

SCOTTISH SOCIAL SERVICES COUNCIL

Minutes of the Changing Lives Workforce Group

held on 4 November 2008 at 10.00 am

in the COSLA Office, Edinburgh

Present: Carole Wilkinson, SSSC (Chair)
Joy Barlow, STRADA
Ian Davidson, Scottish Government
Judith Midgely, VSSSWU
Andy Morrison, COSLA
Billy Renfrew, Scottish Government
David Rennie, Scottish Care
Celia Rothero, Learning Networks
David Wiseman, Care Commission

In Attendance: Zoe Van Zwanenberg
Maggie Glenday (note taker)

ACTIONS

1. Welcome and Introductions

1.1 Chair welcomed everyone to the meeting and outlined its structure.

2. Apologies

2.1 Apologies were received from K Donaldson, M Howden, R Mair, S Riddell and M Hendrikson.

3. Unconfirmed Minutes of the Meeting held on 7 August 2008

3.1 The minutes were accepted as an accurate record.

4. Matters Arising

4.1 Updates

- 4.2 i) SPAEN/UNISON: Chair advised it was taking some time to set up a meeting with Scottish Government on this project.
- ii) Continuous Learning Framework: Chair confirmed the date for the launch by the Minister was 3 December 2008. She advised a new board was in place which would hold its first meeting on 26 November at Discovery Point, Dundee and work was underway to produce materials to take the work

forward and Government funding for implementation had been agreed.

- iii) Strategic Framework for Workforce Planning:
I Davidson advised another meeting had taken place at which the vision had been honed and a further meeting was scheduled within a couple of weeks. Following the meeting it was anticipated the project would get up and running.
- iv) Data Project Group: The group was advised a couple of meetings of the group had taken place and another meeting was scheduled for the 19 November at which it was anticipated resources to analyse the CC workforce data would be agreed. I Davidson outlined the aims of the project both in the short and long term.
- v) SSSC, NHS Education & IRISS: Chair advised these organisations were jointly hosting a summit to discuss shared issues around the education and training of health care, social care and social work with key people at a senior level attending.
- vi) Leading to Deliver: I Davidson advised it had been hoped to have another cohort next year but it could be necessary to re-procure the programme. He indicated further updates would be provided to the sector.
- vii) ADSW Seminars: Chair advised the President of ADSW had committed to running three seminars linked to Changing Lives one of which was linked to the workforce and would be hosted jointly with SSSC. This was scheduled for March 2009.
- viii) Consultation on Registration End Dates: I Davidson advised the closing date for this consultation is 31 December 2008.
- ix) Social Service Knowledge Scotland: I Davidson advised IRISS and NES were working on a Knowledge Management Strategy which in due course would be circulated to key people.
- x) Consultation on Role of Chief SW Officers: I Davidson drew this consultation to the group's attention.

5. Report from Chairs' Group

- 5.1 The group was advised a piece of work was being undertaken around an analytical review of achievements. Progress would be reported via the website. It was noted the Performance Improvement Group had concluded its work.

6. Recruitment and Retention Sub-Group

- 6.1 Chair advised K Donaldson was unable to attend the meeting but had produced a brief update on the Recruitment and Retention Sub-group's work and this had been provided for members. They went on to discuss the sub-group's remit, whether there was an ongoing role for them and where any role might fit into the wider dialogue. After a full discussion it was agreed the work of the sub-group was complete and that the Chair would write to K Donaldson thanking her for the valuable contribution the sub-group had made to Changing Lives.

C Wilkinson

7. AOCB

- 7.1 There was no other competent business.

8. Review of Progress – The Way Ahead

- 8.1 Chair referred the group to the previous discussion that had taken place, facilitated by Z Van Zwanenberg, which had considered the question of whether there should be a national workforce group. The paper asked the following questions:

- What key challenges should the group address?
- What already exists?
- Where any gap identified would fit into the wider issues around the sector as a whole
- What would be the characteristics of such a group?
- On what basis would people be members of such a group?

Members had been asked to do some work with their stakeholders considering:

- Was there a role for the group?
- What should it be the issues it should consider?
- Who would be the members?

- 8.2 A comprehensive discussion took place on this item, Z Van Zwanenberg agreed to provide a summary of the

discussion (paper to follow).

- 8.3 Members agreed a seminar discussion meeting, externally facilitated should take place on 3 February 2008, 10.00 am- 1.00 pm at the COSLA Office, Edinburgh.
- 8.4 Chair advised M Glenday would produce a minute focusing on the business part of the meeting and Z Van Zwanenberg would produce a paper which summarised the discussion. She indicated that once this paper was circulated there would be an opportunity to comment and this would be followed by I Davidson, Z Van Zwanenberg and Chair giving give some thought to the content of the February seminar. Members were invited to send any seminar content ideas to M Glenday by email.
- M Glenday
Z Van Zwanenberg
I Davidson/
C Wilkinson/
Z Van Zwanenberg