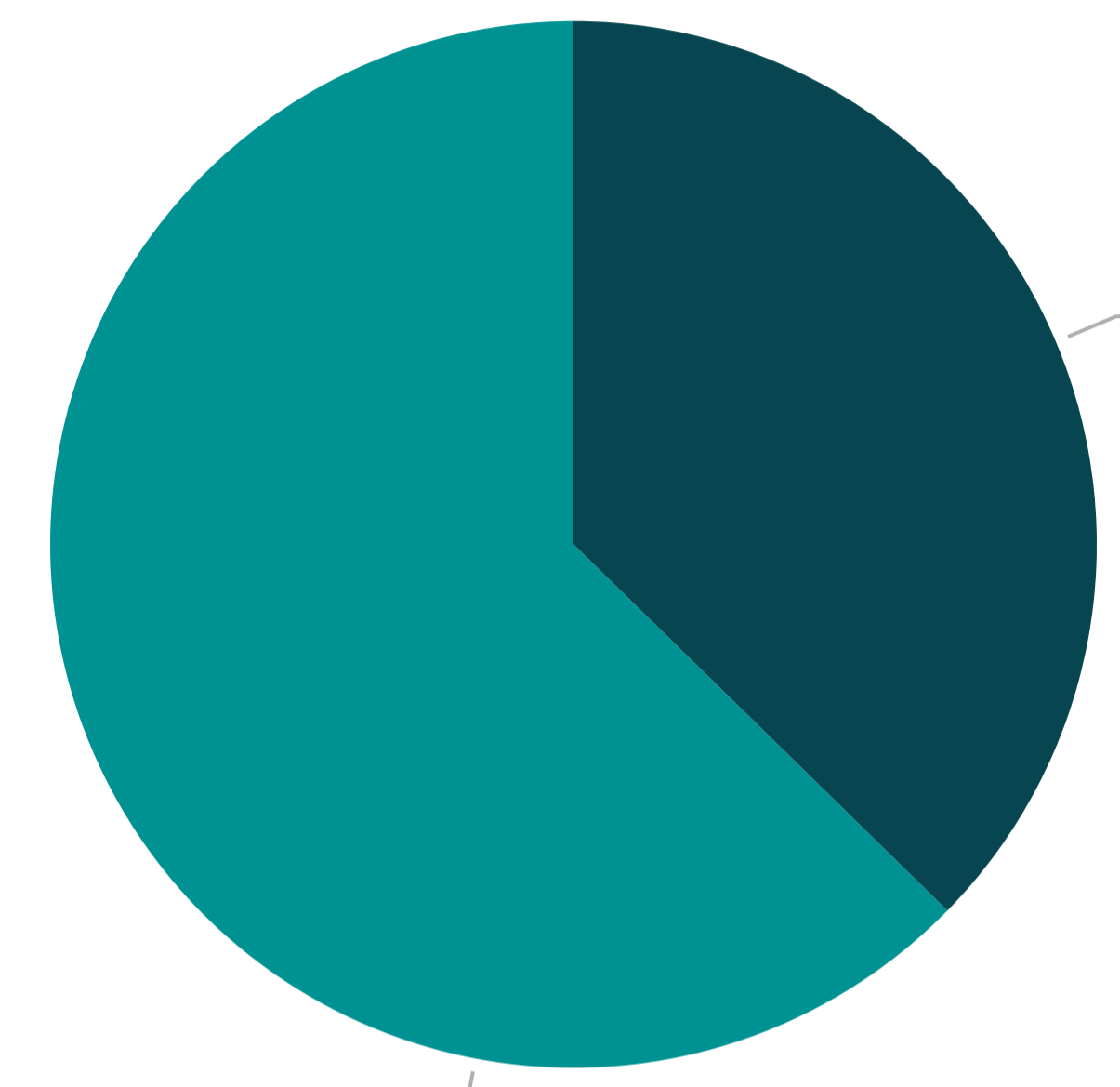
% Full Responses

**4094**

Total Partial Responses

**63%**

% Partial Responses



Total Full Responses  
2439

Total Partial Responses 4094

● Total Partial Responses ● Total Full Responses



0%

20%

40%

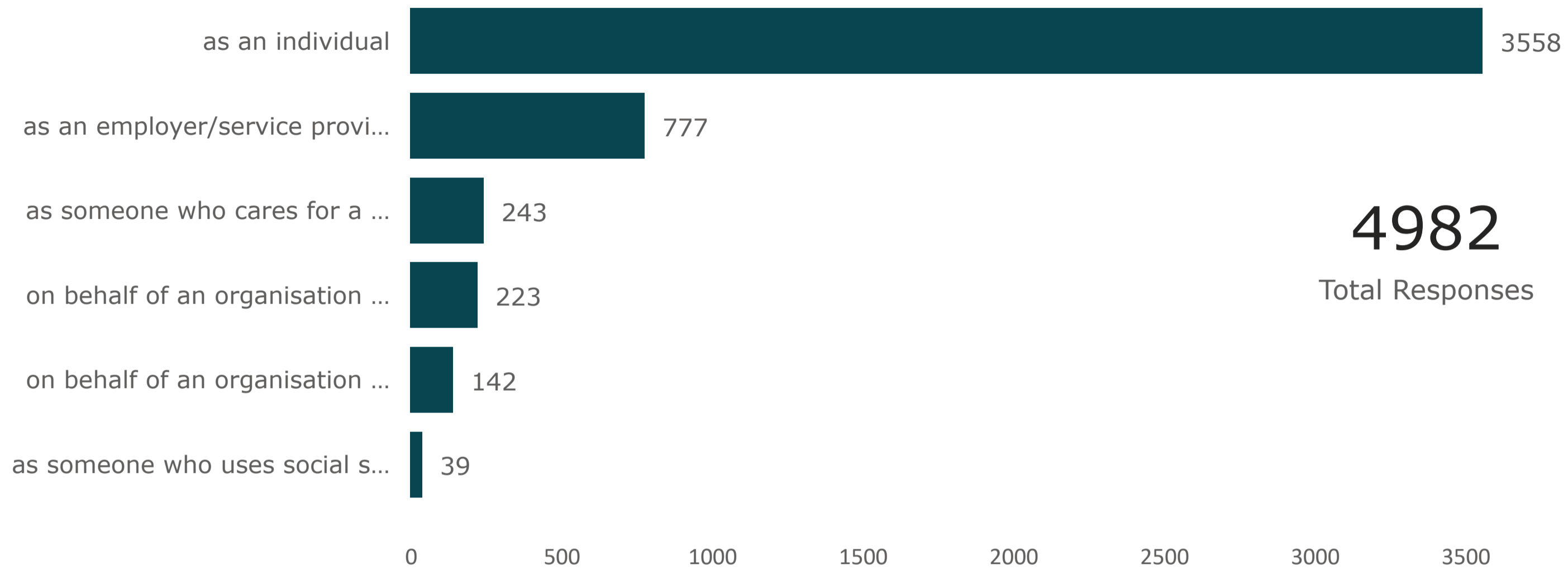
60%

80%

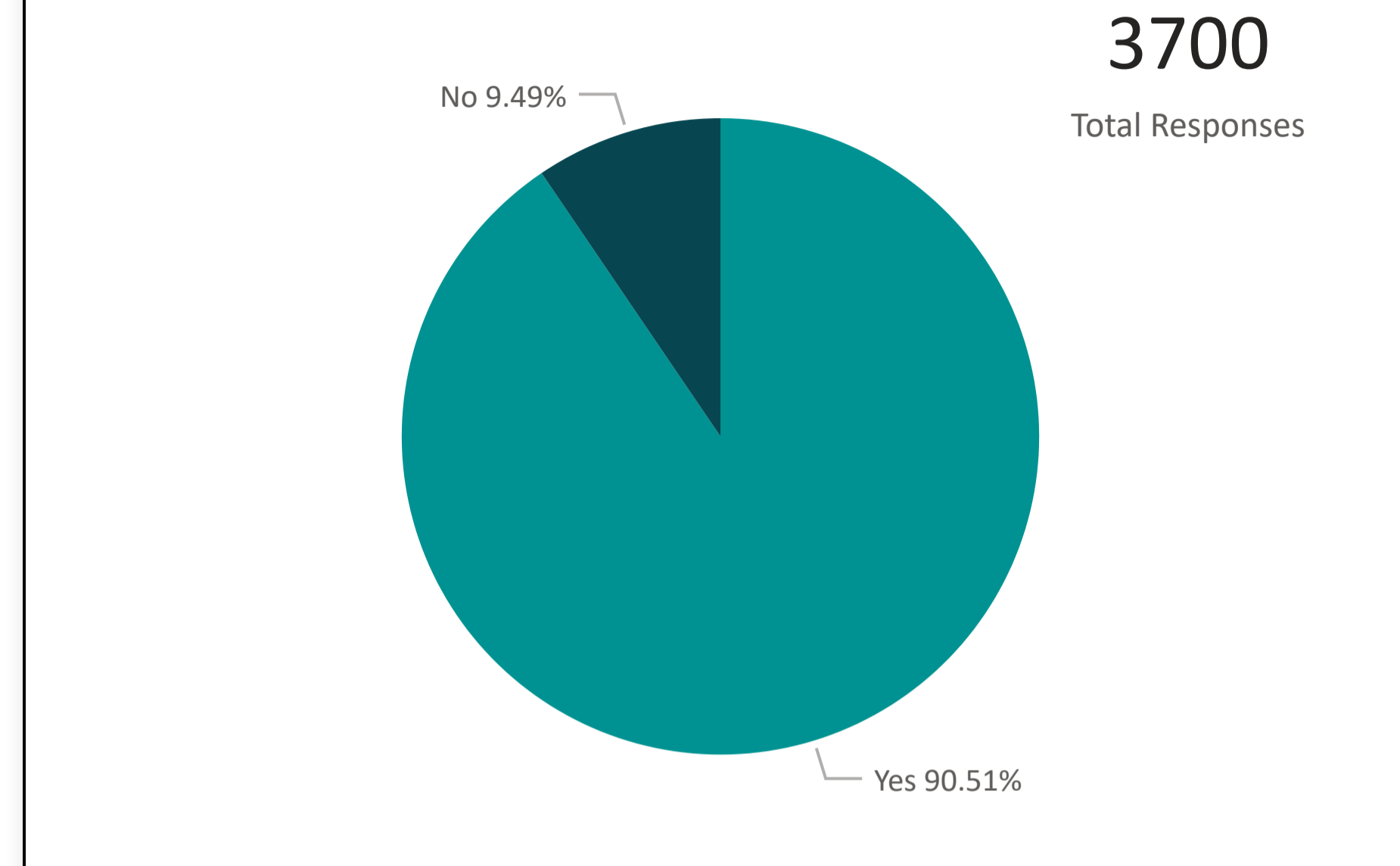
100%



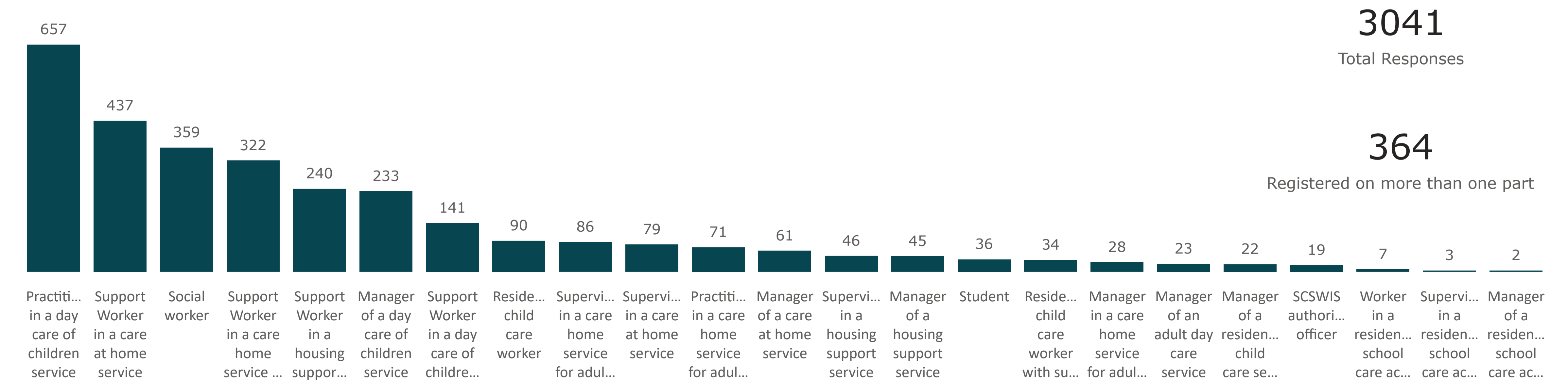
Q2. Are you responding:



Q3. Are you a registrant?



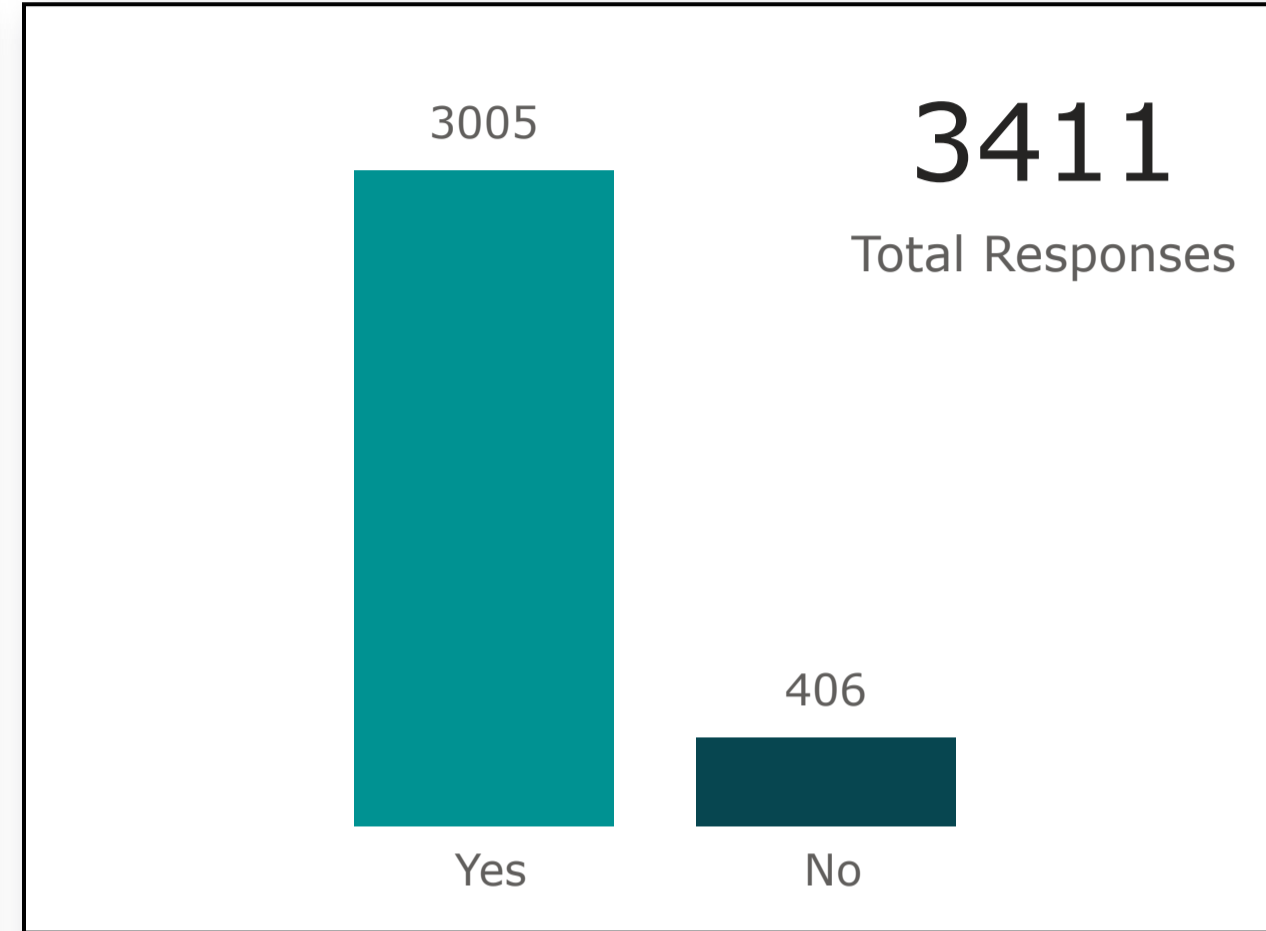
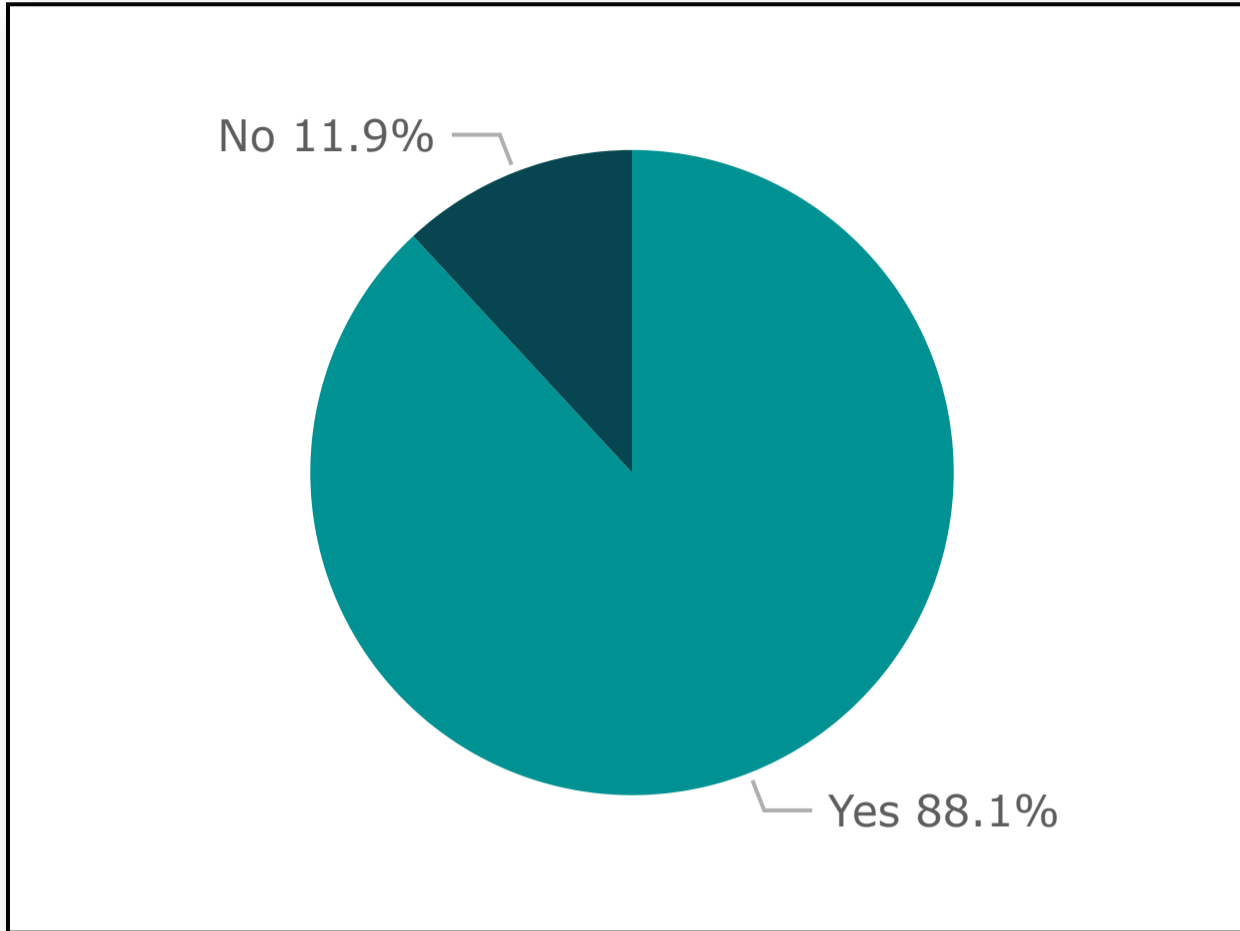
Q4. Please tell us what Register part you are on:



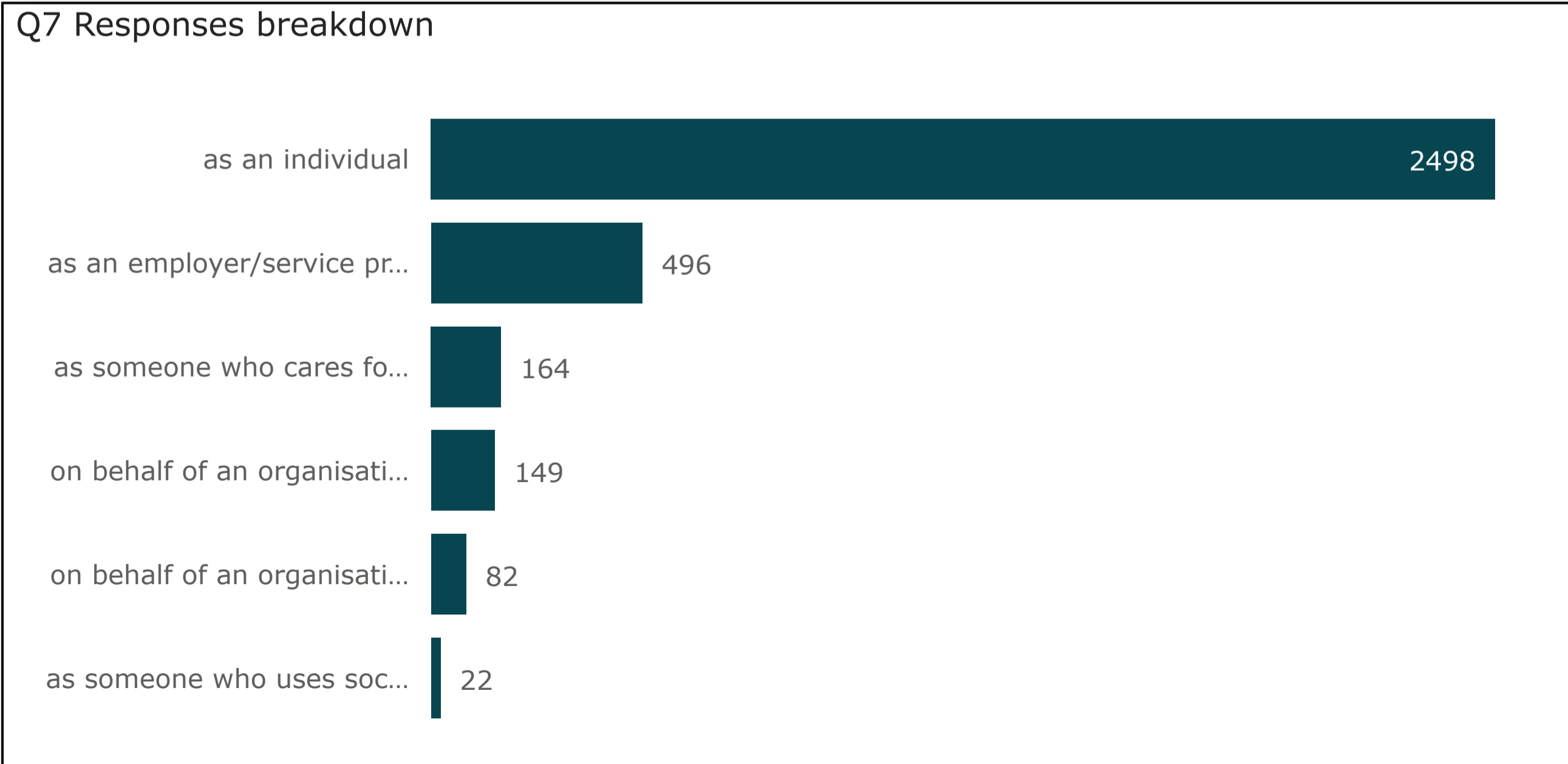
## The structure of the Register

We propose changing the structure and reducing the Register to five parts. We will still record what level of role someone is working at so we can assess whether they hold the correct level of qualification. This information would be displayed on MySSSC for employers to see as well as any details of any conditions applied to a person's registration.

