

ANGUS COUNCIL

SOCIAL WORK AND HEALTH COMMITTEE

21 AUGUST 2003

SCOTTISH SOCIAL SERVICES COUNCIL- REGISTRATION

REPORT BY THE ACTING DIRECTOR OF SOCIAL WORK

ABSTRACT

This report informs members of the introduction of registration of social service workers by the Scottish Social Services Council.

1 RECOMMENDATIONS

It is recommended that the Social Work and Health Committee:-

- i notes the introduction of registration for the workforce and the time scales for Angus employees to become registered.

2 INTRODUCTION

The Scottish Social Services Council (SSSC) was established by the Regulation of Care (Scotland) Act 2001. Its main purpose is to regulate the social services workforce and their training and education.

Registration of the workforce is a major initiative (alongside the codes of practice already issued to staff and employers) which will support the drive for higher standards in social services and will strengthen and support the professionalism of the workforce. Registration will help give staff the recognition they deserve and will enable service users to have confidence in the service staff deliver to them. The time scale for Angus staff for phase one registration is December 2004/ January 2005.

Phase two will commence in 2006. Staff to be included in this phase are:

- All child care and early education staff
- Adult residential care staff

The SSSC will announce the qualification requirements for these staff groups later this year.

3 THE PROCESS OF REGISTRATION

Due to the size of the social service workforce in Scotland, registration will begin incrementally and will take some years to complete. Work roles are being used as the groupings to phase in registration. Phase one will capture:

- Social workers i.e. those with the DipSW or equivalent
- Registration and inspection staff of the Care Commission
- Residential child care workers
- Heads of adult residential care
- Heads of adult day care

All workers will need to apply to be on the register and registrants will need to satisfy a number of criteria covering qualification and training, adherence to the Code of Practice for Social Service Workers and a declaration of good character. Every application will also need to be independently endorsed and validated by an employer.

For eligible staff groups it will be a requirement of employment with Angus Council that they are registered with the SSSC.

In order to apply for registration staff will require:

- Proof of identity
- Evidence of competence – education and training requirements.
- Evidence of good character, which includes self-disclosure of criminal convictions, alternatives to prosecution and current disciplinary findings.
- An enhanced Disclosure Scotland check
- An employers verification and endorsement.

Workers in phase one (except social workers), will be allowed to register if they meet all the criteria apart from the qualification which they will be given three years to obtain.

Once staff have achieved registration they will be required to demonstrate continuous professional development. This is now to be called post registration training and learning. This will be in the form of a portfolio, which the SSSC may ask to see, which shows that the individual has undertaken 15 days or equivalent of 90 hours of learning during the 3 year registration period. Learning can take the form of attending meetings and seminars, shadowing or work experience and formal training courses.

Staff will be required to re-register every three years.

Fees for registration are £30.00 per year for all registrants and registration lasts for three years. The Disclosure Scotland fee of £13.60 is payable every three years. These fees will be paid by individual employees.

In time employers will need to check that all applicants hold up to date registration for the post that they will hold, prior to an unconditional offer of appointment being made.

4 FINANCIAL IMPLICATIONS

There are no financial implications arising from this report.

5 HUMAN RIGHTS ACT IMPLICATIONS

There are no human rights implications arising from the recommendations contained in this report.

6 CONSULTATION

The Chief Executive, the Director of Law and Administration and the Director of Finance and the Personnel Services Manager have been consulted in the preparation of this report.

7 CONCLUSION

The introduction of registration of the workforce is welcomed by Angus Council, and the Acting Director of Social Work is satisfied that the department is in a position to support staff to register in December 2004.

Robert Peat
Acting Director of Social Work

NOTE: No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.