

**Minutes of Practice Governance Group held on 26 January 2007
In Conference Room 6, Victoria Quay, Edinburgh**

Present:

Andrew Lowe, Chair
Liz Bohan
Geraldine Doherty
Peter Gabbitas
Alexis Jay
Sandra Nutley
Ruth Stark
Zoe Van Zwanenberg

Scottish Executive

Catherine Rainey
Paul Connell
Moira Hughes (Note Taker)

Apologies

Apologies were received from Alan Campbell and Bryan Williams.

Minutes of Previous Meeting

1. The Minutes of the previous meeting held on 30 October 2006 were agreed subject to the following amendment:

Paragraph 7 (third bullet point) should read ‘BASW recently issued consultation..... ‘ and not SSSC.

Matters Arising from the Minutes

2. Peter Gabbitas raised the issue of Direct Payments (last bullet point under paragraph 7) and the important relationship with the Personalisation agenda. The policy direction of increasing Direct payments, and the fact that those who may deliver services through this are not covered by SSSC, could mean increasing unregulated workforce. It was noted that legislation would be required if there were a need to change this. . Andrew agreed and said that he had proposed to Jaqui Roberts that a three way meeting be held between Alexis Jay, herself and himself to explore ways of ensuring that regulation and inspection kept pace with personalisation and changing lives.

Action: Andrew, Alexis

3. The action point under paragraph 9 was covered in the Discussion Paper circulated ahead of today’s meeting.

4. Action point under paragraph 10 remains for a future meeting.

5. Under paragraph 20 – Liz Bohan confirmed that she has spoken with her health colleagues and has circulated a Governance paper to her Practitioner Forum to be discussed on 13 February..

6. Ruth Stark has made progress with the task of looking at what can be learned from grievances, often relating to boundary issues. Ruth will feed back to the Group once the material from this exercise is collated .

Establishing a Shared Understanding

– **how we work as a group**

- **what special interests do I have**

7. This session was facilitated by Zoe Van Zwanenberg. The Session offered an opportunity for the Group to reflect on how they want to work together and how they could use their individual knowledge and interests. Members were asked to explain what best described their view of how they would like the Group to look. In discussion the following descriptors emerged:

- Creative
- Innovative
- The Group should be effective at moving things forward
- Simple principles
- Need for clarity of principles for future practice
- Practice needs to be equitable
- Accountability in Governance needs to be clear
- The Group should be outward looking (not just able to learn from social work)
- Balance between value-based practice and evidence-based
- Display good evidence of effectiveness
- Realistic rather than idealistic

Action: Zoe agreed to write up the session and e-mail to both Andrew and Catherine.

8. The Group expressed interest in learning from other professions about how they deal with Practice Governance issues. Peter Gabbitas reported on his participation in a Learning Set and explained the format adopted which, he believed, enriched the learning experience. Discussion continued on the various professions this Group could engage with e.g. the fire service, police, the construction industry, air traffic controllers etc. The Group identified key issues they thought would be worth exploring with guest speakers. These were:

- Their Governance arrangements (management with frontline staff)
- Training and re-accreditation issues
- Parameters of decision-making
- Supervision
- How they promote trust within the System
- What do they mean when they say ‘human’ error and what do they do about it
- How does the organisation deal with Stress in the workforce
- Who are their customers

9. The suggested format for the Group’s next meeting on 27 March would include an overnight stay on the 26th with an invited guest speaker followed by dinner. The following day would afford the opportunity for discussion of the points raised by the guest speaker and to conclude the business of the Group.

Action: It was agreed that Geraldine would carry out the necessary research for the March meeting and liaise with the Air Traffic Control Authority re a guest speaker.

Action: Zoe Van Zwanenberg agreed to facilitate the March meeting.

Action: Andrew Lowe agreed to follow-up the initial contact with a letter setting out the background to Changing Lives and how the speaker's input can contribute to taking the Changing Lives agenda forward.