### Q7. Will reducing the number of Register parts be an improvement to the current structure?



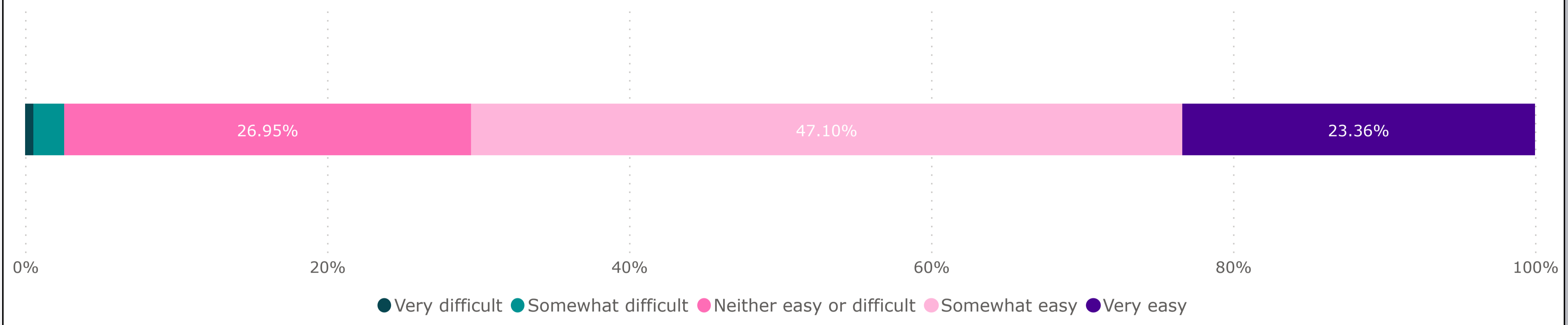
Q7 Responses by Register Part	Number of responses	% of responses
Practitioner in a day care of children service	513	21.02%
Support Worker in a care at home service	342	14.01%
Social worker	279	11.43%
Support Worker in a care home service for adults	272	11.14%
Manager of a day care of children service	200	8.19%
Support Worker in a housing support service	197	8.07%
Support Worker in a day care of children service	122	5.00%
Supervisor in a care home service for adults	70	2.87%
Residential child care worker	69	2.83%
Supervisor in a care at home service	65	2.66%
Practitioner in a care home service for adults	56	2.29%
Manager of a care at home service	47	1.93%
Supervisor in a housing support service	39	1.60%
Manager of a housing support service	36	1.47%
Residential child care worker with supervisory responsibilities	27	1.11%
Student	27	1.11%
Manager in a care home service for adults	24	0.98%
Manager of a residential child care service	17	0.70%
SCSWIS authorised officer	15	0.61%
Manager of an adult day care service	14	0.57%
Worker in a residential school care accommodation service	7	0.29%
Supervisor in a residential school care accommodation service	2	0.08%
Manager of a residential school care accommodation service	1	0.04%
<b>Total</b>	<b>2441</b>	<b>100.00%</b>





The structure of the Register 2

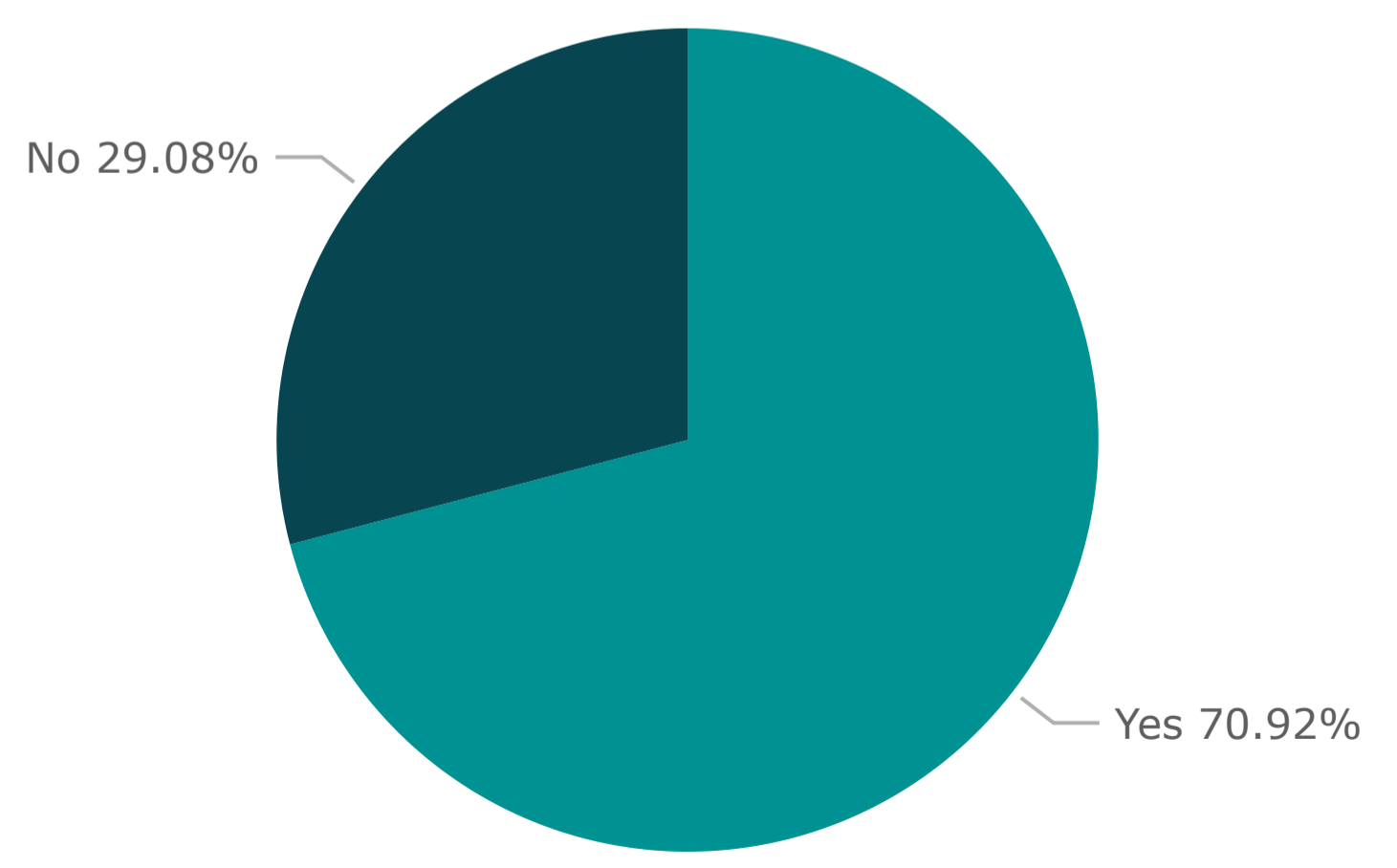
Q8. How much would this change make the registration information we publish on our website more easy or difficult to understand?



**3391**  
Total Responses

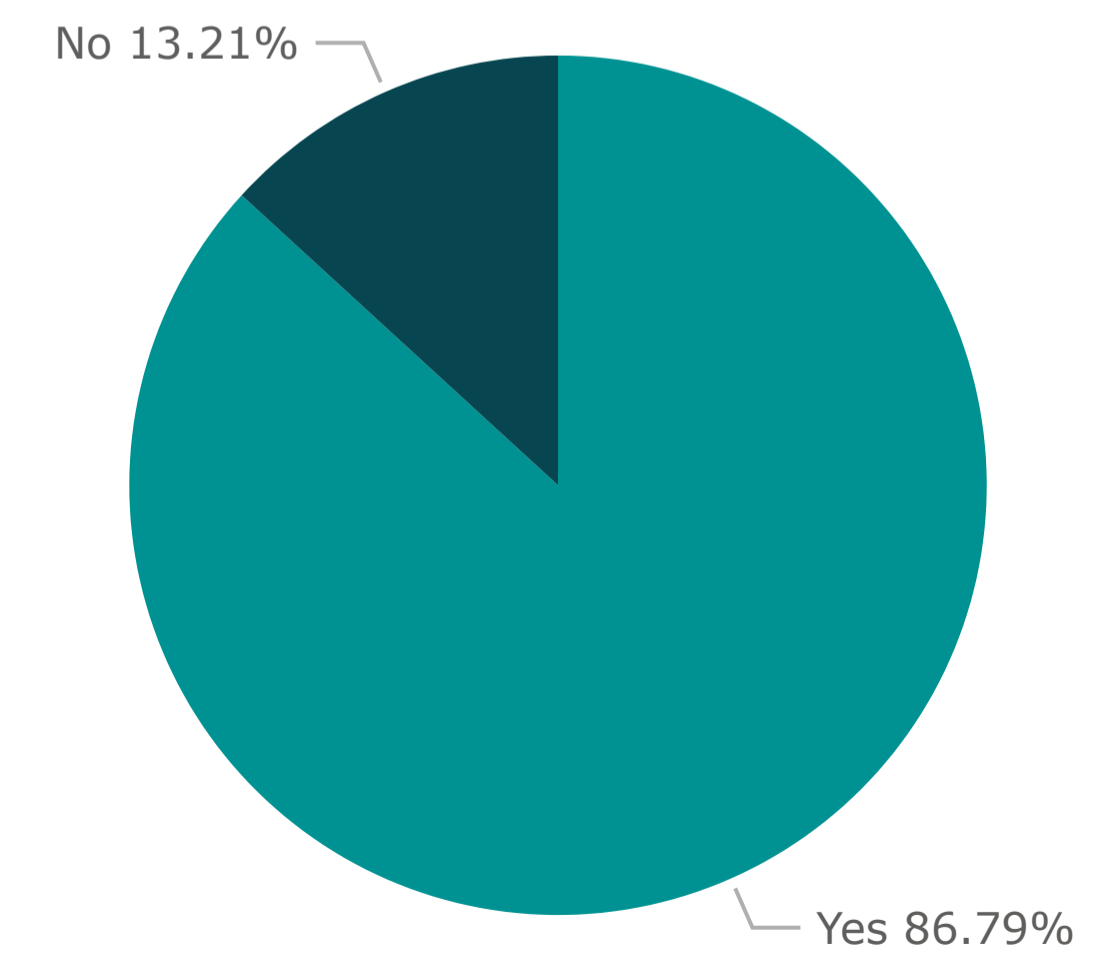
**70.45%**  
Responded Easy

Q9. Will the proposed new structure help to provide a more flexible approach to how care is delivered?



**3301**  
Total Responses

Q10. Do the proposed five new Register parts accurately describe these workers?

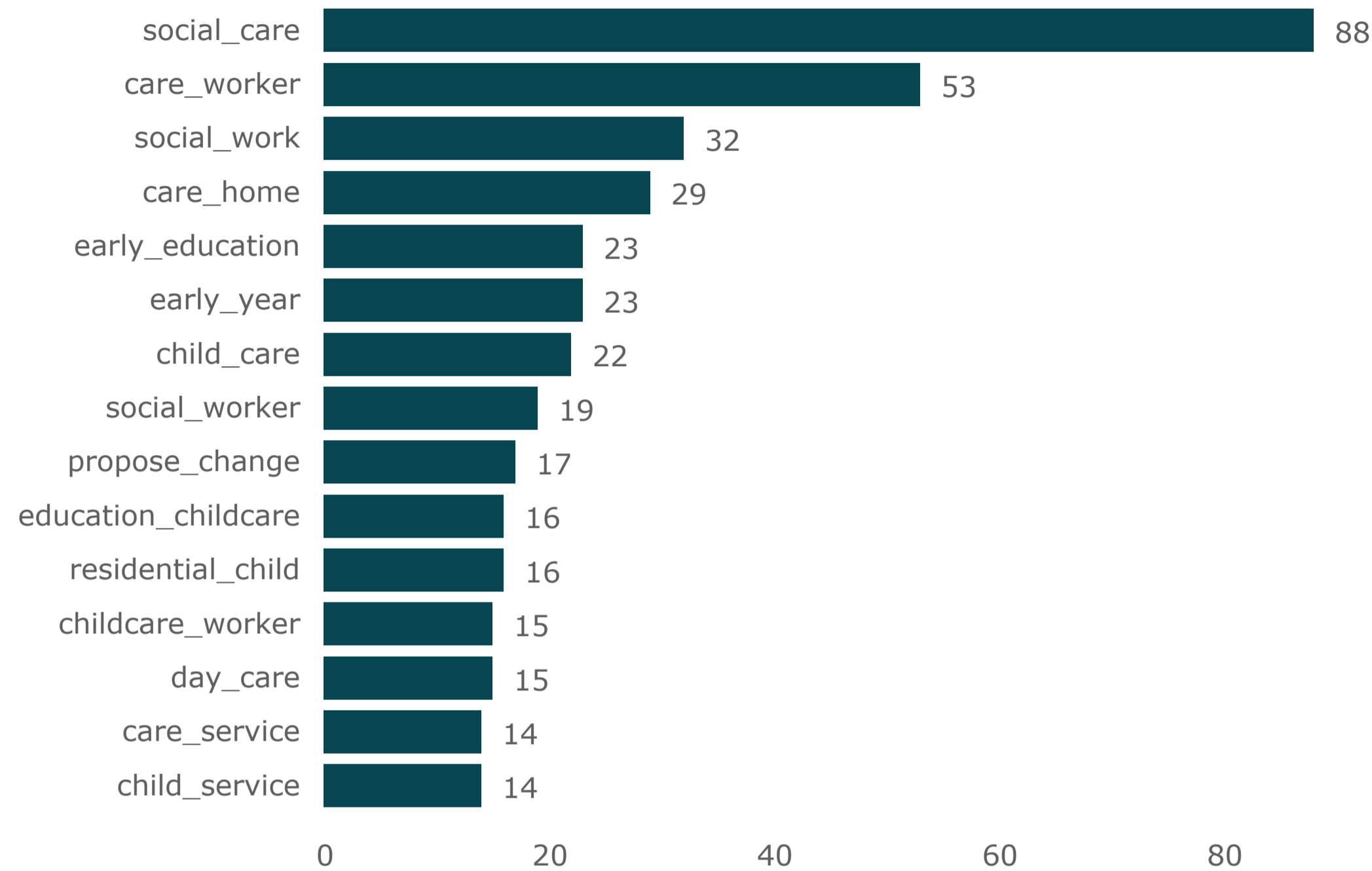


**3270**  
Total Responses



## The structure of the Register 4

Q13. Do you have any other comments on this proposed change?



"Simplifying to five is a positive change., But residential child care needs more thought and should not be separated from residential school care - it is the same workforce and children. They do not sit with social care - skill base, qualification and knowledge are very different. Also impacted by (delayed) proposals for a level 9 qualification, which equates to the SW degree qualification. Most social care is sitting at a much lower qualification level"

"Yearly payments are a disgrace and I think a less expensive 5 yearly or more fee is more acceptable"

"Will make it easier to have ongoing registration instead of having to renew every five years"

"This looks like a sensible approach"

"What is the plan to extend registration to workers in services that are not currently required to register, ensuring their recognition and professional identity too?"

"Streamlining will make things lot easier for when people are applying on the register"

"We are largely supportive of this proposal and believe that it will help to achieve practical efficiencies, improved understanding of the sector and greater flexibilities for employees"

"Think it's a good move"

"Why is residential childcare not grouped with other children's services?"

"The 5 categories clearly shows a lack of appreciation of skilled job roles within both social care and childcare"

"Simplifying to five is a positive change., But residential child care needs more thought and should not be separated from residential school care"

"Not sure why residential child care workers and residential school care accommodation services are in different register parts"

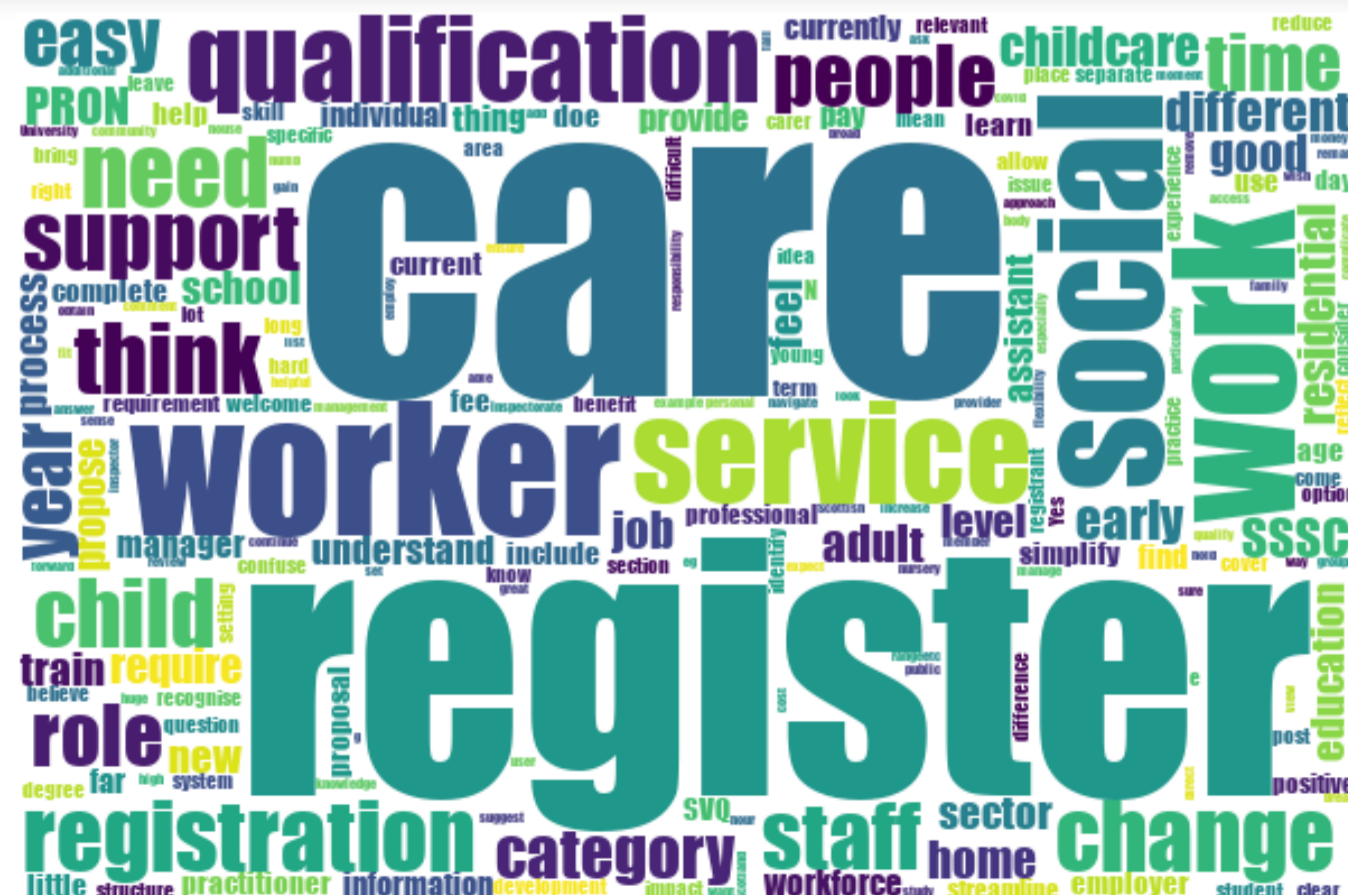
"How would the proposal affect registration fees?"

"These changes will have to be communicated clearly to ensure practitioners understand how they compare with the previous register parts"

"The reduction in registration categories is something the sector has been asking for many years"

"Although beneficial for the sector the scale of the beneficial impact is not expected to be great given the scale of the problems in regulated sectors"

"No impact, a social care worker registered to work in adult services, may be supporting older people or people with learning disabilities, this will not have an impact on equality for the care support that service users receive"

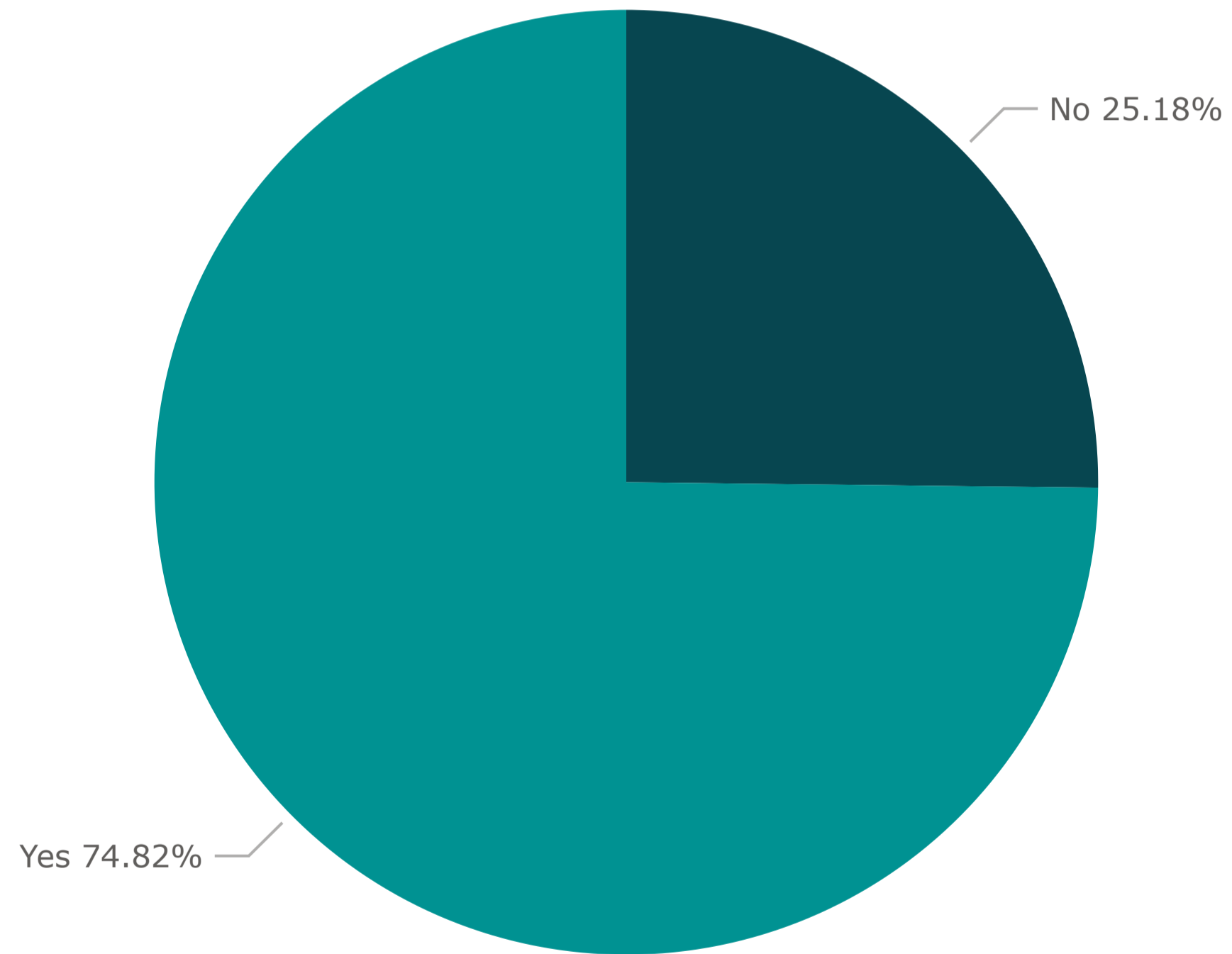


Sampled responses:

### The timescale for new starts to apply to register

We are proposing that the regulations are changed to say that a worker must apply for registration within three months of starting in the role.

