

Action Plan For Social Services Workforce

APRIL 2002



SCOTTISH EXECUTIVE

<i>Item</i>	<i>Additional Information</i>	<i>Action and Timescale</i>
1 Awareness and career recruitment campaign.	Broad based approach involving many agents, emphasis on opportunities for all ages.	<p>In the next 9 weeks Work with partners Convention of Scottish Local Authorities (COSLA), Careers Scotland, professional and user bodies, and SQA (Care Scotland Team). Initial plans approved by Joint ministerial meeting (JMM).</p> <p>In the next 9 months Review campaign and lessons learnt. Ongoing programme initiated.</p>
2 New Joint Ministerial Meetings to co-ordinate social services policy and performance reporting.	Important to ensure good co-ordination with social services at the leading edge of joined-up policies.	<p>In the next 9 weeks Receives progress report on workforce action plan and approves next steps.</p> <p>In the next 9 months Two meetings held and proposals for improved performance reporting and policy co-ordination agreed.</p>

3 Two Project Groups,
reporting to the JMM.

Workforce and recruitment

To negotiate arrangements and boundaries for new Sector Skill Councils that can deliver effectively for Scotland over the next decade.

In the next 9 weeks
Membership and workplan agreed by JMM.

In the next 9 months
Negotiations on new Sector Skills Council (SSC) boundaries conducted.

Professional and vocational education reforms

A new honours degree level qualification for social workers, with access for care staff with relevant skills and fast-tracking of other professionals. This is necessary to develop a competent and skilled workforce to meet today's complex demands. A multi-professional approach needs to be developed.

In the next 9 weeks
Project group including the Scottish Social Services Council (SSSC), employer and user members and professional associations set up. Workplan approved by JMM.

In the next 9 months
Consultations on curriculum guidance, practice learning changes, and handling of specialisation and probationary qualifications concluded. Recommendations agreed by JMM for introducing new degree in 2004.

4	New post of Director for Co-ordinating Social Services Policy and Performance leading new Division in SWSI.	Strengthening Co-ordination is necessary to deliver on integrated services.	<p>In the next 9 weeks Priorities for attention agreed by JMM.</p> <p>In the next 9 months Review progress and priorities.</p>
5	£3.5 million additional funding for local authority social services staff training.	Providing for in-service training and opportunities for career development.	<p>In the next 9 weeks Local authorities decide best use of funds.</p> <p>In the next 9 months Monitor through Social Work Services Inspectorate (SWSI) Annual Report visits 2003.</p>
6	Renewing pump-priming funds for Association of Directors of Social Work's (ADSW) work in promoting employer investment in better support for front-line staff.	Improving support for frontline staff is important in recruiting and retaining staff.	<p>In the next 9 weeks ADSW action plan prepared.</p> <p>In the next 9 months Agreed action plan implemented and then monitored through SWSI Annual Report visits 2003</p>
7	Scottish Leadership Foundation to provide social services chief officers and middle managers with training in leadership and management.	Local authorities and voluntary organisations are undergoing major changes and this programme is designed to assist effective management of these.	<p>In the next 9 weeks Analysis of future needs commences.</p> <p>In the next 9 months Programme commences with first 100.</p>
8	Economic Study of the Labour Market of Children's Services in Scotland.	Commissioned April; first report July 2002. Similar cross-cutting analysis for other areas may follow.	<p>In the next 9 weeks Scoping study underway.</p> <p>In the next 9 months Scoping study complete and next steps identified.</p>

<p>9 Integrated Human Resources Working Group (Joint Futures agenda for Health and Community Care) and Planning Together (Report of the Scottish Integrated Workforce planning group)</p>	<p>Two initiatives addressing workforce planning in health and community care and the NHS respectively.</p>	<p>In the next 9 weeks Integrated Human Resources working group report published. In the next 9 months Link plans on future action from these two initiatives and this Action Plan.</p>
<p>10 Return to Learn courses for social care workers in local authorities</p>	<p>Funding for the Workers Educational Association (WEA) to plan and provide for courses to encourage and assist social care staff to return to work.</p>	<p>In the next 9 weeks Meeting and planning underway with WEA programme co-ordinator. In the next 9 months First programme underway.</p>
<p>11 Improve access arrangements to professional training.</p>	<p>Many people with experience and ability may hesitate to become social workers or apply for social services posts because they didn't have the school or university qualifications when they were younger, or don't now. Others may hesitate because they have other professional qualifications, as teachers or nurses.</p>	<p>In the next 9 weeks Commence survey. In the next 9 months Set out options and agree way ahead.</p>
<p>12 Develop the Role of Specific Centres</p>	<p>For social services the SE has established a number of specialist centres e.g. for criminal justice, residential child care, learning disabilities, dementia, and mental health. The cross-disciplinary and multi-agency nature of these centres should inform implementation of this Action Plan; and should be developed in connection with UK and international developments.</p>	<p>In the next 9 weeks All centres to provide a two page statement of their best role in 2005, and how they are preparing for that. In the next 9 months SE to consult on integrated development programme for specific centres.</p>