Practice Governance and Agenda for Change Principles (two papers previously circulated)

10. All agreed both papers were useful, particularly the mind map diagram attached to the Practice Governance discussion paper. Paul Connell explained that the Practice Governance discussion paper was produced simply to provide a stimulus for further discussion. Ruth Stark asked for something on Rights to be included in the section on Roles & Terminology in the paper. There was brief discussion of the large amount of current material available in SWIA on the current structures in local authorities, position and role of Chief Social Work Officers and corporate governance arrangements.. Alexis agreed to provide a paper / do a session for a discussion at the March meeting. **Action: Ruth Stark agreed to provide a piece on Rights for Paul to include in the Practice Governance Discussion Paper.**
Action: Alexis Jay will provide input at the March meeting.

Citizen Leadership Paper

11. The Group discussed the paper produced by the Users' and Carers' Panel on Citizen Leadership. Whilst the report was generally well received and found to be an easily understood document, some issues for further discussion were raised:

Report primarily reflects Community Care, needs to have relevance across all SW services

Can't have Citizen Leadership without reference to Political Leadership

Need to be more explicit about the realities of resourcing and some of the harder-edged messages that may be required

Some of the 'Standards' need to be pulled into the 'Indicators'

Principles are missing for Community Responsibility and Community Safety

Need to look at another phrase other than "Citizen Leadership"

In terms of obligations on professional staff, particularly social workers, the group was asked to look at the SSSC's codes of practice and their demands on workers and employers. The BASW code of ethics is also useful as a statement of the expectations on staff.

Action: Paul Connell agreed to feed back comments to SCLD.

Action: Andrew Lowe asked Group members to e-mail him if they had an interest in taking this work forward with SCLD.

Action: agreed this should be considered by a wider group and remitted to the NSW SF for initial consideration.

Workplan

12. A copy of the draft workplan was tabled. Catherine and Paul agreed to look at the themes identified in Changing Lives and taking into account today's discussion and the comments received in the assessment returns, produce a further version for the next meeting.

Action: Group content for Catherine/Paul to continue to develop the workplan and issue the revised version ahead of the next meeting in March.

Action: Group asked to consider the workplan currently tabled and e-mail Catherine with their views.

Chief Social Work Officer

13. Andrew Lowe reported on his recent meeting with David Crawford, President of ADSW on the ADSW paper on the Chief Social Work Officer which was part of the evidence gathered during the course of the 21st Century Social Work Review. General agreement that work on this should go beyond social work to learn from other professions. Mapping of the current structures et al by Alexis will help inform how this work is best progressed.

Action: Agenda item for May meeting.

Research and Development

14. Andrew reported that Bryan will be attending the second meeting of the R&D Steering Group on the afternoon of 26 January. SISWE have prepared a scoping paper and will be suggesting a structure and outline timetable for the group's work that will deliver the strategy itself in the early months of 2008. Bryan shall also be reporting on the early findings of the recent SCIE research capacity consultation which are broadly supportive of the direction of travel. More detailed findings in respect of the views from Scottish respondents will be available in due course.

Chairs' report on meetings attended

15. Andrew Lowe updated the Group in respect of meetings he has attended since the Group last met and on future meetings. These were noted as:

December/January

Meeting with David Crawford

Attended the National Social Work Services Forum

Meeting with Jacqui Roberts, Care Commission re Regulation & Inspection

Andy Miller of SCLD

Meeting with Ark, Edge and Heartfelt (organisations similar to SCLD with interest in Citizen Leadership agenda)

Change Programmes Chairs Meeting

Future Meetings

Meeting with Steven Wilds (Consultant working with Dumfries & Galloway)

Speaking at BASW Study Day 30th January

Speaking at Learning Network North Conference March 2nd Aberdeen

Speaking at Learning Network South East Conference April 26th Edinburgh

Speaking to MSc Management students at Stirling University 24th May.

Date of Next Meeting

As detailed at paragraph 8 above it is proposed that the March meeting take place from the evening of the 26th through to the 27th.

SWSPD

January 2007