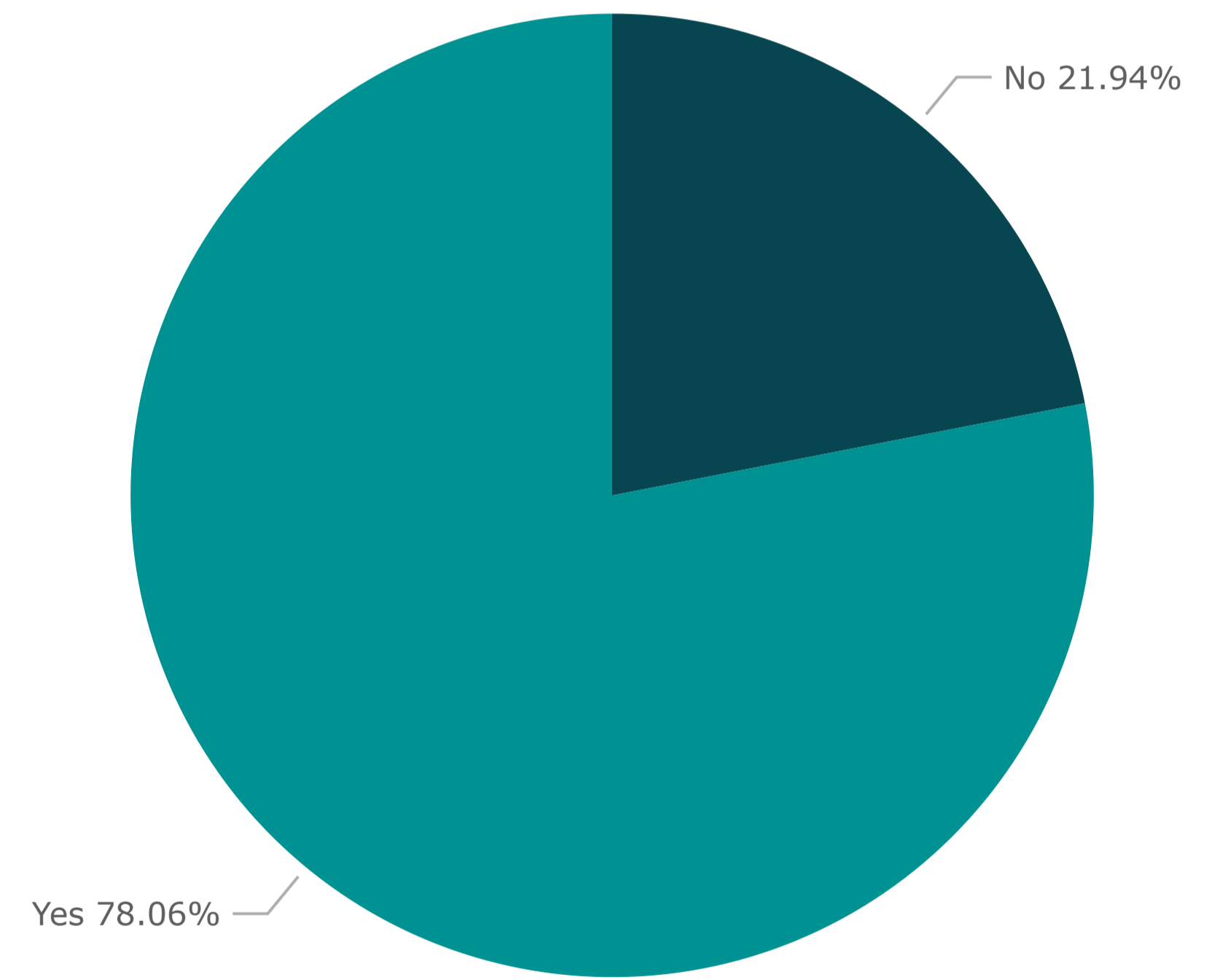
Q14. Will changing the regulations make it easier for employers to comply with the requirements?



2998

Total Responses

Q15. Is three months after starting in their role an appropriate timescale to require workers to apply for registration?

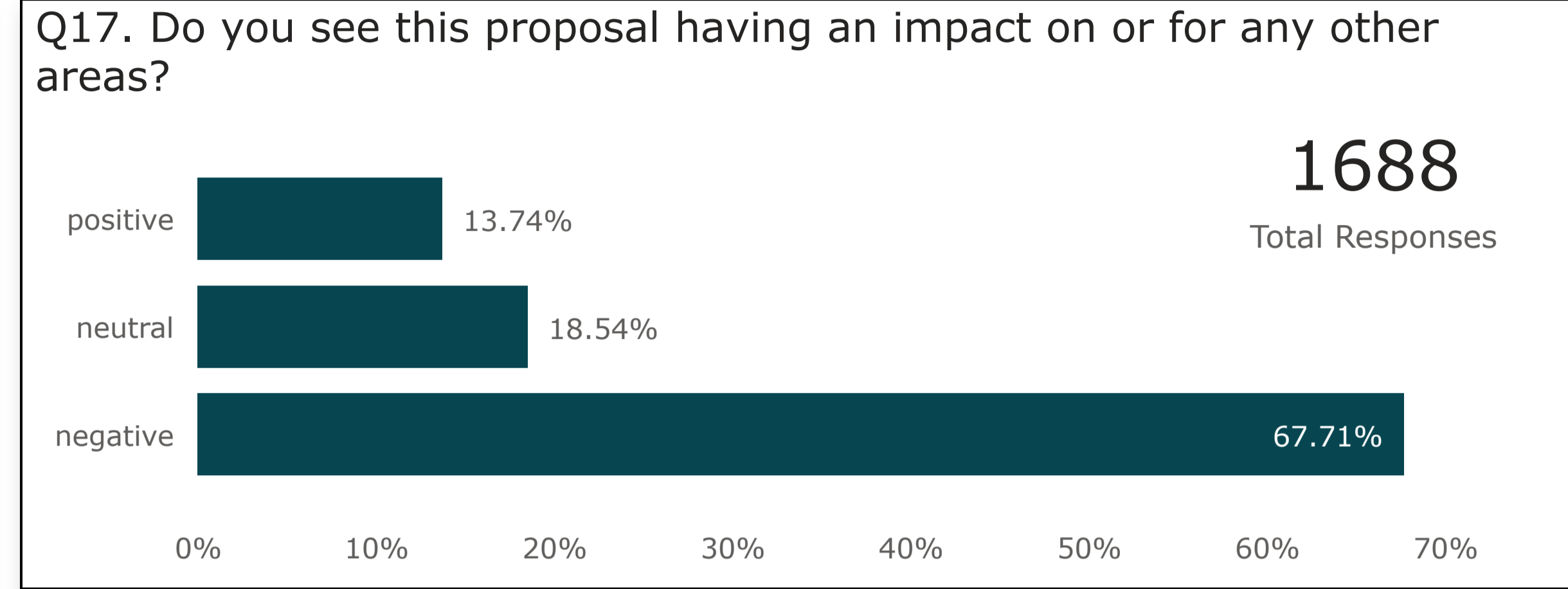
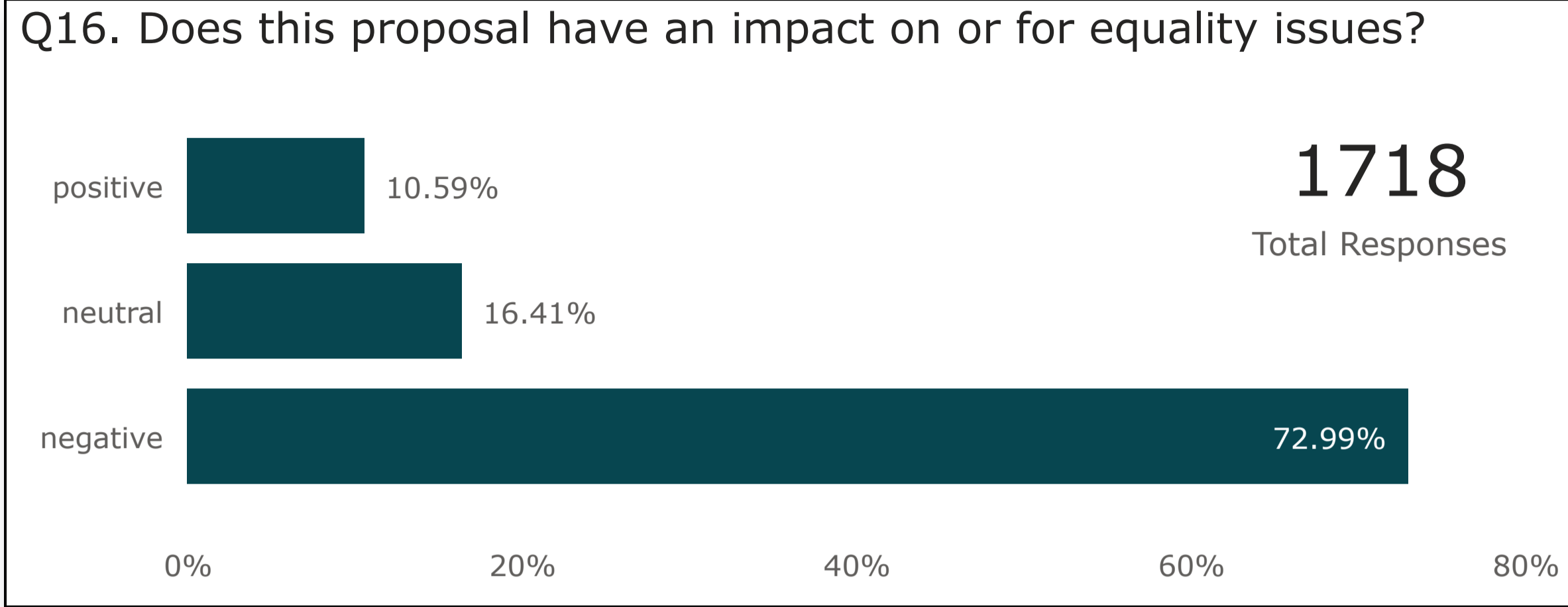


3018

Total Responses



The timescale for new starts to apply to register 2



Sampled responses:

- "With careful streamlining and planning, equality issues should not be impacted in a negative way"
- "Will improve service provided"
- "We welcome the reduction of register parts"
- "I think it would likely treat service users more equally"
- "There should not be any equality impact from this proposed change"
- "Staff qualified to work in day of children services do not necessarily have the correct qualifications to move between services"
- "Given the gender balance in the workforce, the risk is that this would impact on/act as a disincentive to lower paid women working part-time"



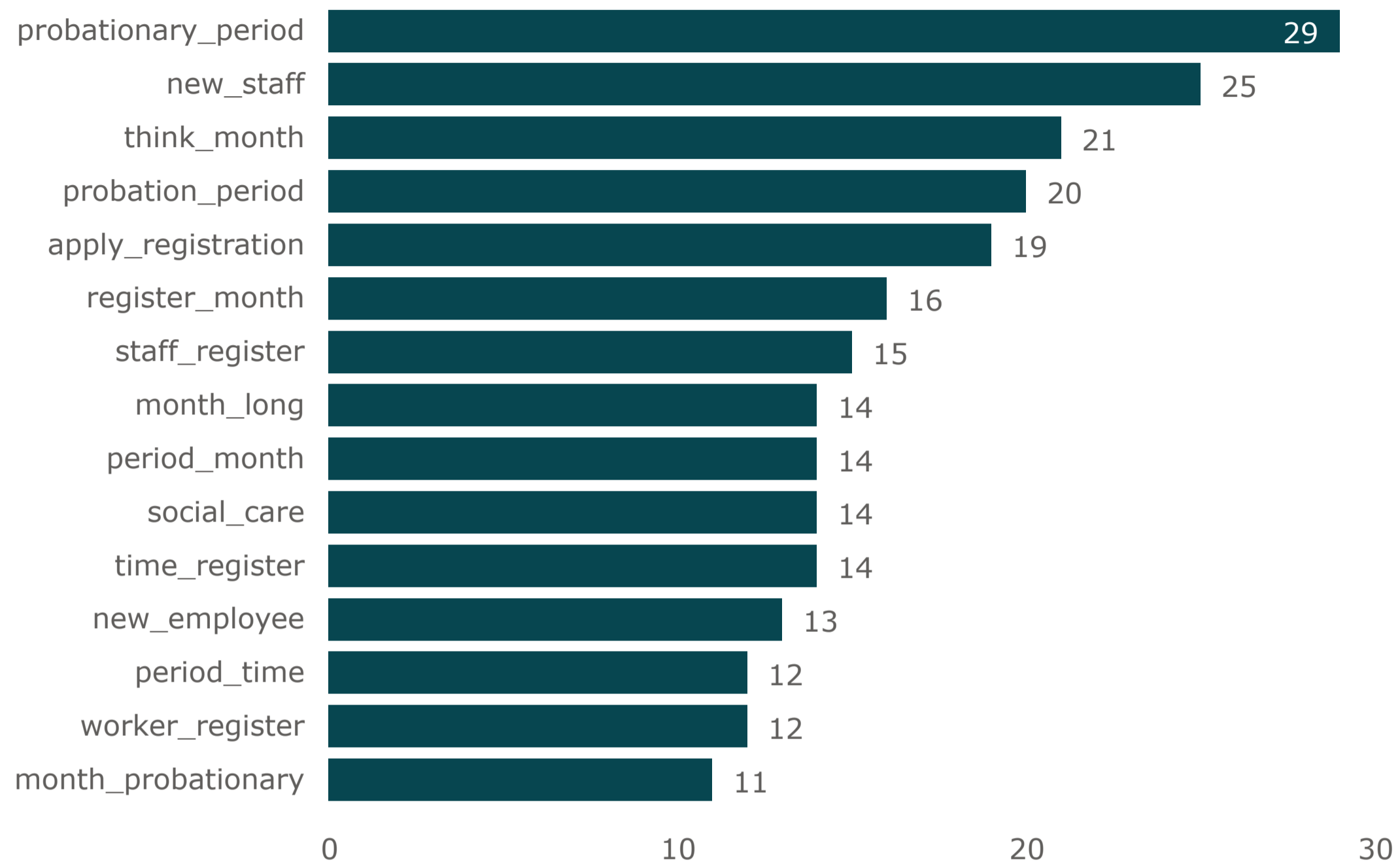
Sampled responses:

- "No I would not imagine this would have an impact"
- "This is just an added pressure on the workforce"
- "No- we build SSSC registration into the Induction"
- "Yes, if workers find it difficult to register, then this will have an effect on the retention of staff"
- "It will ensure that people who are committed in the role they are doing are registered more quickly"
- "Three months does not give workers enough time to work through induction, core training and apply to be registered"
- "Yes, unsuitable applicants will likely have access to vulnerable people before changes can be made"
- "Earlier registration would require the relevant processes to support it. Current timescales for approval of an application are three months"



### The timescale for new starts to apply to register 3

Q18. Do you have any other comments on this proposed change?



"Our preferred solution is for employers to pay the annual registration fee as a cost to the business"

"Workers should apply for registration as soon as they start their role, with no time delay"

"An option would be to allow individuals to apply, with the fee being payable only at the end of the registration process"

"Opportunity for increased public safety where an applicant is required to apply within 3 months"

"Why do they get time to gain registration after they have started work? If its a condition of their employment would it not be easier and make more sense for them to obtain it prior to starting work?"

"We believe 3 months to be unrealistic. This is due to new starts being on a 3 month probation period. Perhaps 4 months would be better"

"We believe that it is essential to minimise potential practical and financial barriers at an early stage of a person's career, particularly if they are amongst the lower paid"

"We require staff to apply as soon as they start working so doesn't change things for us"

"Most organisations have a 6 month probationary period. It would make sense to link the registration timescale to this probationary period"

"While some of our council respondents believe that that period could be shortened, a larger number believe that this could be problematic, for operational reasons such as ongoing induction"

"We already use this timescale"

"Three months is a reasonable timeframe to begin the application for registration. I'd be interested to know what the timeline workers currently apply within"

"The current guidance advises SSSC can take up to 3 months to process - you would need to commit to completing on a much shorter timeframe"

"Our view is that the deadline should remain at 6 months"

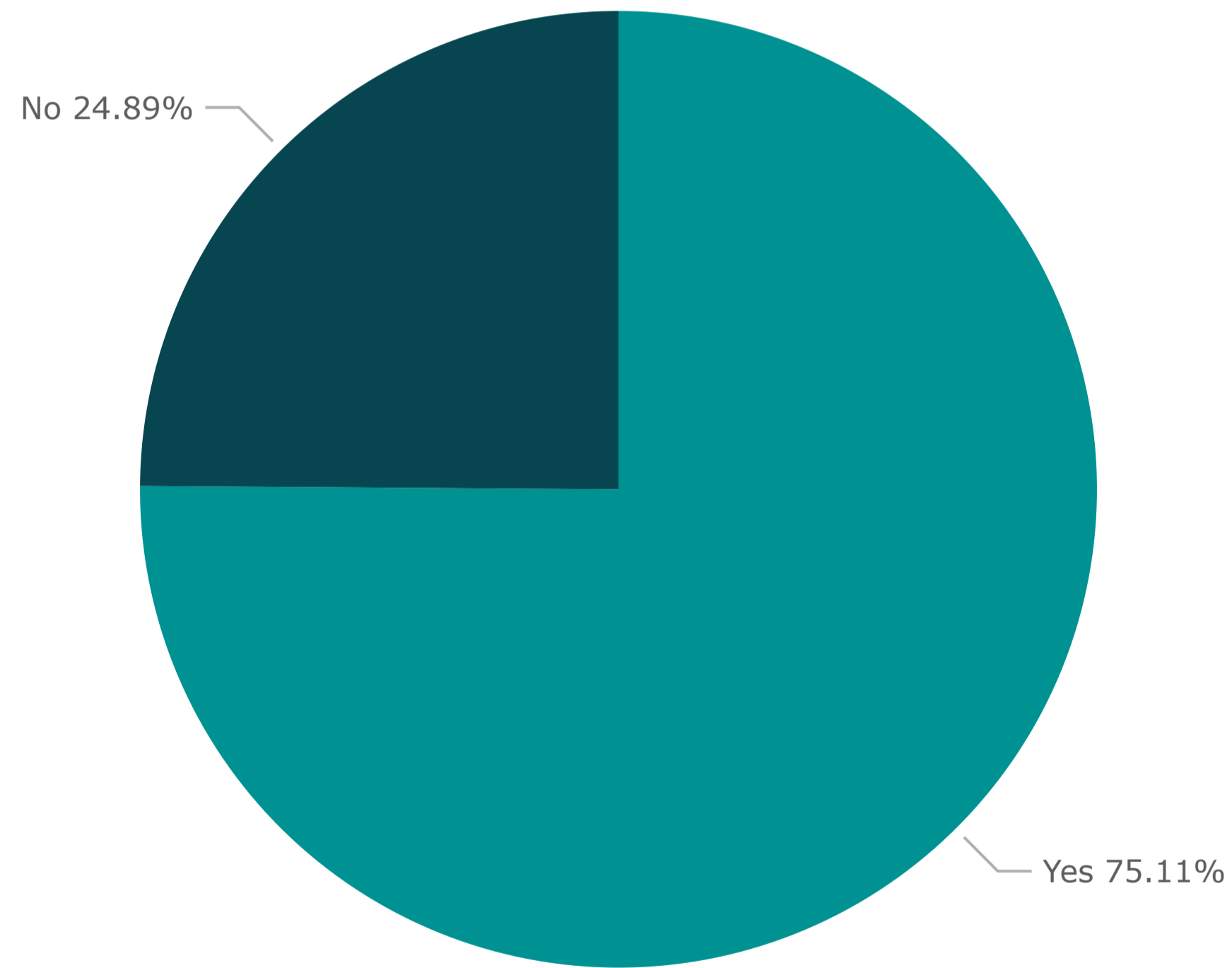


Sampled responses:

### Public Register online

We are proposing to change the information we make available about registrants on the public Register on our website.

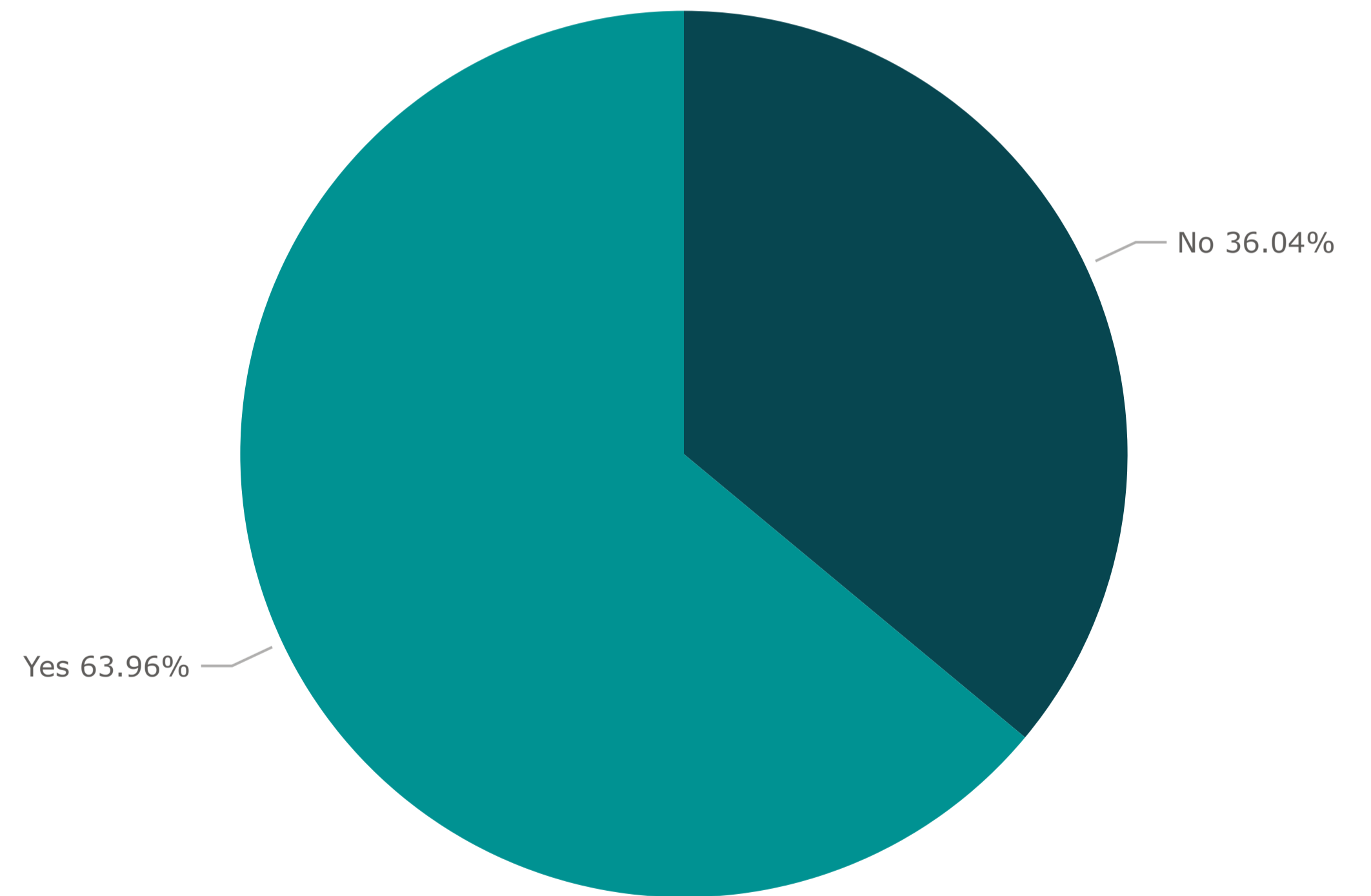
Q19. Should the public Register on our website show the level of role someone is carrying out, such as manager, supervisor, practitioner, support worker?



2921

Total Responses

Q20. Should the public Register online show whether someone has the qualification for their role or not?



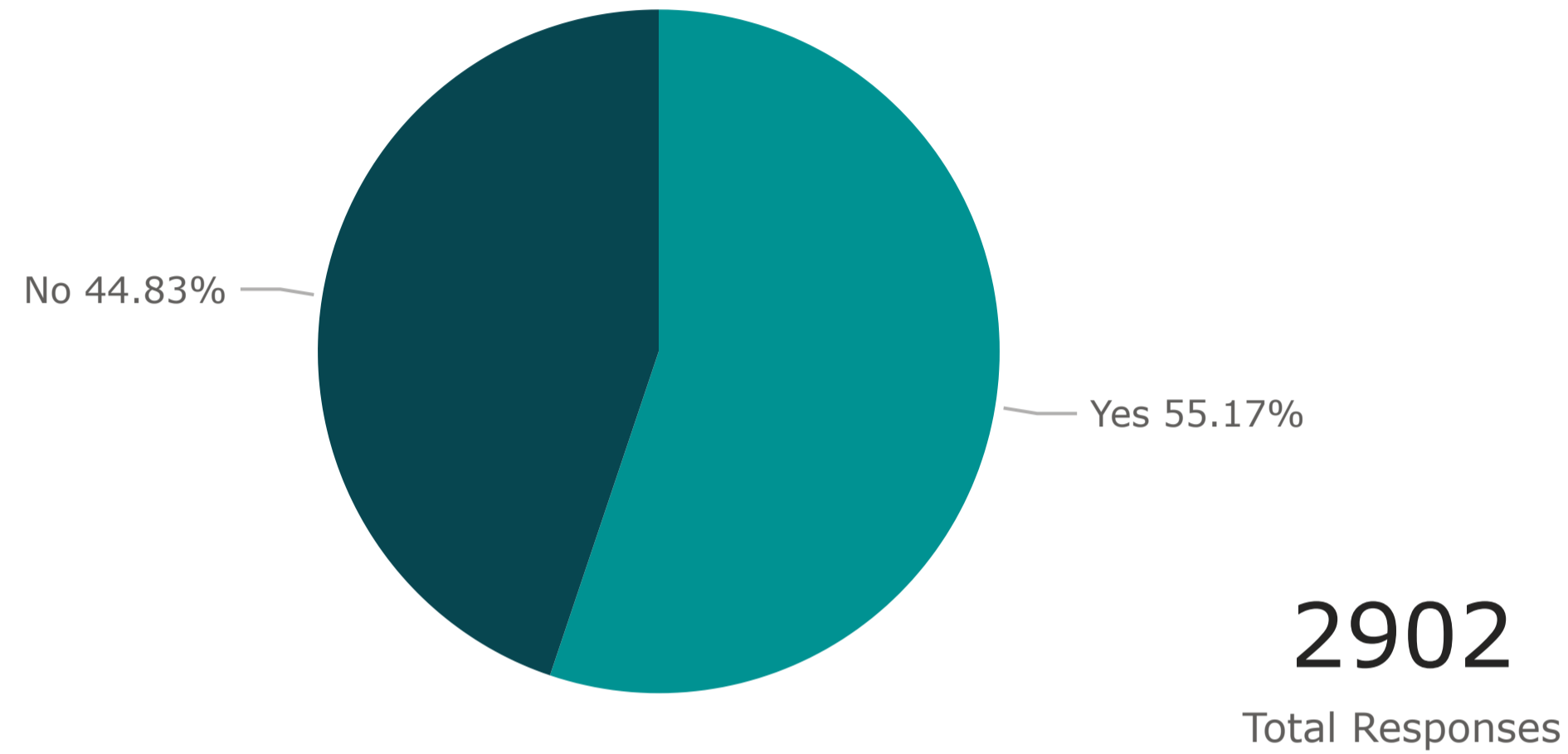
2911

Total Responses

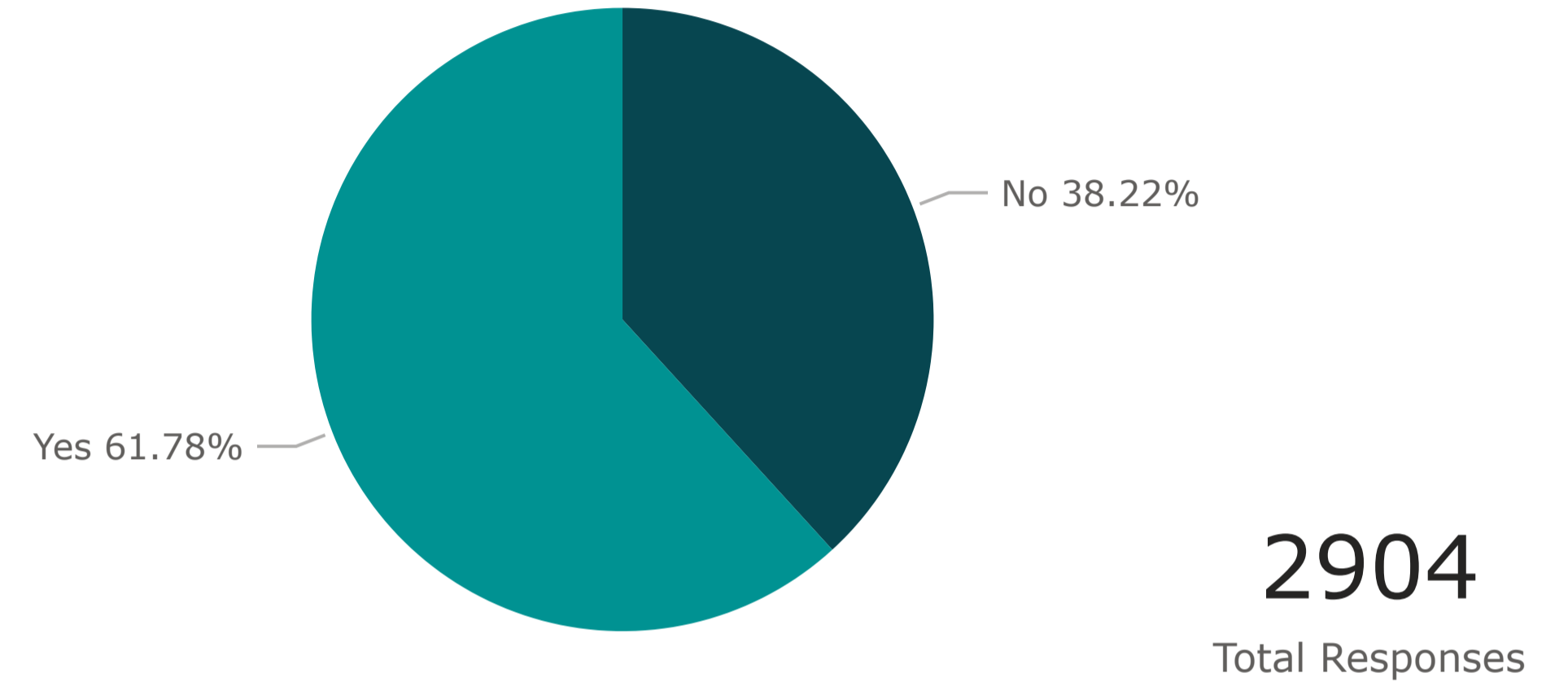


Public Register online 2

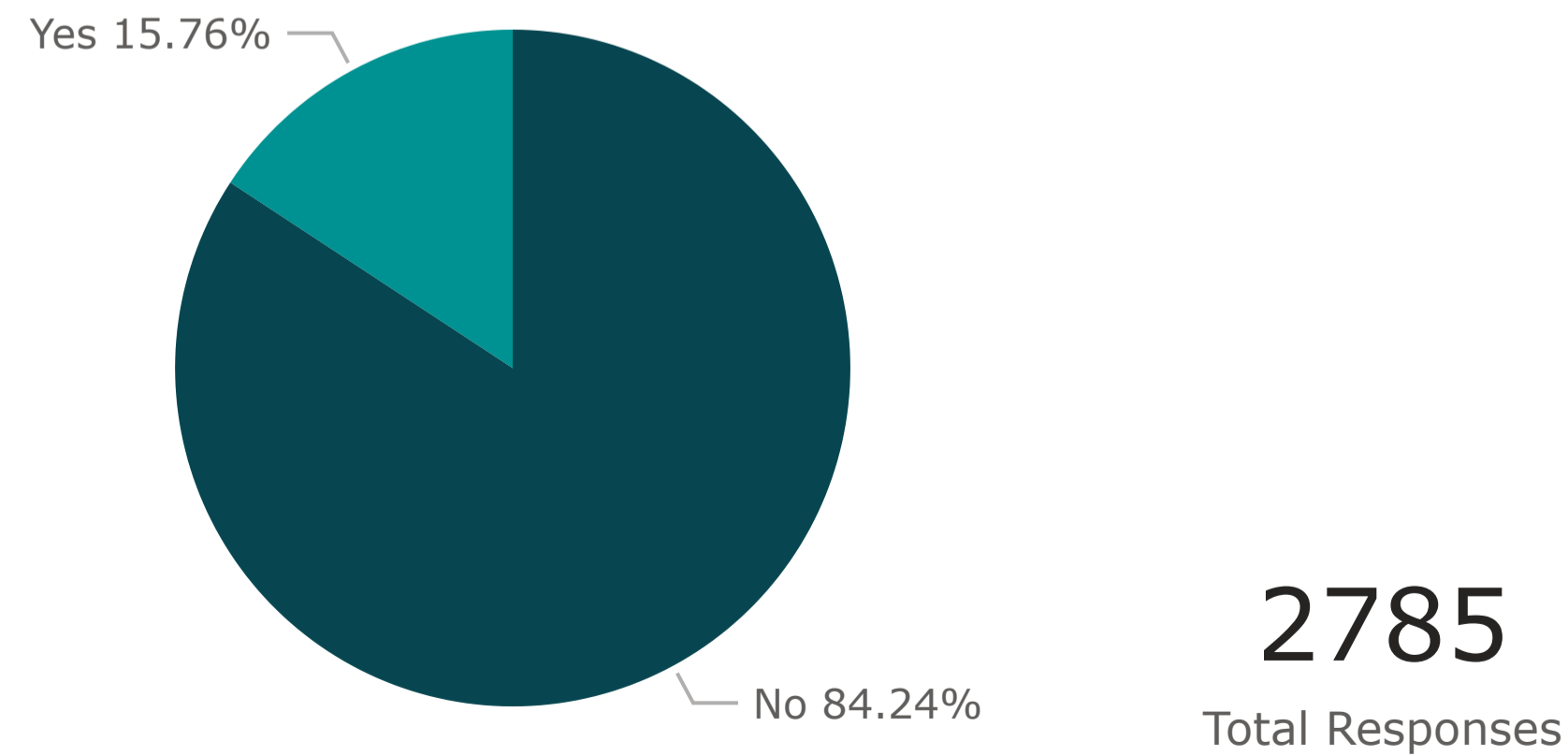
Q21. Should the public Register online show fitness to practise warnings and conditions, that are currently on a separate area of the website?



Q22. We are considering publicising information about additional practice qualifications registrants may hold, for example mental health officer awards and practice teaching awards. Should the public Register show if ...

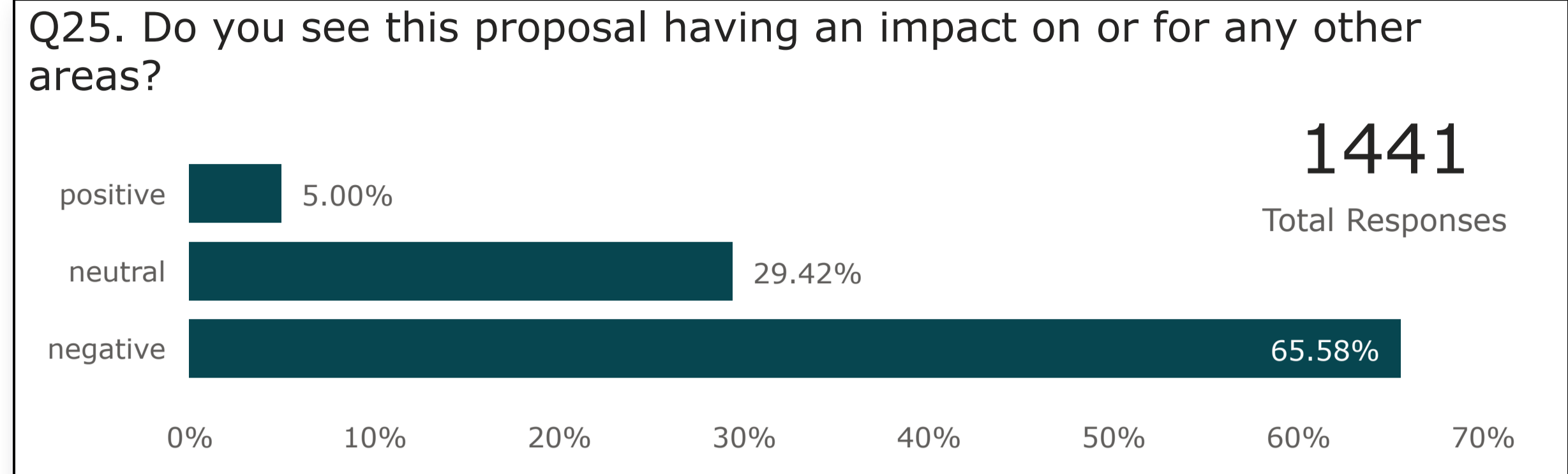
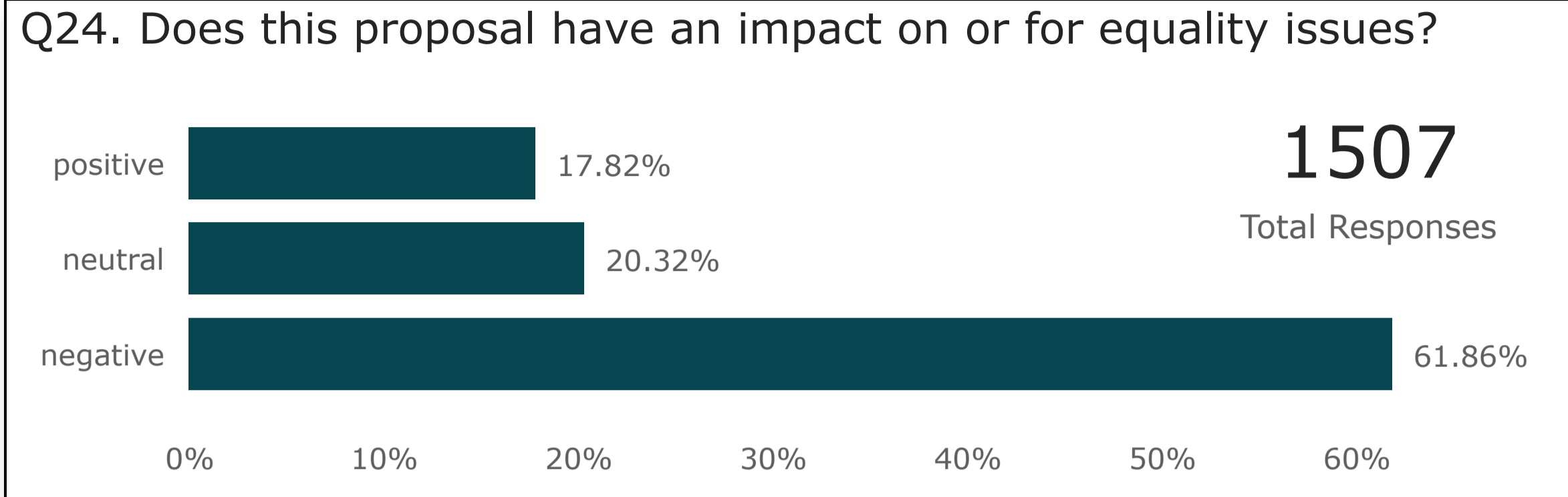


Q23. Should any other information be shown on the public Register online?





Public Register online 3



Sampled responses:

"People from lower educational backgrounds or other nationalities are less likely to be aware of the level of personal information published online, putting them potentially at disadvantage, so public register should be limited to only essential information about fitness to practice"

"What is the relevance of sharing with others, what is the benefit?"

"It certainly does have an impact on equality issues. All of the above issues are a breach of GDPR. I would prefer to have my data protected and not have it viewed by all the world to see"

"Significant potential impacts on privacy"

"Personally I think this would be a handy tool for employers if used correctly "

"Gives service users confidence that workers are qualified and professional"

"It may do however, I feel that the public should have confidence in staff"

"Maybe time employed at previous & current post"

"It shouldn't because we should all be trained to the same exacting high standards"

"There should be considerations about how much detail is published about a practitioner, particularly when this may be sensitive to the practitioner"



Sampled responses:

"This may alienate more mature, experienced staff who do not meet current qualification criteria or are having to return to study to satisfy SSSC requirements"

"This should be an opt in option for individual to disclose what extra qualifications they might have"

"If you make personal information of registrants public this is an issue for confidentiality and privacy of the registrant"

"Will put voluntary organisations and smaller services on a par with local authority and large service in regards to how professional the staff are viewed"

"There is no need for this information to be public unless it was to become a requirement to have a qualification prior to beginning the job. In the social care sector it is our belief that this information should not be public"

"Potentially some of the proposals may breach GDPR legislation, breaches are already recorded on the SSSC website"

"No, I would welcome further information being available particularly renewal dates or qualification deadline dates so as a new employer we could find out this information easily"

"Yes cause we aren't getting the support or training we should have over this pandemic"

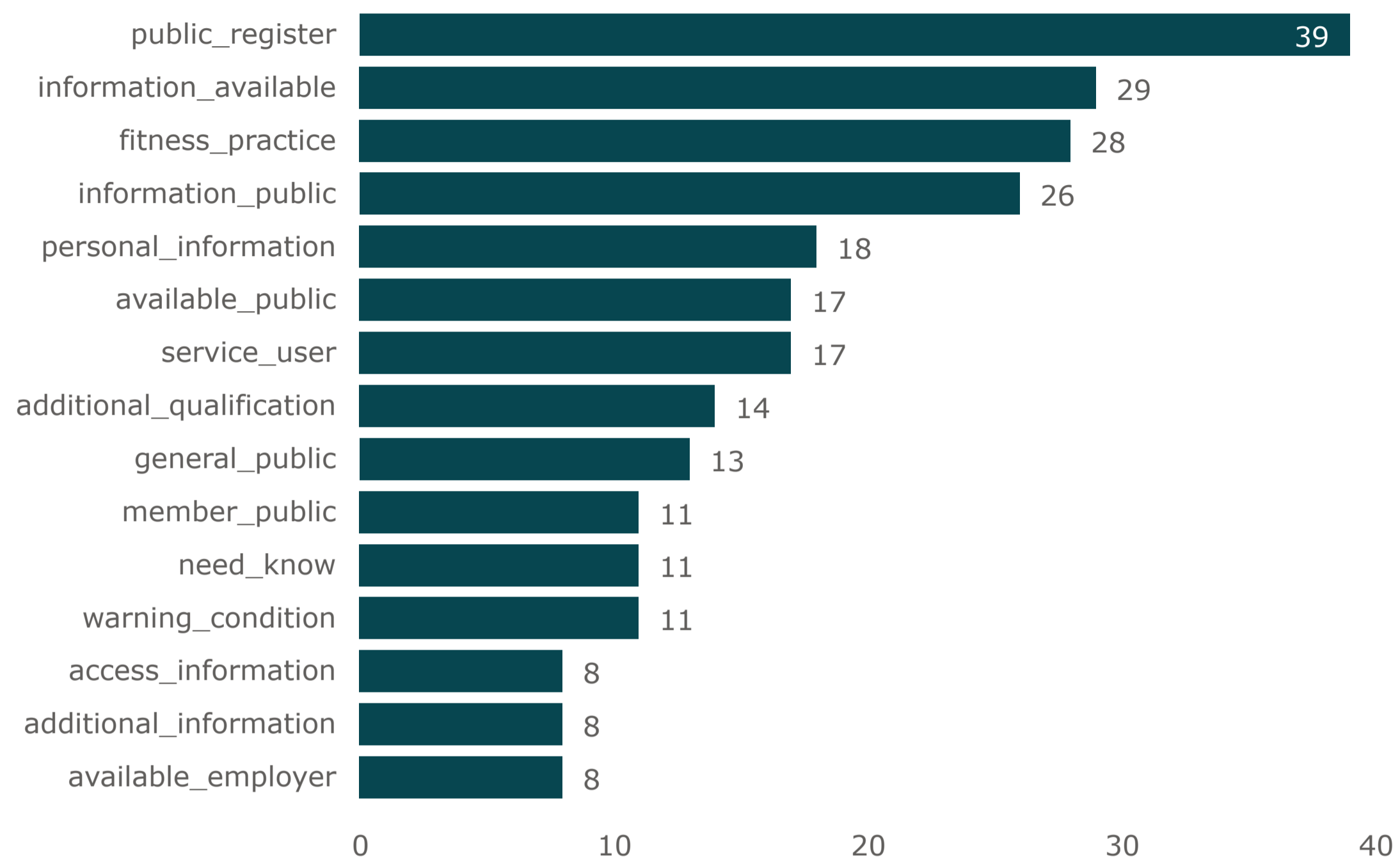
"No - if anything it provides greater transparency and reassurance to the public"

"Useful to have comprehensive information stated alongside basic qualifications"



Public Register online 4

Q26. Do you have any other comments on this proposed change?



Sampled responses:

"Greater transparency especially around qualifications and roles should benefit all"

"A prospective employer should be able to access relevant information but it should not be available for any member of the public to see"

"I am opposed to any identifiable information being made available on a public register for data protection and privacy reasons"



"We have concerns about the level of information proposed to be published on the public register. It may cause issues in service delivery where service users or their families may refuse to have a worker with warnings or conditions attached to them"

"It may cause issues with trust. If a worker is deemed fit to be on the register we do not think it is relevant to disclose their conditions or warnings. This information should be available on the employers area only"

"Serious concerns about the efficacy and legality of the proposal to publish more information on registrants online"

"Are any of the qualifications those that need to be re-sat after a number of years as this could make qualifications on the register outdated. We would be against this proposal if this was the case"

"We are particularly opposed to the proposed change"

"What's the objectives of these changes, would erode confidence in workforce showing don't have required qualifications. Too much information makes it confusing"

"We believe that the proposal to show additional info should not be opened to the public. This is a matter between the employer and employee and may negatively impact on the ability to provide care if a member of the public does not have full understanding of training requirements"

"Transparency and accountability are key therefore information should be made available"

"This would bring SSSC register in line with other professions registers"

"This information should be available to employers only and not general public"

"The changes would provide necessary confirmation and information to employers"

"Perhaps the online register could show how many years the person has been practicing/registered"

"Openness and transparency relevant to the workers registration is reasonable. Need to have clear boundaries and balance with respect for their right to privacy"

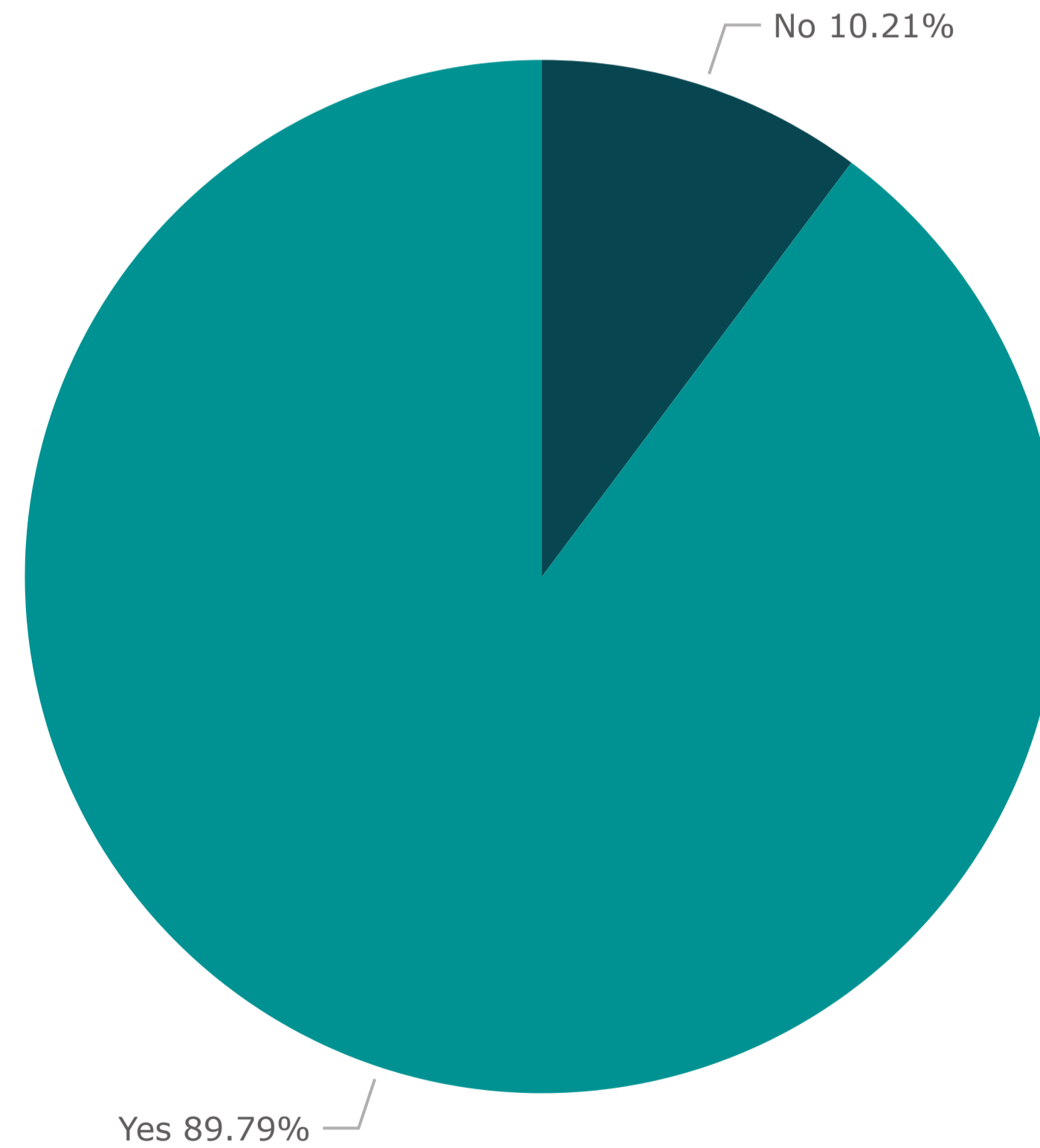
"I am unsure whether this is the best idea although I agree with making more information public, in principle"

"We believe that aspects of this proposal are extremely sensitive and should be considered within the context of data protection, how the information might be interpreted or misinterpreted, and what this could mean for public confidence"

### Registration period

We are considering bringing in a continuous registration period which would not have an end date. This means that workers would not have to renew their registration every three or five years. Instead, registrants would complete an annual declaration at the same time as they are paying their fees. The annual declaration would include telling us of any changes that might affect registration.

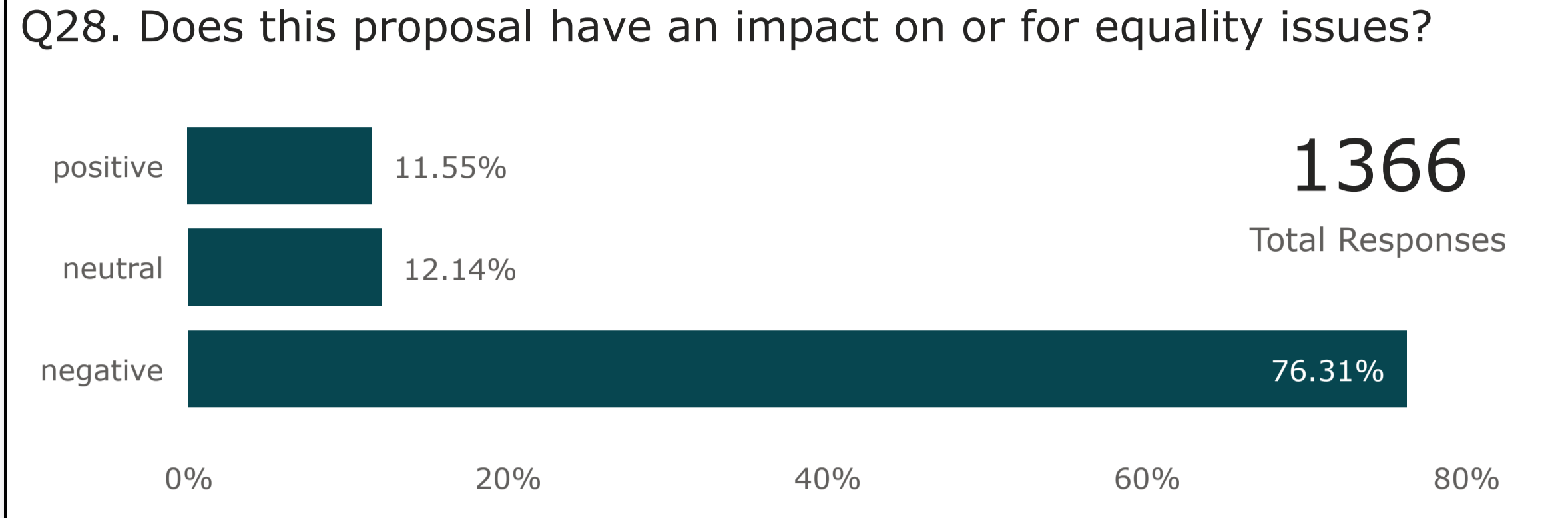
Q27. Will removing the need to renew registration be an improvement over the current requirements?



**2811**  
Total Responses

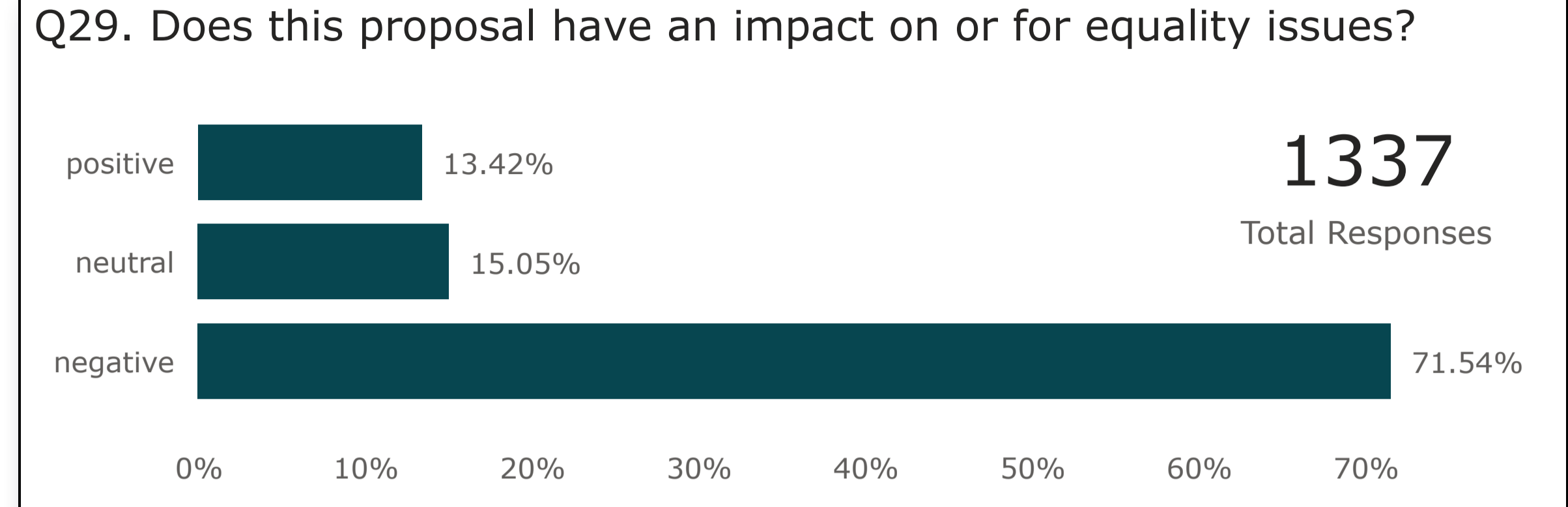


Registration period 2



Sampled responses:

- “This proposal is welcome if it ends the higher fee at five years, as many workers on the register are in low paid jobs”
- “I feel it’s good to renew as people are made to think of any changes they should be adding, if you don’t need to renew it may be a excuse for people not to bother”
- “As long as various communication methods for this are taken into account to ensure all staff have access easily to do this”
- “It improves retention of staff and takes into consideration the learning ability of all who work in Social care. Some people like myself have struggled to complete their awards in this pandemic due to staff shortages and demand for staffing. By removing a time frame we acknowledge the individual specialisation that some staff have”
- “This could be a barrier to people with learning difficulties and older people who have done the job for years”
- “It will be better for people on a lower wage, as registration can be expensive”
- “Will make it simpler for staff and more likely to comply”
- “I think this is a positive step”



Sampled responses:

- “I feel like people would forget the basic knowledge and understanding of their roles and regulations within the company. I think they should maybe get a crash course or learners course every 3-5 years to go over the current roles and rules and regulations”
- “Yes, if the checks and balances or monitoring of requirements is not kept under review. Potential open to challenges”
- “Potentially more paperwork burden for people each year and organisations will need better process in place to support peoples CPD”
- “Only positive! Making it easier. Will stop folk thinking they have renewed when they've just paid their fee”
- “No, it makes more sense to just update year on year rather than go through the registration process every 5 years, though that in itself doesn't seem to be a hardship as long as the SSSC are processing the applications timeously”
- “Yes I think fees, which are already too high will go up again”
- “This will be beneficial for everyone involved”
- “No, more effective and streamlined”



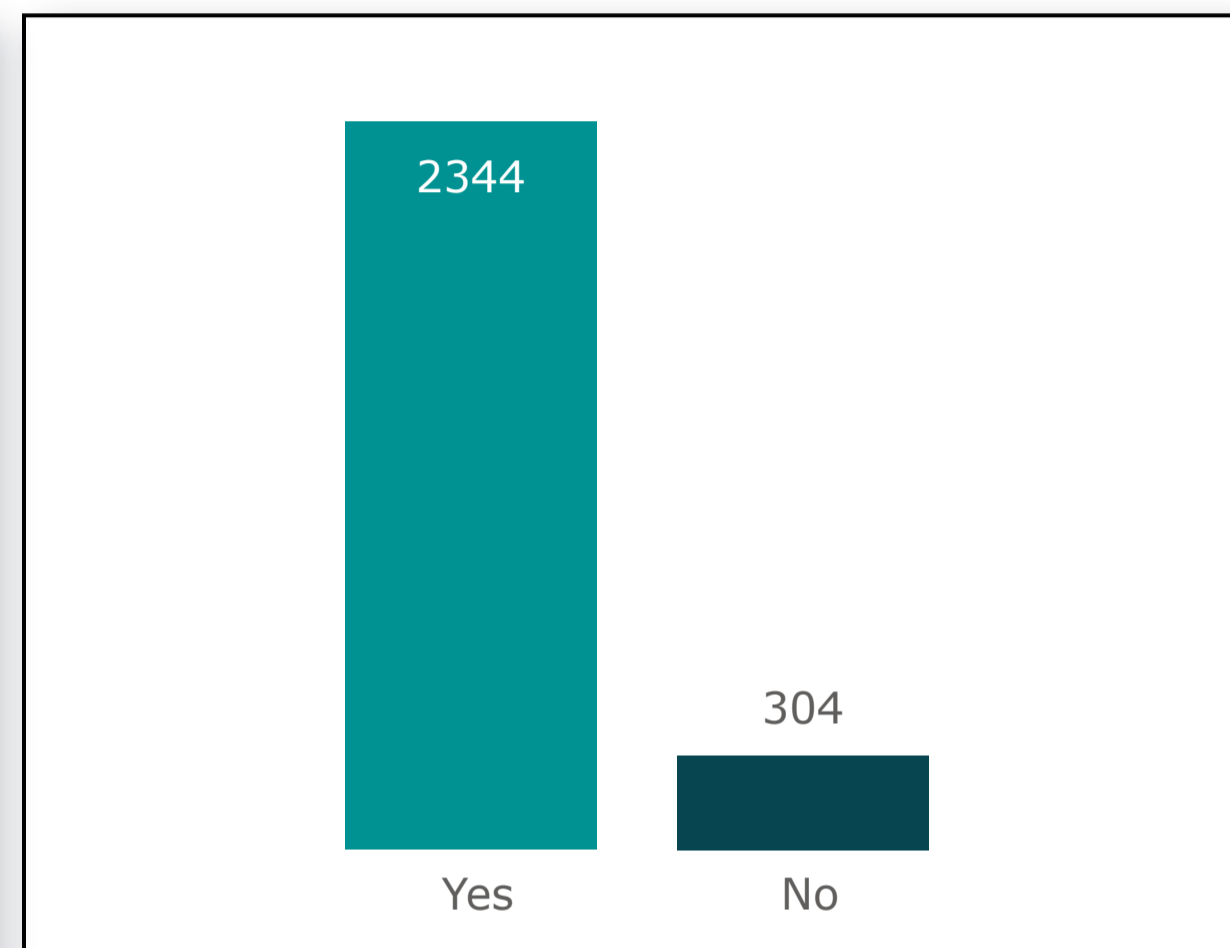
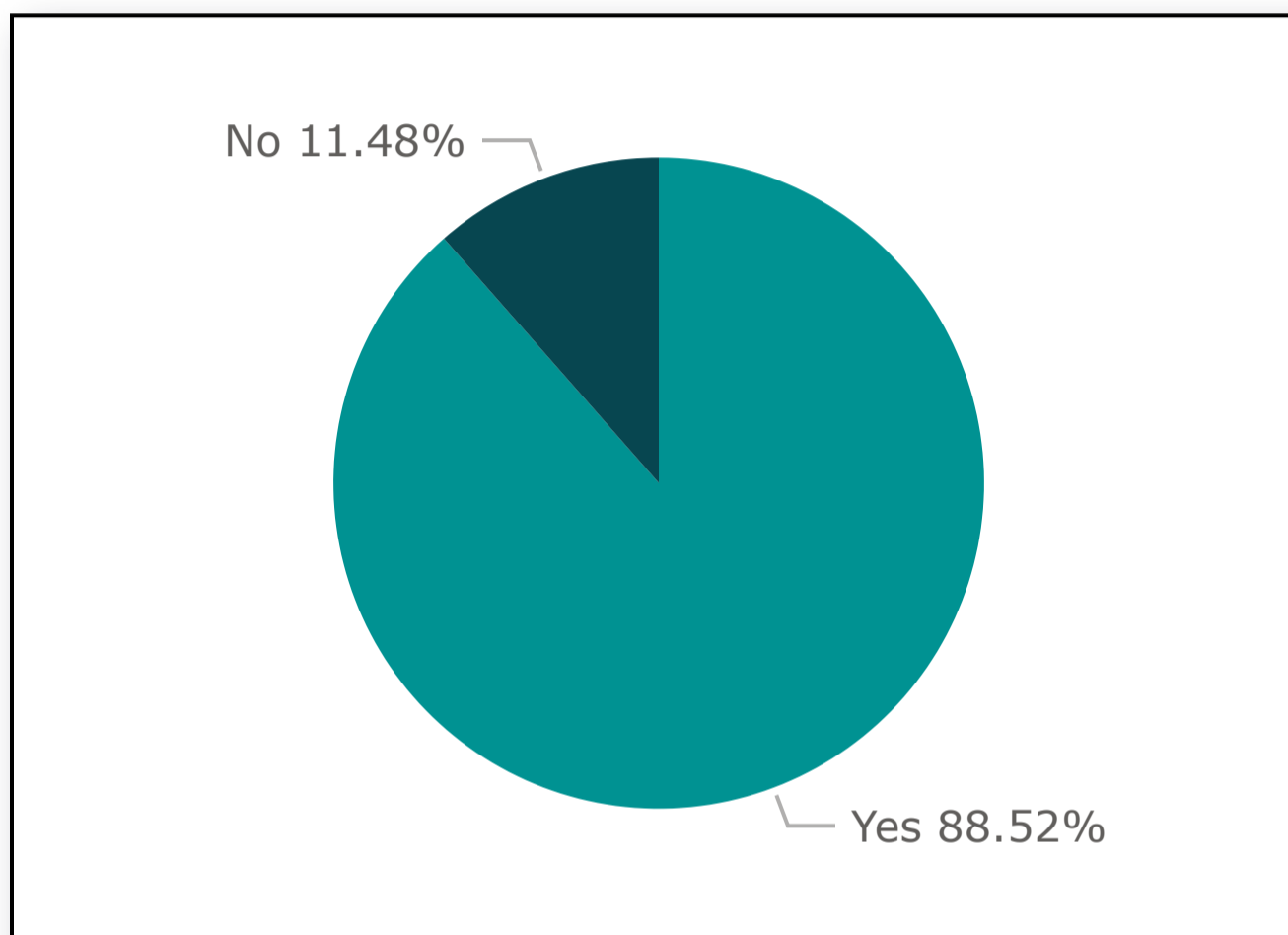




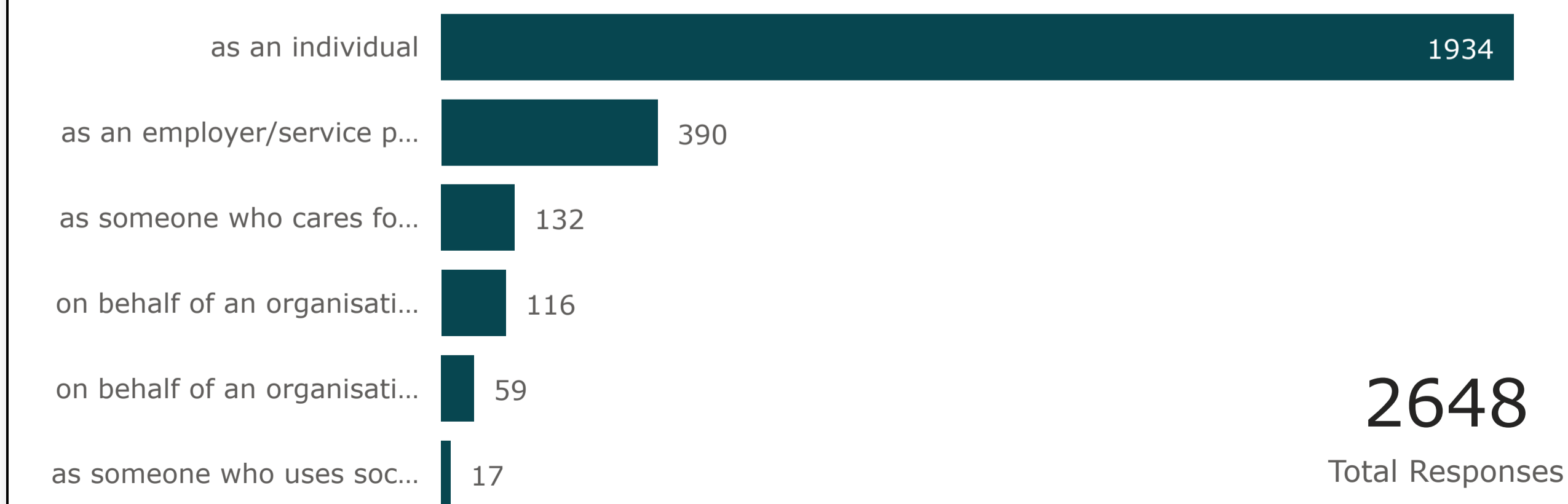
## Flexible qualifications that can move with different roles

We are proposing wider acceptance of units within SVQs which are transferable across different sector areas so qualifications become more flexible and may be accepted for different roles without the need to do another qualification that covers similar core skills. We propose to map SVQ units to the job functions we register in order to set out the combination of units an individual can undertake to allow them to register with the SSSC and move roles with the same level of SVQ qualification requirement without having to gain additional qualifications. We also propose that we develop a new SVQ qualification for registration that would be accepted for different roles and settings.

### Q31. Should the SSSC be more flexible and accept SVQ units gained in adult or childcare settings for registration in other roles?



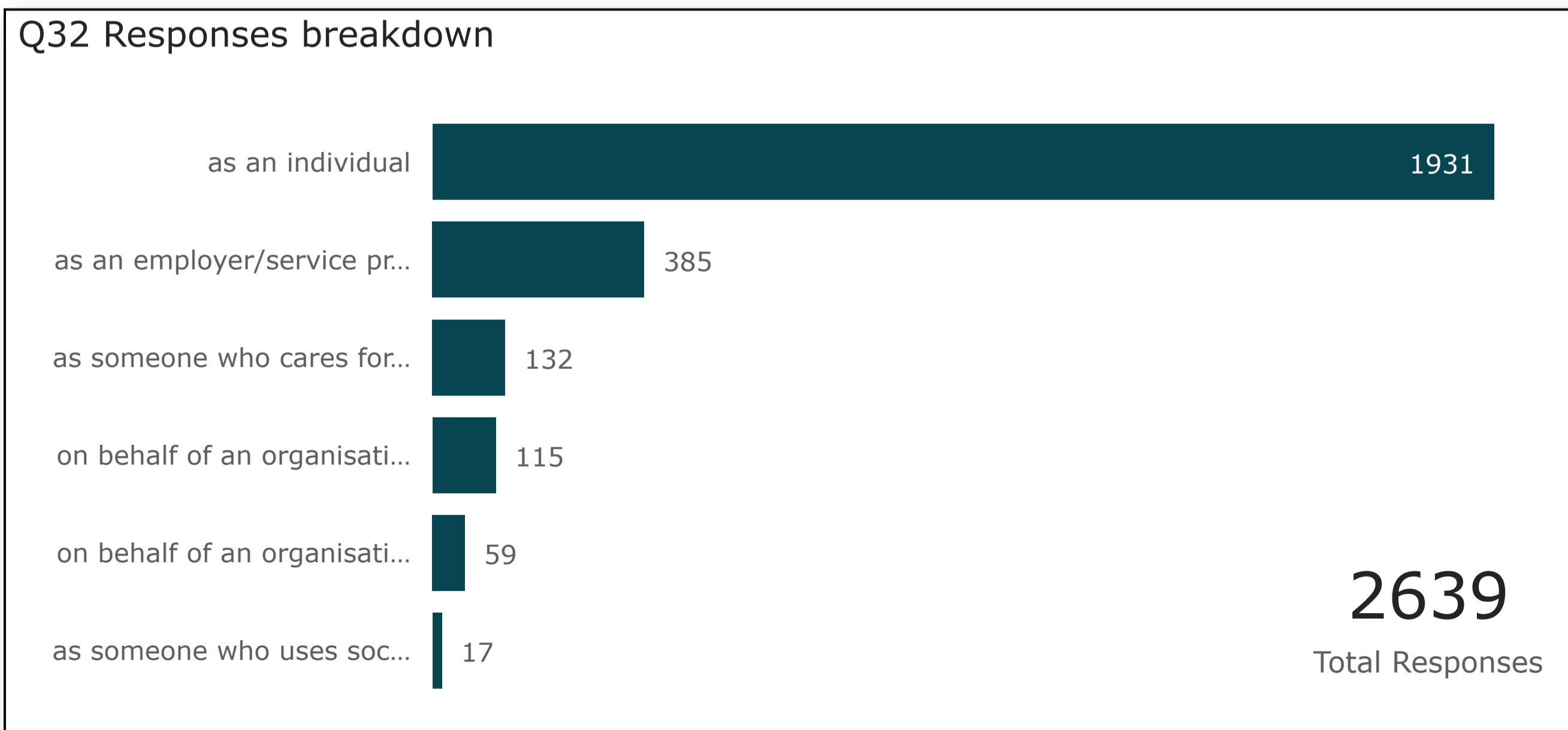
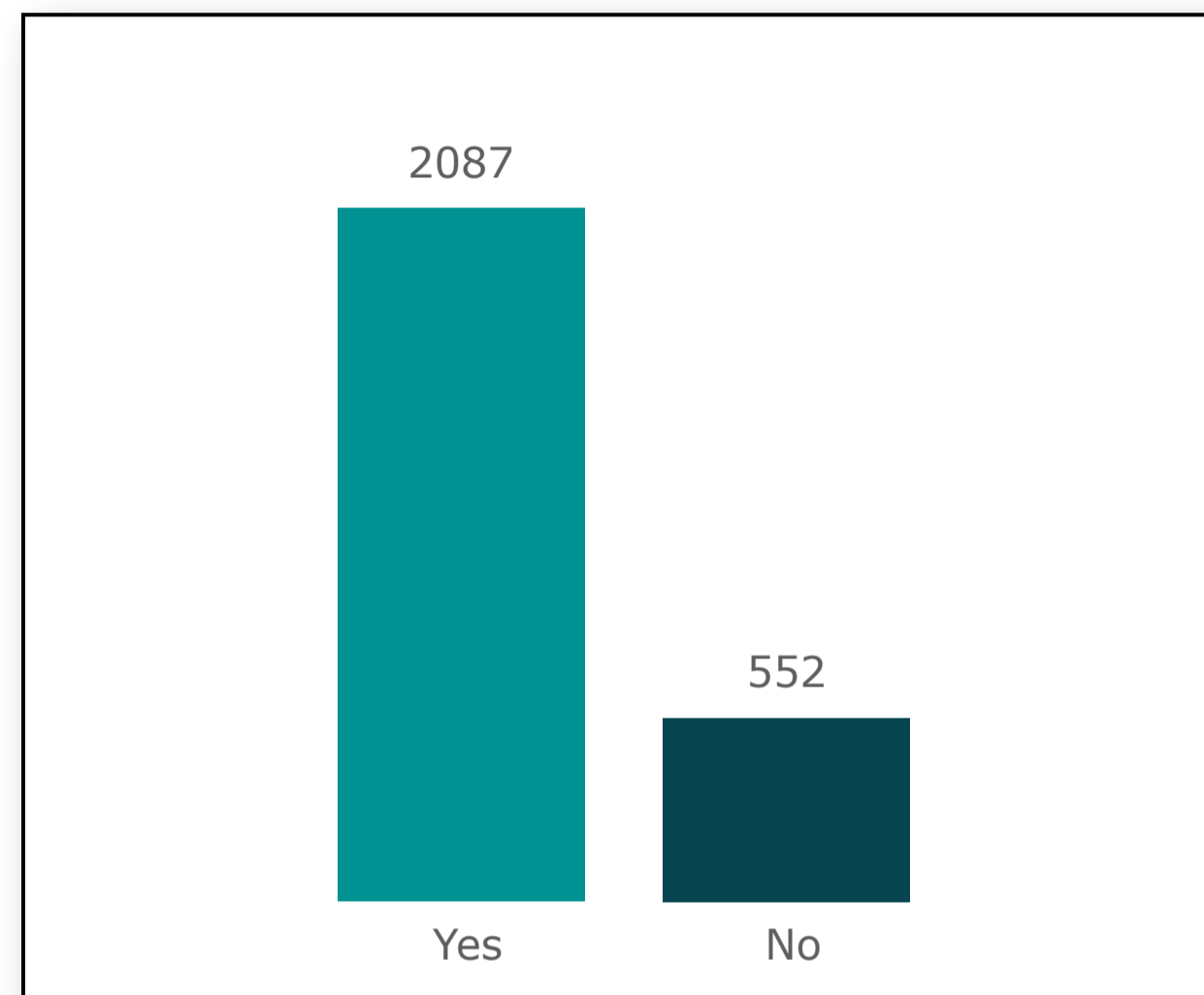
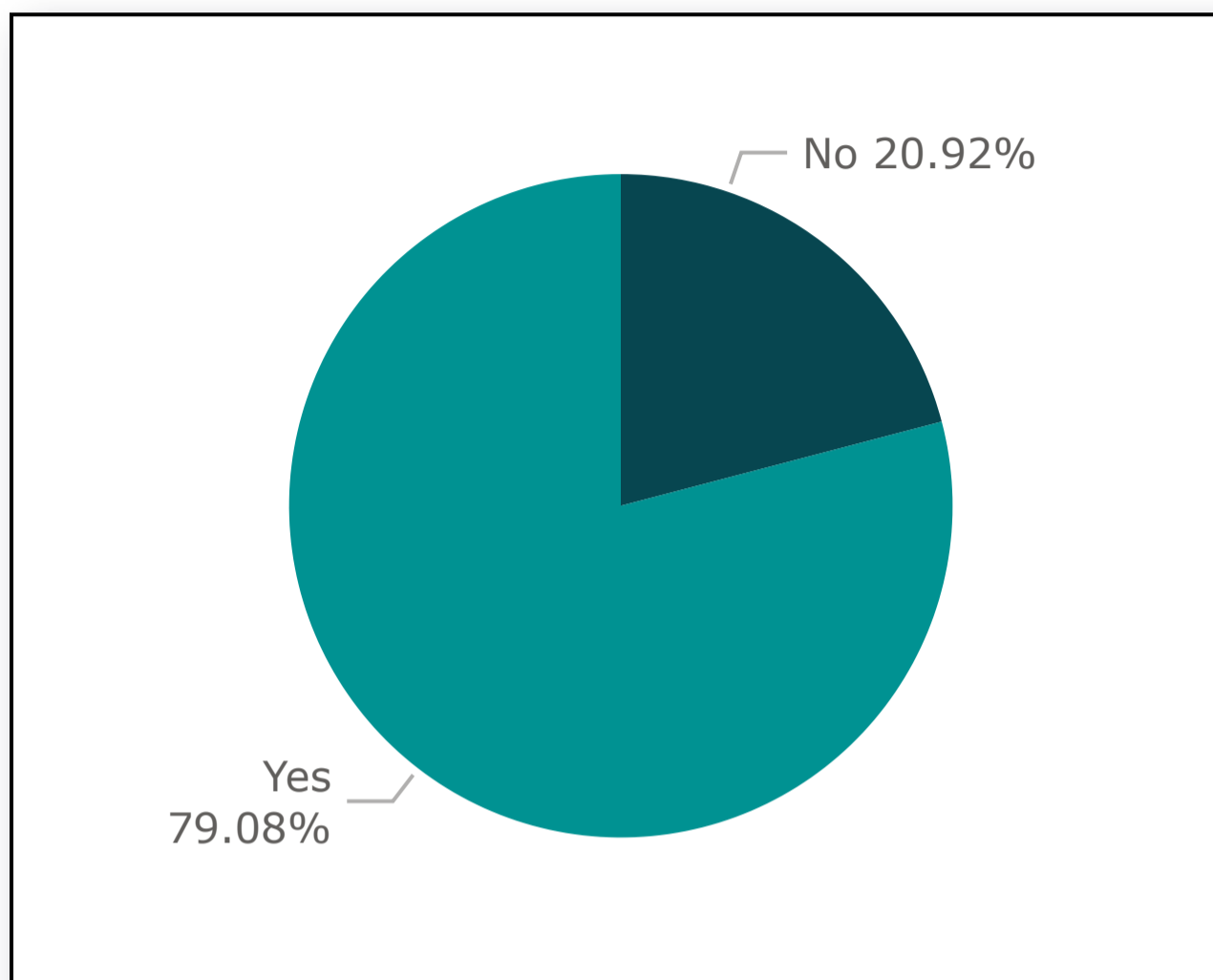
#### Q31 Responses breakdown



Q31 Responses by Register part	Number of responses	% of responses
Worker in a residential school care accommodation service	7	0.37%
Support Worker in a housing support service	161	8.45%
Support Worker in a day care of children service	101	5.30%
Support Worker in a care home service for adults	198	10.39%
Support Worker in a care at home service	261	13.70%
Supervisor in a residential school care accommodation service	2	0.10%
Supervisor in a housing support service	33	1.73%
Supervisor in a care home service for adults	52	2.73%
Supervisor in a care at home service	53	2.78%
Student	20	1.05%
Social worker	220	11.55%
SCSWIS authorised officer	14	0.73%
Residential child care worker with supervisory responsibilities	22	1.15%
Residential child care worker	53	2.78%
Practitioner in a day care of children service	387	20.31%
Practitioner in a care home service for adults	41	2.15%
Manager of an adult day care service	13	0.68%
Manager of a residential school care accommodation service	1	0.05%
Manager of a residential child care service	14	0.73%
Manager of a housing support service	30	1.57%
Manager of a day care of children service	164	8.61%
Manager of a care at home service	37	1.94%
Manager in a care home service for adults	21	1.10%
<b>Total</b>	<b>1905</b>	<b>100.00%</b>

Flexible qualifications that can move with different roles 2

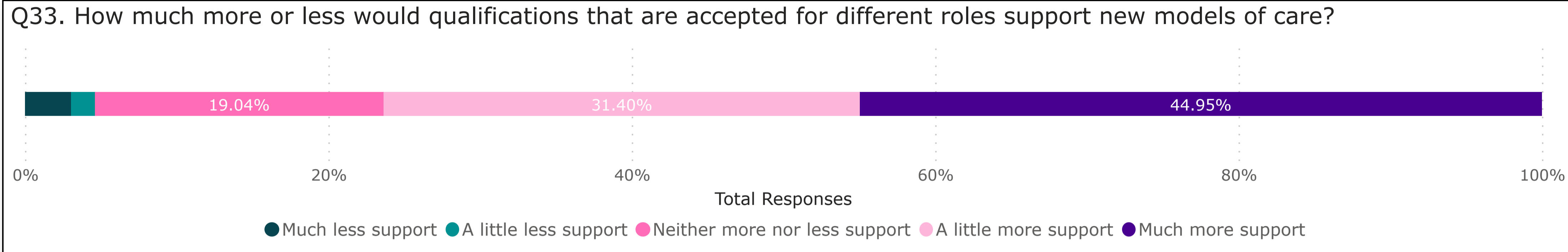
**Q32. Should the SSSC develop a new SVQ qualification that would support individuals to work across different roles and settings?**



Q32 Responses by Register part	Number of responses	% of responses
Practitioner in a day care of children service	387	20.31%
Support Worker in a care at home service	261	13.70%
Social worker	220	11.55%
Support Worker in a care home service for adults	198	10.39%
Manager of a day care of children service	164	8.61%
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Manager in a care home service for adults	21	1.10%
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Manager of a residential child care service	14	0.73%
SCSWIS authorised officer	14	0.73%
Manager of an adult day care service	13	0.68%
Worker in a residential school care accommodation service	7	0.37%
Supervisor in a residential school care accommodation service	2	0.10%
Manager of a residential school care accommodation service	1	0.05%
<b>Total</b>	<b>1905</b>	<b>100.00%</b>



Flexible qualifications that can move with different roles 3

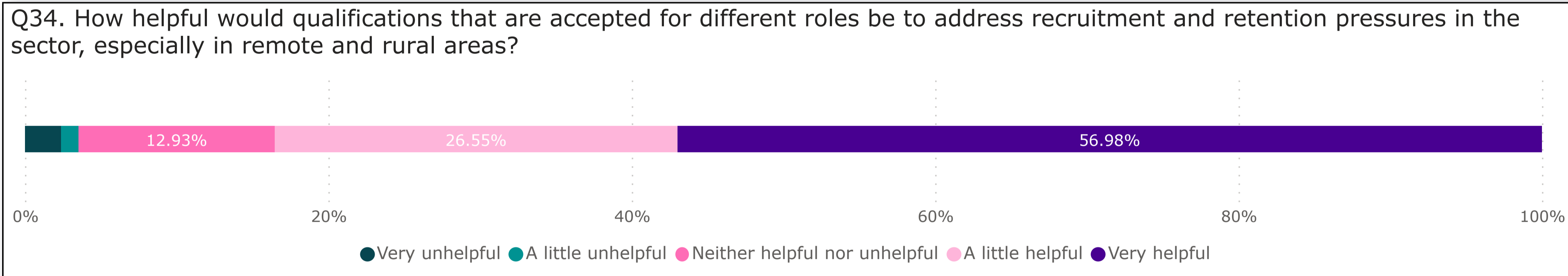


2605

Total Responses

76.35%

Responded more Support

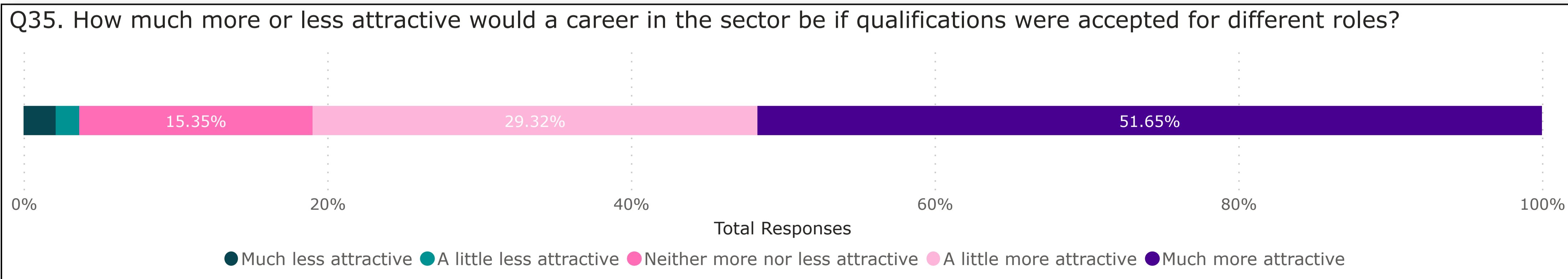


2599

Total Responses

83.53%

Responded helpful



2606

Total Responses

80.97%

Responded more attractive





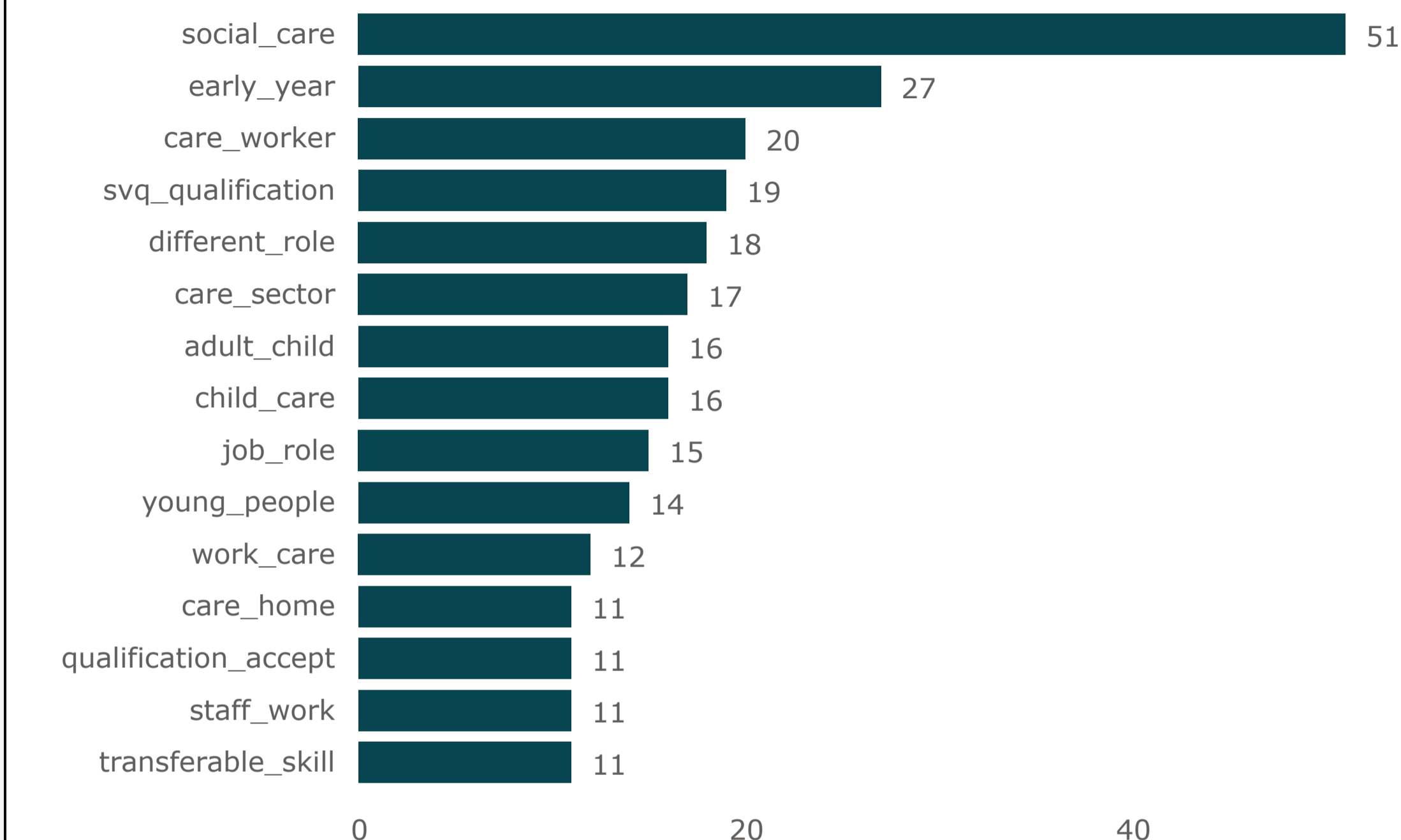






## Flexible qualifications that can move with different roles 7

Q39. Do you have any other comments on this proposed change?



"Proposal would not address other outstanding barriers including access to placements and shortage of assessors"

"Developing qualifications must be seen alongside other issues and challenges in the sector, such as improving the narrative and understanding of social care as a profession"

"You have the chance now to change how the public perceives Social Care as a serious public health domain"

"We broadly support the direction of travel this proposal suggests, and we would like to see further detail on these proposals"

"This proposal would offer a higher degree of flexibility and promote movement across the sector. I can see a degree of confusion around what is accepted if qualifications are divided into parts"

"This is long overdue and sensible in principle. The relationship between SVQ and registration is inflexible and bureaucratic at the moment. It might be good to go further and explore other models of occupational learning and accreditation?"

"We believe that greater flexibility of qualifications for different roles would be helpful and would be supportive of greater flexibility for career pathways across social care"

"As SVQ is based on work practice, I'm not sure how an SVQ qualification developed by the SSSC is possible as the worker would need to move to different areas to gain the practical experience? Unless this was delivered with placements through college"

"A new SVQ qualification has to be developed collaboratively with sector representatives and SSSC"

"I feel having a SVQ Qualification give you a great deal of Knowledge working in the care sector. I think it's important to have this Qualification"

"I think this would be a helpful change but not a huge support for recruitment as experience would also be essential not just the qualification"

"I would support this change as I am in this position. I have an hnc in childcare and I also work sessional within social care. I want the hnc to cover me for my social care job as the skills are transferable"

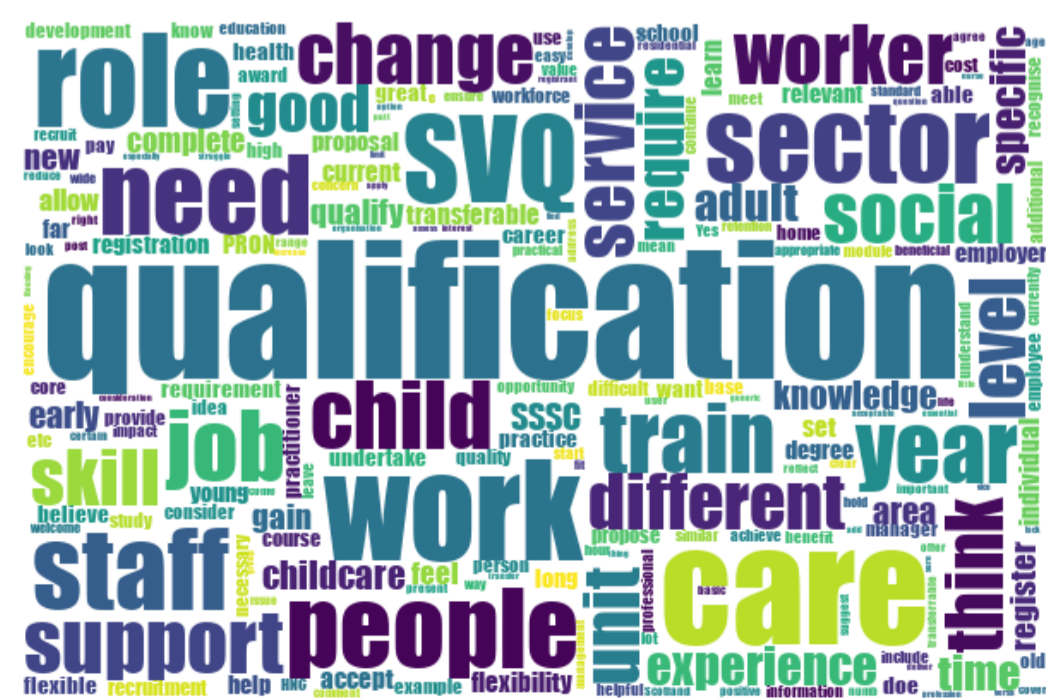
"Whilst we support the idea of flexibility there needs to be more opportunities for people to top up their qualifications with practical modules to ensure that skills and aptitudes for the different parts of the sector are met. This needs to be assessed through practical assessment"

### Sampled responses:

"Qualifications should reflect the setting i.e. Early years qualification may not be the best for an activity based OSC"

"Knowing about early years and child development is critical to working in early years. Working with elderly is not a transferable skill set in my view"

"You must remove barriers that you are putting in the way of people suitable and qualified to do the jobs"

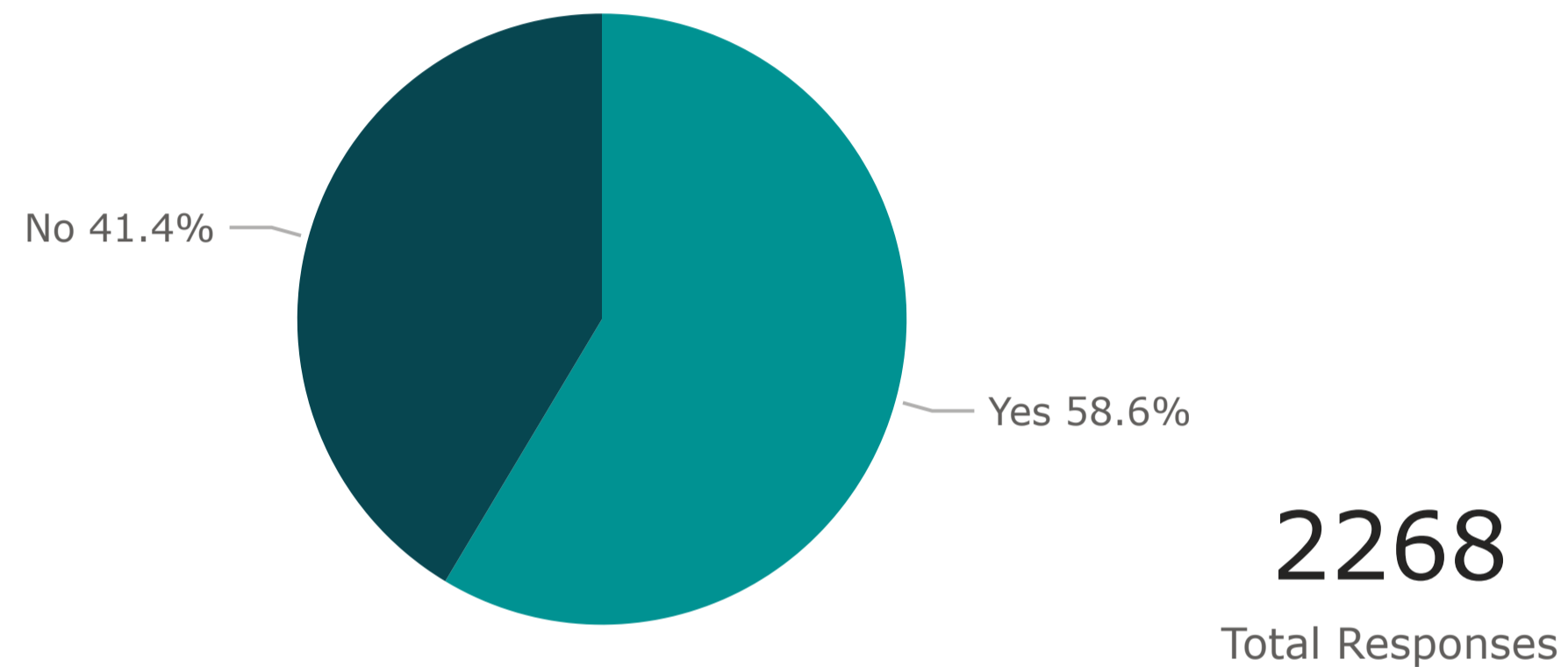




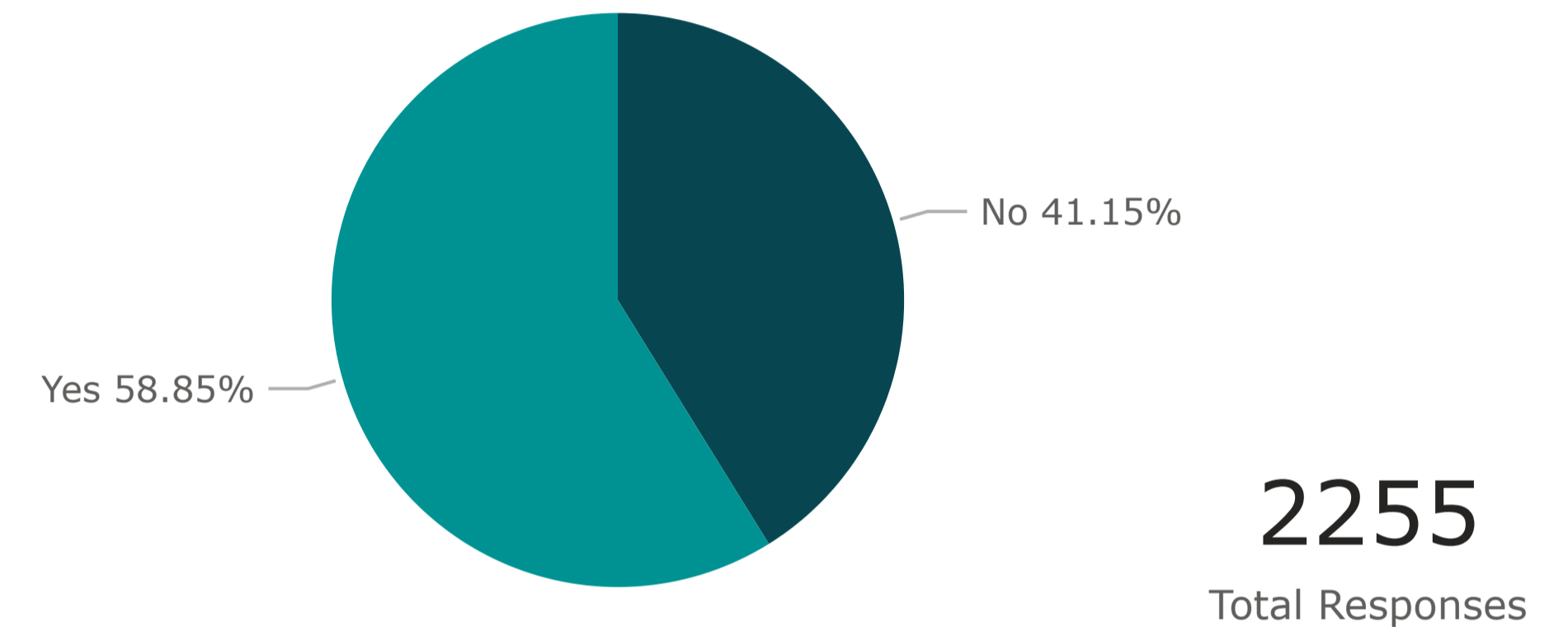
### Adult social care qualification level

The qualifications at SCQF level 7 more accurately describe the role and functions carried out by workers in housing support and care at home services. We propose to change the qualification requirement for support workers in care at home and housing support from SVQ Social Services and Health at SCQF level 6 to SVQ Social Services and Health at SCQF level 7.

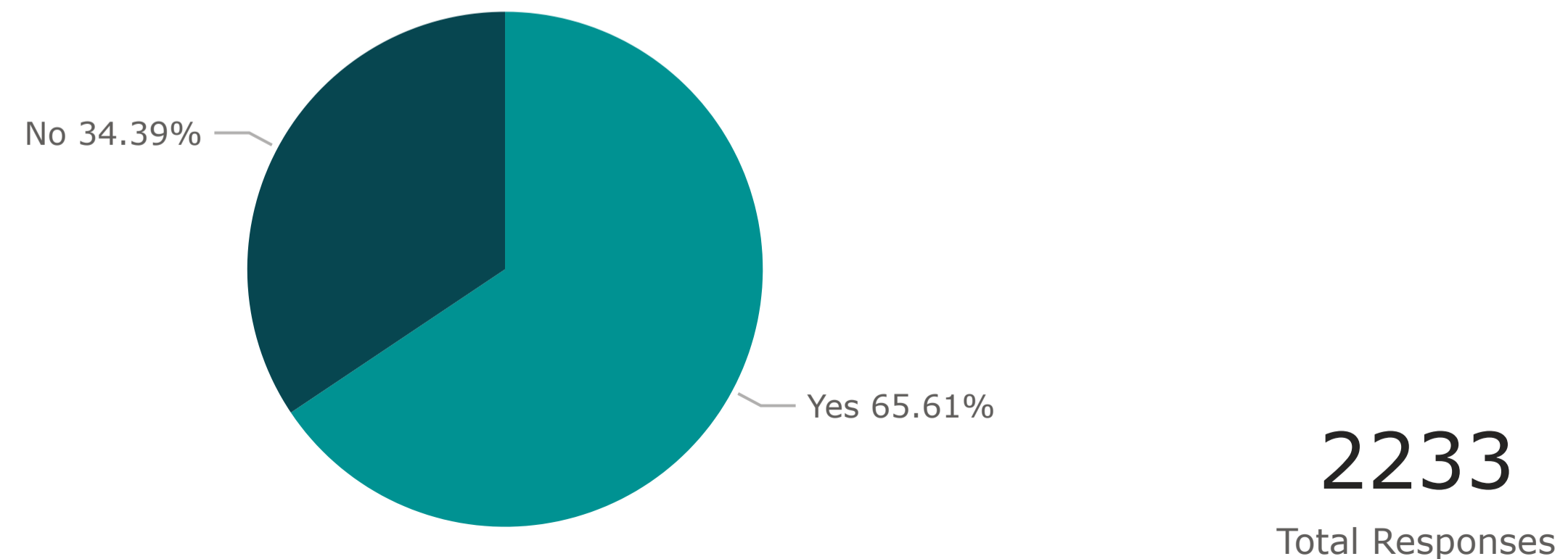
Q40. Should the qualification requirement for support workers in housing support be at SCQF level 7?



Q41. Should the qualification requirement for support workers in care at home be at SCQF level 7?

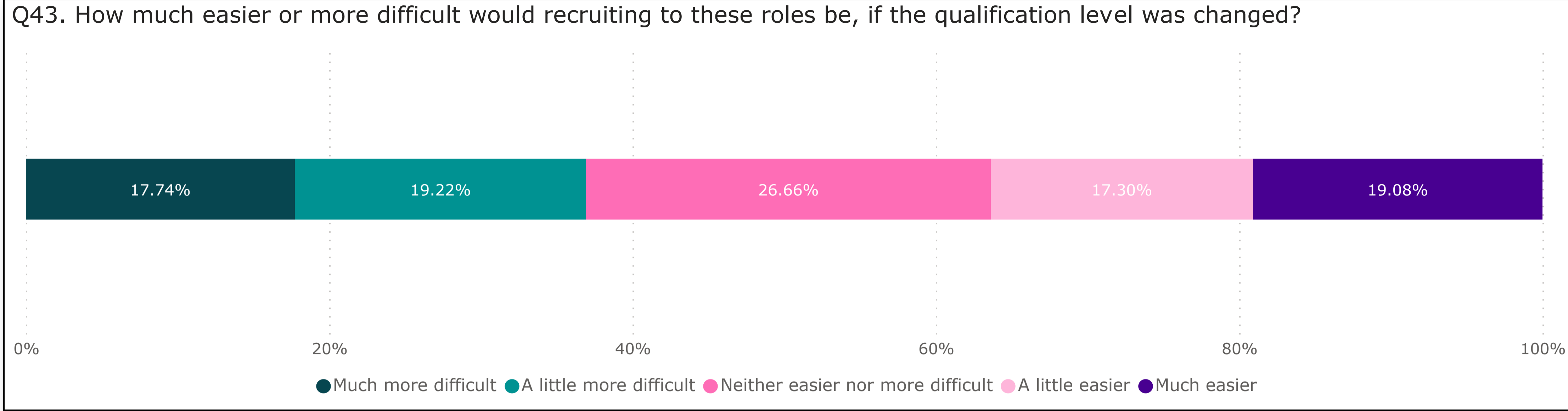


Q42. Should we introduce an additional Register part for practitioners at SCQF level 7 to allow employers to decide what level is most appropriate?





Adult social care qualification level 2

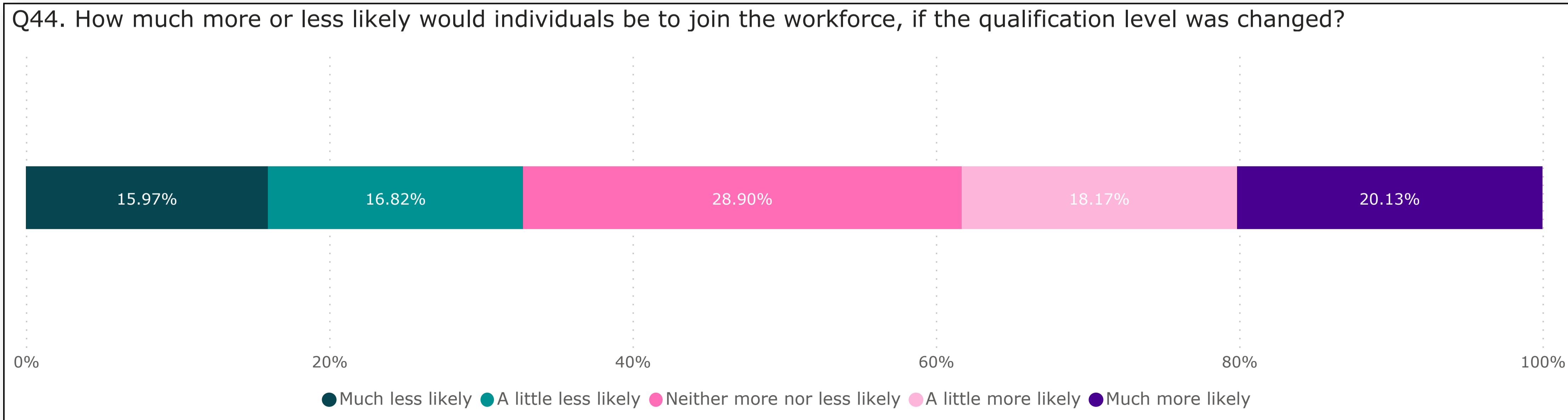


2243

Total Responses

36.38%

Responded easier



2235

Total Responses

38.30%

Responded more likely



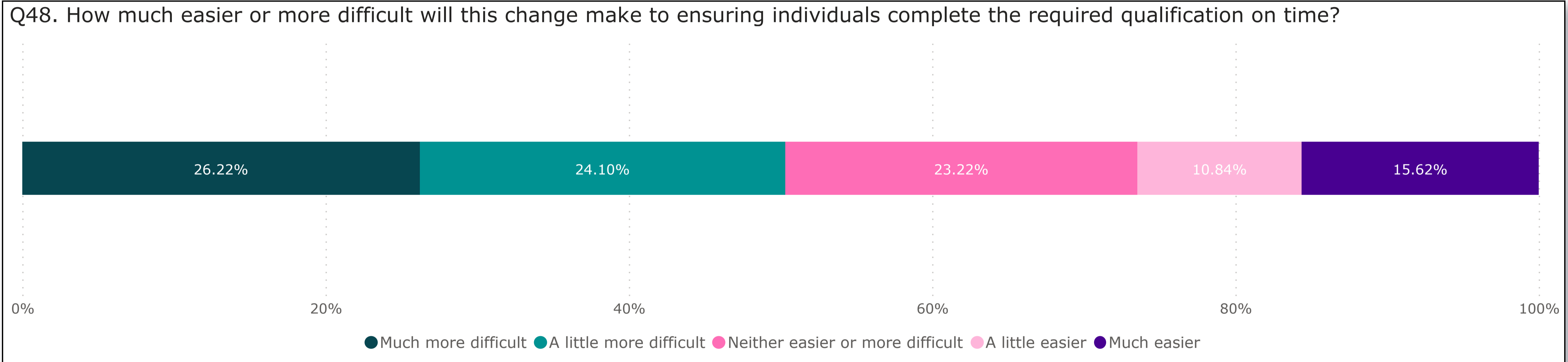






### Timescale to gain qualifications for registration

We are proposing to reduce the timescale for individuals to gain the required qualification from five to three years.



2407

Total Responses

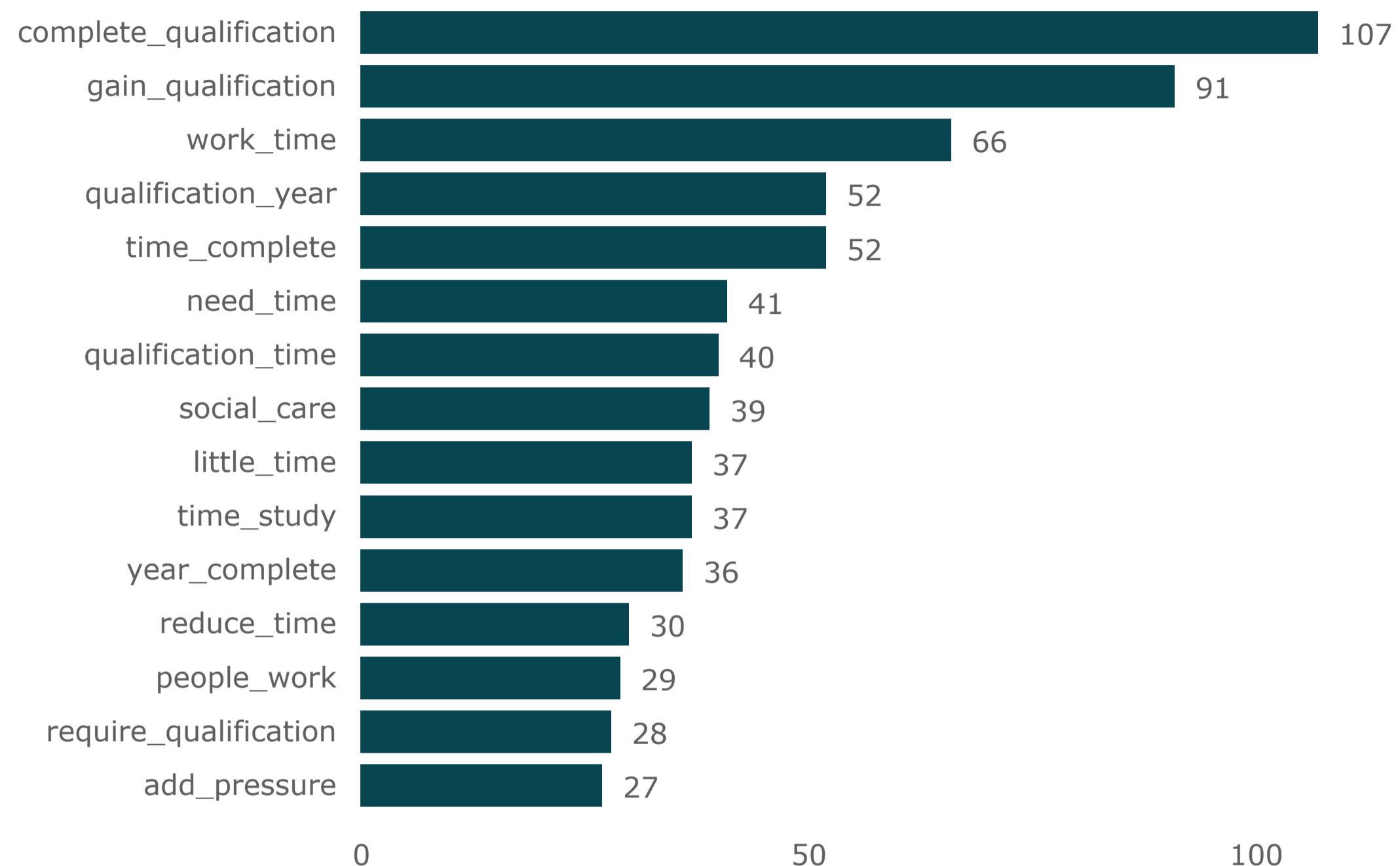
26.46%

Responded easier



## Timescale to gain qualifications for registration 2

Q49. Can you tell us why you think this?



"Proposed reduction in timescale may disadvantage certain groups who are more likely to need to take time out from study"

"Pressures on the management, oversight and assessment of training are even more acute because of the staffing crisis"

This should be done equitably, and in a phased and measured way, promoting career pathways, and not in the rushed approach as outlined in the proposals"

"You need to give people as much time as they can to do the qualification. We already have a lack of qualified staff due to things changing to register with the SSSC"

"Working full time and studying especially if you have family commitments can be very hard to manage time wise as well as mentally"

"While I think 5 years means qualifications can drift, 3 years may put more pressure on applicants who are possibly returning to education"

"The availability of assessors, the demands on workers of the job, the difficulty for employers to give protected, paid time for workers to study and complete qualification, support to workers with learning needs"

"Staff have other commitments and need time to complete qualifications"

"SSSC data shows that a significant number of qualifications are gained in around three years. This risks losing those staff who take longer and will generally have a good reason for this"

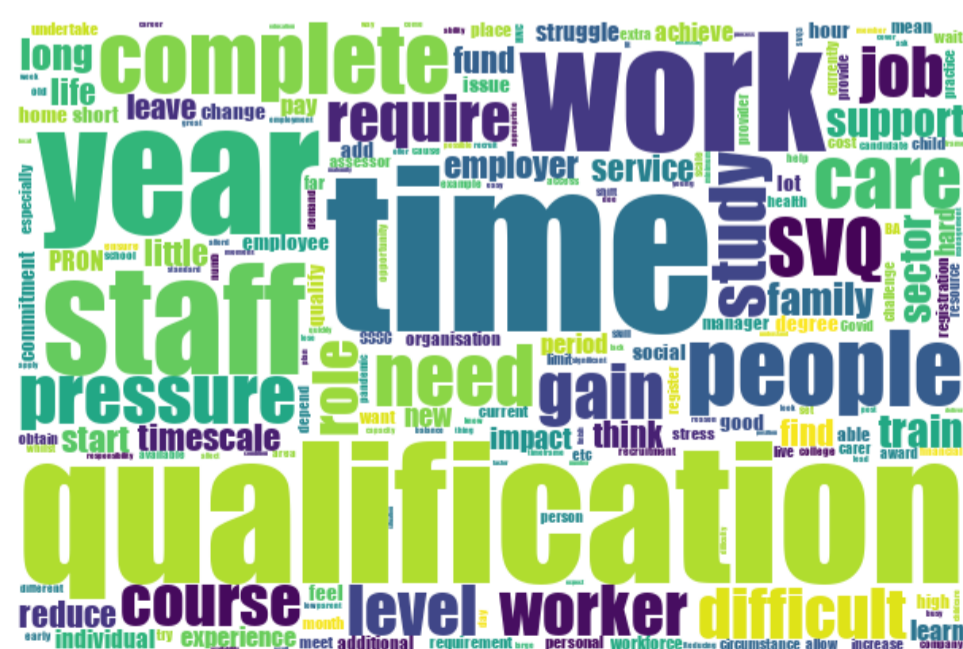
"Pressure from home lives, work lives, and finding the money to finance to fund these qualifications is added stress"

"Most staff in social care aren't being given the time to complete the requirement within the current 5 years"

"Some care organisations won't pay for their staff to complete and SVQ and leave it to staff to self fund"

"Experience and good training is key in working in a support role, organisations have good training skills and yearly renewals, keeping staff efficient and continual training"

"For PVI nurseries who often have to take staff on who are not qualified and train them up, having a shorter period of time to complete training will make it more difficult to get staff, in particular more senior staff"



### Sampled responses:

"Additional pressures on employers can be anticipated, both in supporting workers at scale to achieve the qualification and in the possible knock on impacts on managing services"

"Mostly the view from our council network is that there should be caution noted here given that a higher level qualification is being proposed, within a shorter timescale, also covering the largest section of the social care workforce"







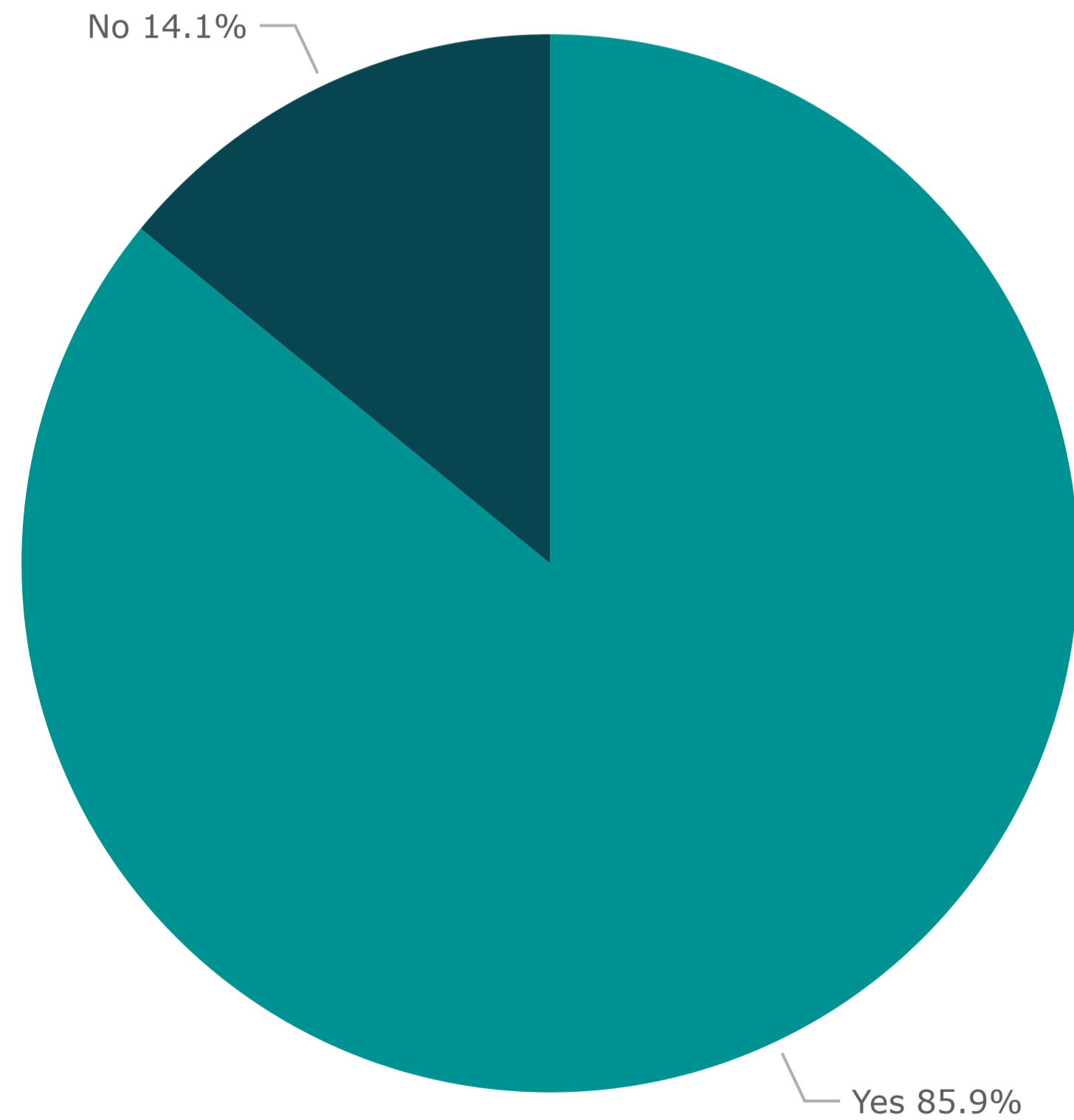




### Return to practice

We are proposing to develop return to practice standards for social workers who have come off the Register for over two years and want to rejoin and for social workers who have not practised in Scotland within the last two years (or longer). Individuals will need to evidence that they have met the continuous professional learning (CPL) requirements and to demonstrate how they have updated their skills and knowledge.

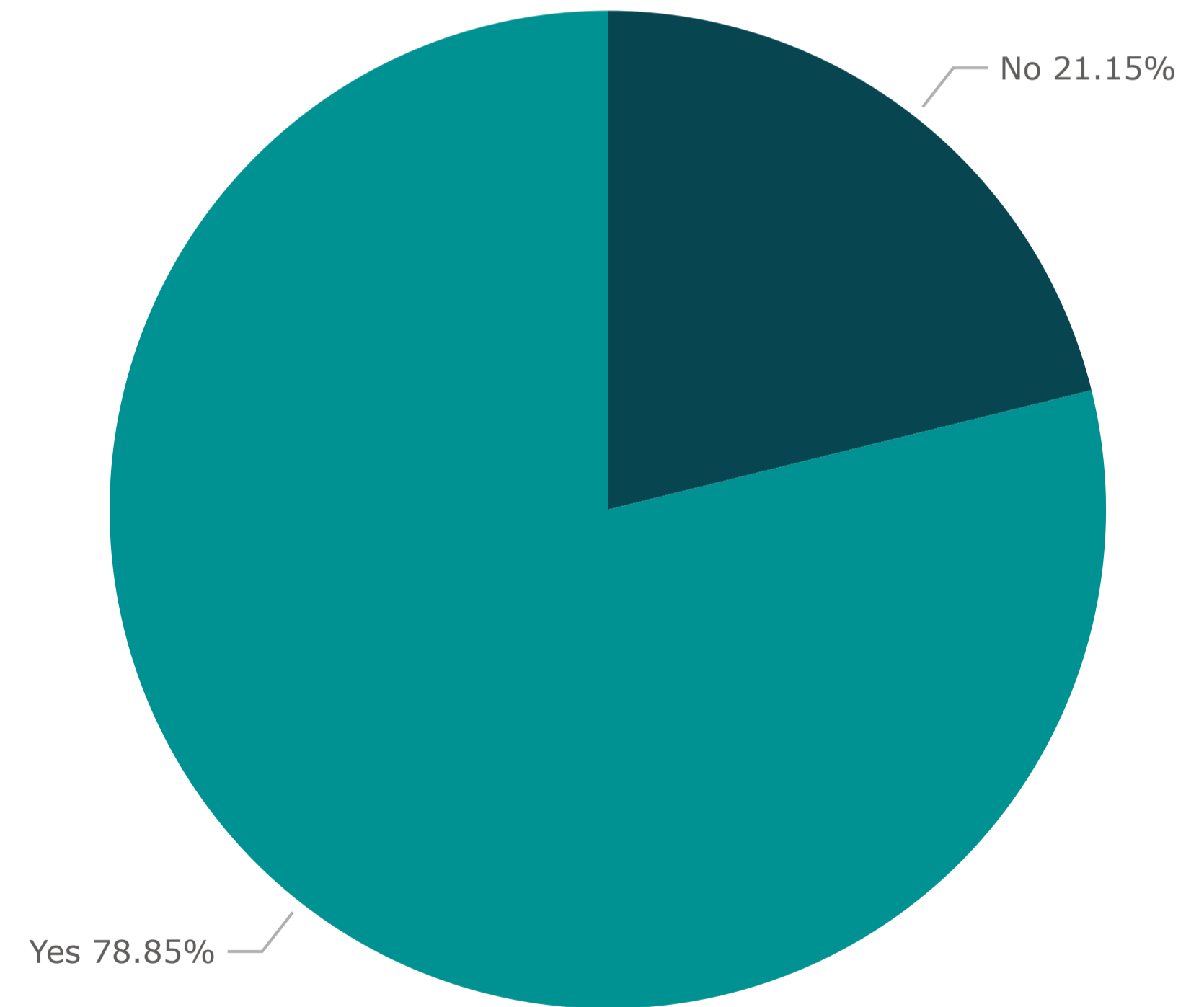
Q53. Should there be a return to practice process for social workers?



2235

Total Responses

Q54. Should there be a return to practice process for other Register groups?



2222

Total Responses

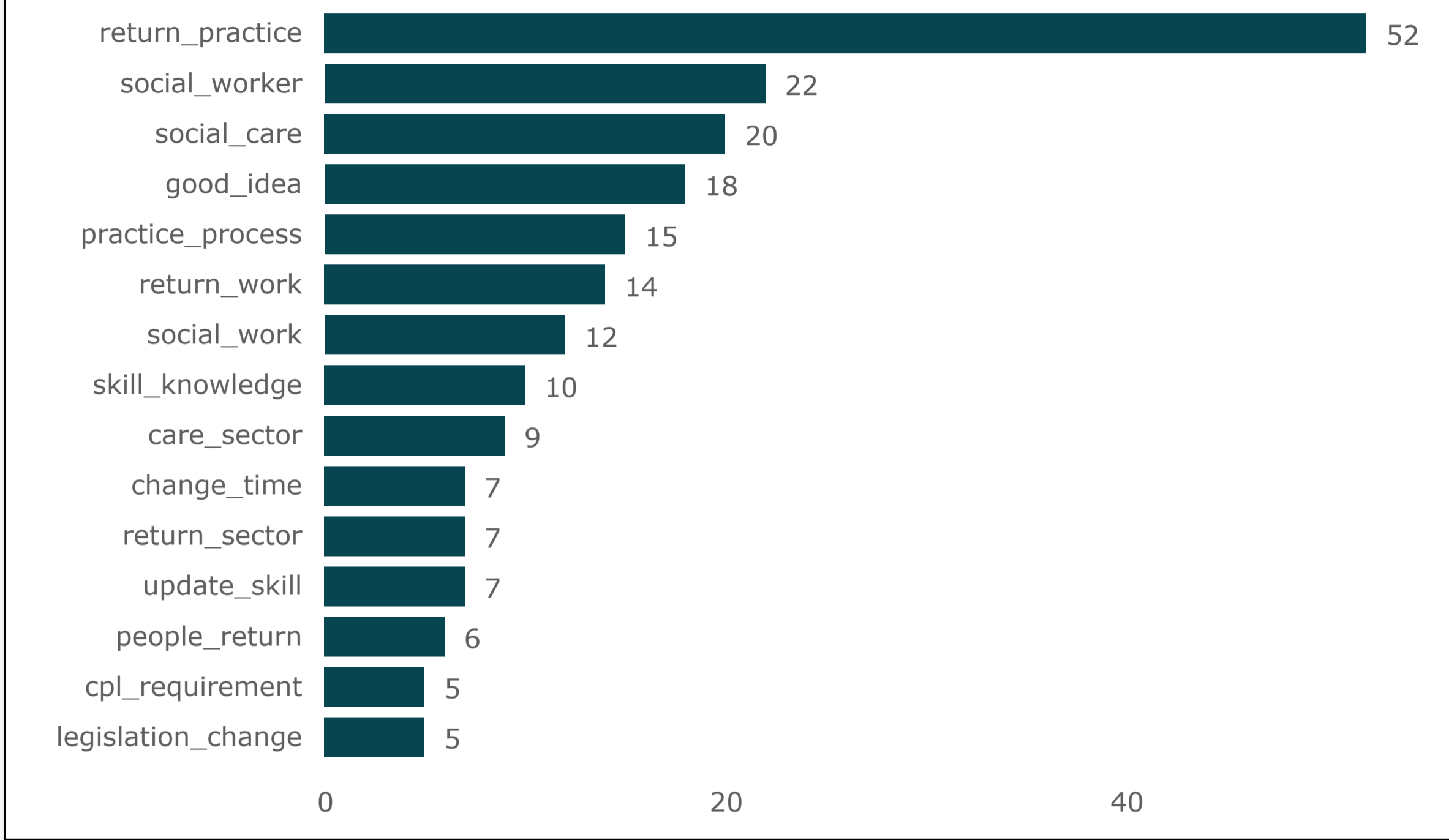






Return to practice 4

Q57. Do you have any other comments on this proposed change?



Sampled responses:

"This is a great idea as changes happen all the time and gaining a refresher and updating knowledge and skills when returning is a good idea"

"SSSC could have a role in providing guidance on return to practice for employers and employees as part of workforce development"

"Robust training and supervision would need to be in place to ensure best practice and current guidelines are adhered to"

"What support will be offered to enable an individual to re-enter the workforce?"

"A more detailed explanation of what is being proposed and what this would look like is needed"

"Would provide more flexibility for those looking to return to SW or SCW role which can only be a good thing"

"This may put off social workers moving from other parts of UK"

"Other professionally qualified staff are required to undertake a return to practice process to feel this would put SW on an equal professional footing"

"Putting return to practise for staff returning will put people off - you can get a higher salary in Tesco with no qualifications than in a SDS based home care role"

"Return to practice supports are very limited at the moment. Offering both standards AND working with training providers /universities and local authorities to offer return to practice refresher courses would be more helpful that simply having standards"

"I think after re-join the CPL should cover the necessary training and update of skills and knowledge. I suggest to focus on CPL more and take it into account more seriously, also checking employers how they provide training and support employers in their professional development"

"I see an opportunity for qualified staff who would like to do volunteer work or work experience during further study but do not want to fall off the register"

"I believe being out of the workforce for even a short period of time has it's disadvantages as new practice, policies and guidelines change continuously so there needs to be a return to practice update"

"There needs to be consistent levels of return to practice training, so this proposal is to be welcomed in formalising this across the sector."

We would like to see this aspect of it extend when the worker returns to the role, ensuring employers provide consistent input through induction and ongoing CPL"

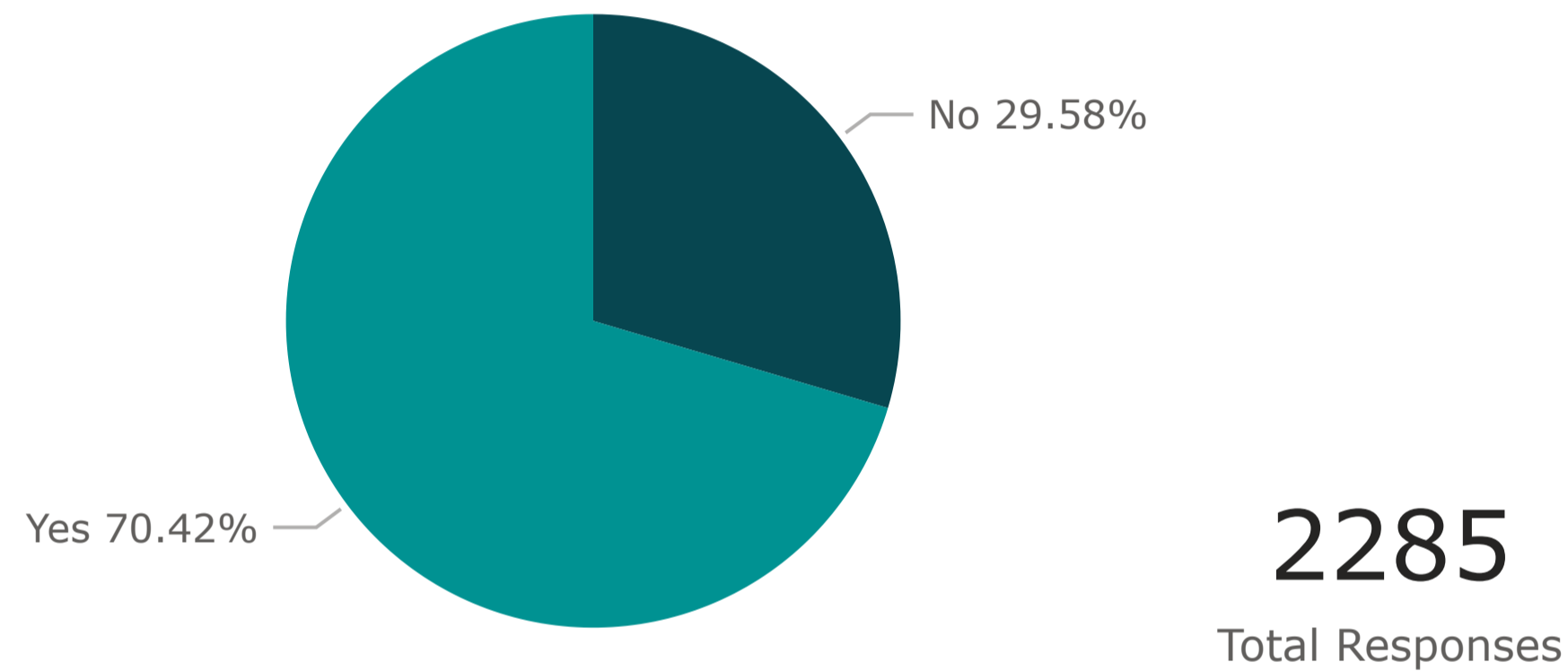
"How would workers get access to the required training and experience of current operational practice?"

"Other views about the proposal were that it might pose a barrier to returning. A preference was stated for considering individual learning needs on a case to case basis"

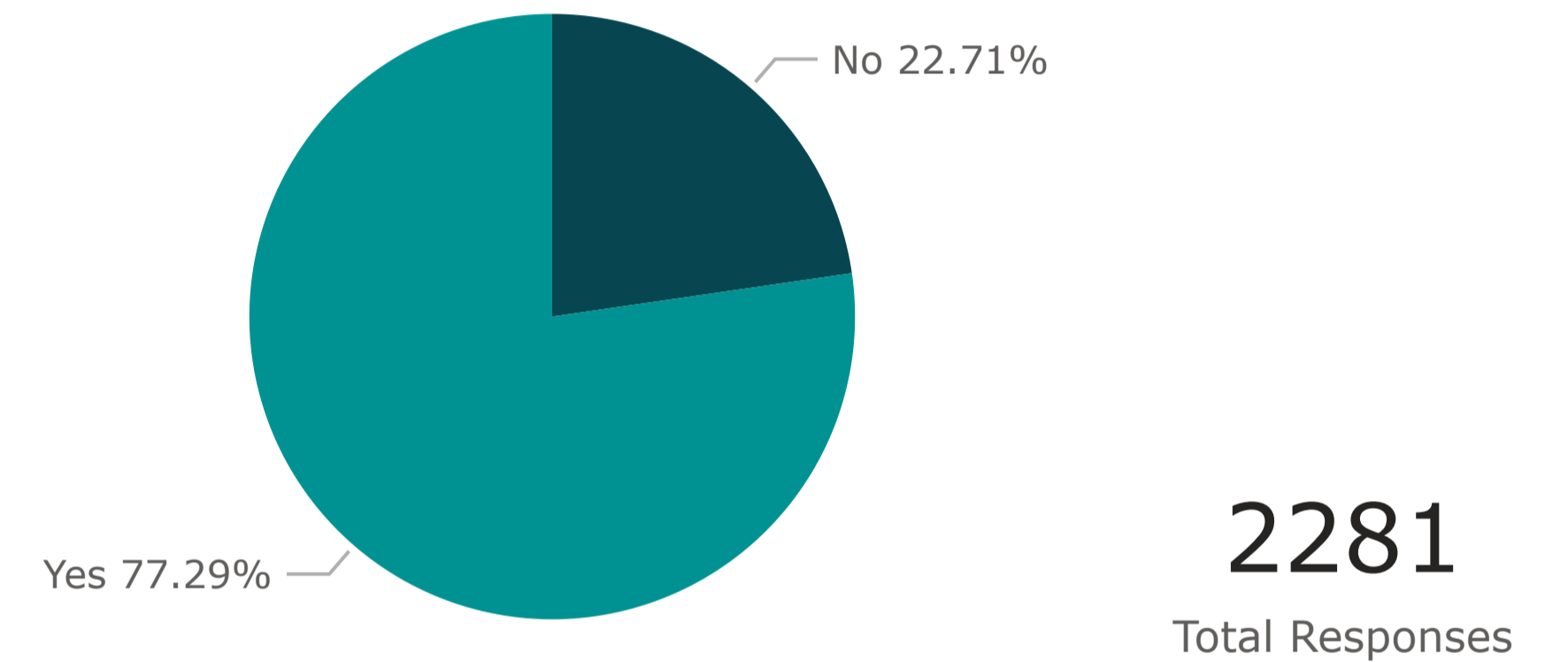
### Continuous professional learning (CPL) requirements

To make sure the workforce has the right skills and knowledge at the right time to support their professional development and equip them to be a confident, skilled workforce, the SSSC is considering introducing mandatory requirements to CPL. For example, this could include mandatory requirements for workers new into roles that will need to be achieved as part of their induction. This would allow us to support the workforce and respond to emerging skills more quickly when required for example, the infection control skills and knowledge required at the start of the pandemic.

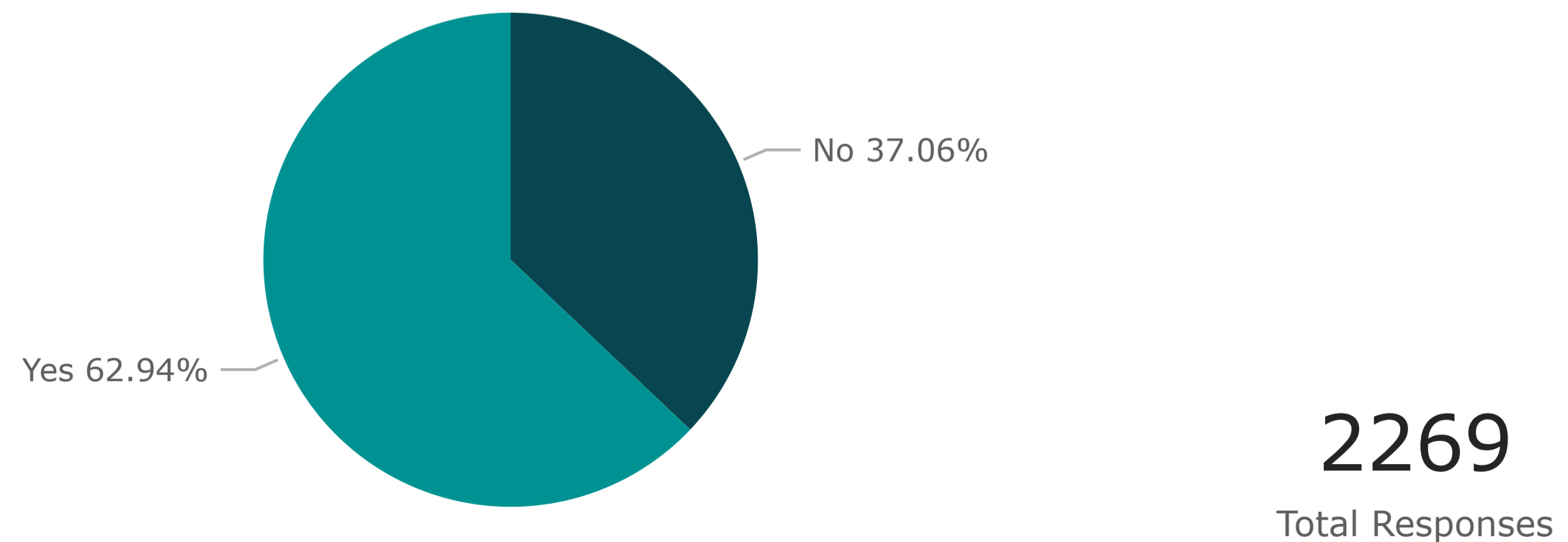
Q58. Should the SSSC be able to set mandatory training for CPL requirements?



Q59. Should there be mandatory CPL requirements for those new into role?



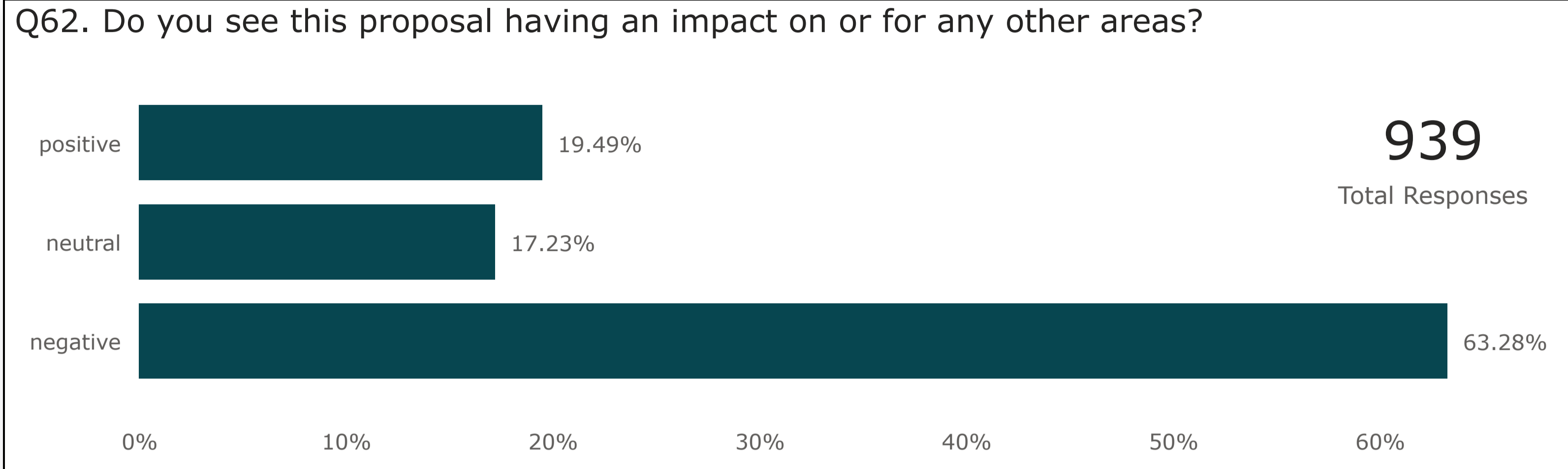
Q60. Should there be annual CPL requirements?







Continuous professional learning (CPL) requirements 3



**Sampled responses:**

"Work life balance needs to be a priority. You cannot expect workers to do mandatory training in their own time at home"

"Yes making further training a mandatory requirement will make it harder for employees to keep staff and place further pressures on managers"

"Recruitment and retention - undervalued, underpaid role but expected to meet requirements when only paid minimum wage at times"

"Would provide a higher standard of care and a much better prepared workforce"

"We would welcome any additional training however our concerns would be around funding and accessibility. If these courses were available online at free/low cost and there were sufficient timescales for completion, then we would recommend their introduction"

"(Need to) ensure the proposal would not create further strain on recruitment and retention"

"Clarifying the fit with organisations' own induction process/courses"

"This is a dreadful proposal - puts too much pressure on people and it seems SSSC are making a niche for themselves with mandatory training"

"This could be difficult for staff who are working very short hours or have been off long-term sick"

"Some staff may be reluctant, but I feel it can only be a positive if we upskilled our workforce"

"Not all staff will have same access to training as not all settings can afford to pay them to attend"

"It will improve practice and raise the profile of training and the need to keep skills updated"

"Increase the need for universal Learning and Development across the sector - this would then support recruitment and budgets - cost of retraining staff when they move services"

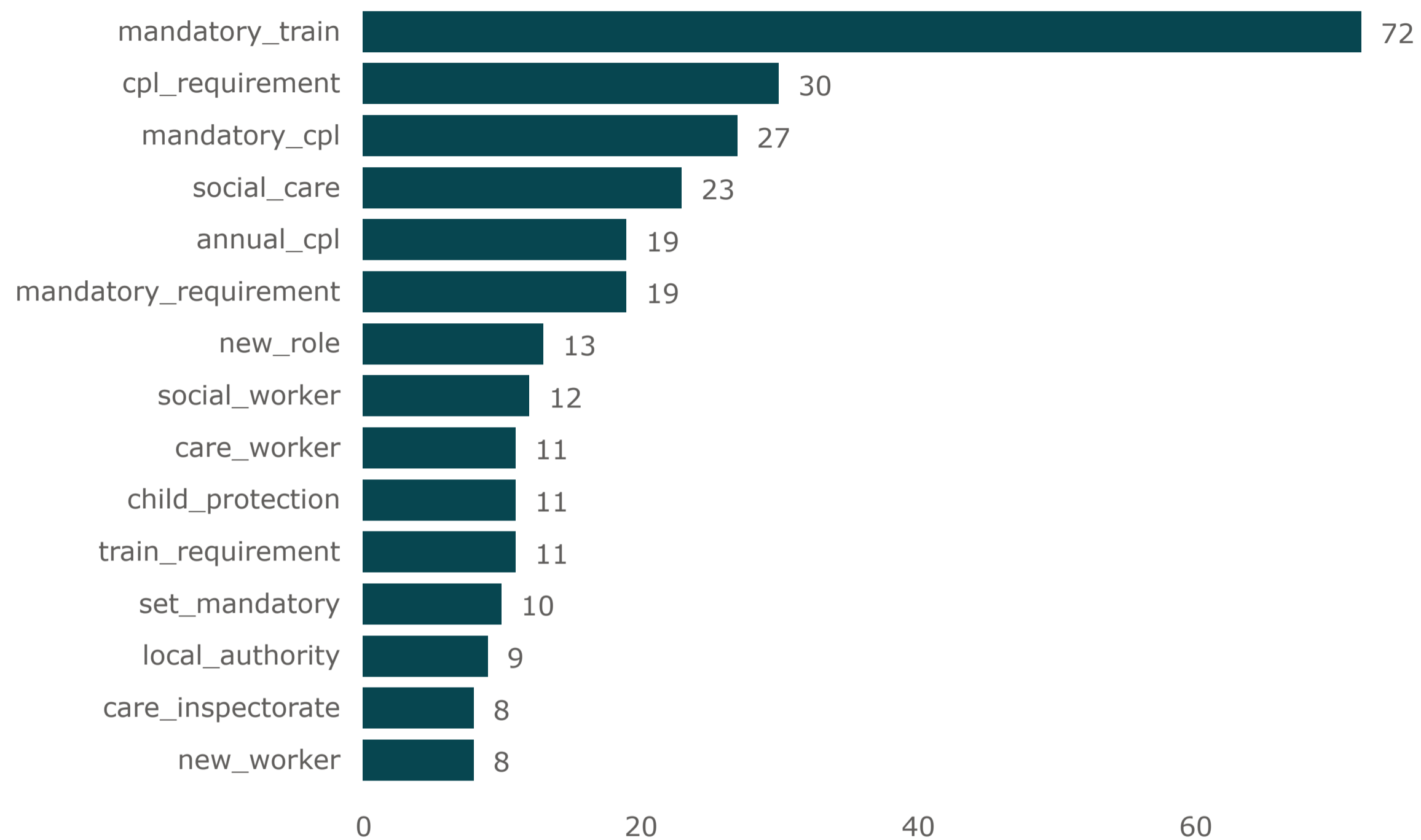
"Mandatory learning would be challenging for SSSC to develop in a way which is relevant and meaningful for all workers and contexts"

"Consideration of additional costs and resources and clarification how much learning would be mandatory"



## Continuous professional learning (CPL) requirements 4

Q63. Do you have any other comments on this proposed change?



**Sampled responses:**

"We consider this proposal to be positive, as it will provide greater consistency and opportunity across all employers"

"There is a risk that the proposal puts workforce under additional pressure, and consideration must be given by employers in how to manage this"

"Consideration needs to be given to the level of training provision resource available nationally to support this"

"These issues require to be addressed within the context of a wider holistic investment in Fair Work and job quality"

"This review cannot be separated from the development of the National Care Service"

"You are putting poorly paid people, many working part time, under a lot of pressure to undertake learning which will mainly have to be done in their own time and unpaid. Again, this will not attract new people to the job"

"Work is already very unevenly and unfairly distributed between branches of social work and within departments and teams, some workers are much busier than others. SSSC should be accepting of that and take care not to further overburden the busiest workers and teams simply for an admin process"

"Will encourage all registered members to comply with CPL especially if it is mandatory. Some people don't know what it is"

"Whilst we welcome additional and ongoing professional learning and development, how would this be delivered?"

"Whilst we welcome mandatory units, which would ensure parity across the workforce but also have the potential for individual to take with them to new employers, the delivery and implementation of this would have to be thoroughly thought through and consultation with national and local bodies on how this could be delivered"

"In principle, we believe the proposal to be a good development"

"Unless you want to make this profession recognised as highly skilled, paid and respected one, no more CPD should be required. More CPD courses would put more pressure on a workforce already overwhelmed with requirements and put always at the lower margins of the professional qualifications"

"I think this would ensure everyone on the register gets the support especially in new roles"

"I think this change would make workers see their job more as a profession rather than 'just' a job in social care. It would also mean that employers can help to target support to the CPL requirements"

"We agree in principle with this there should be a commitment to annual CPL requirement being the same time and commitment as at present and not create a further burden on staffing in settings"