

**National Social Work Service Forum  
Minutes of Meeting held on 30 January 2008**

**Present:**

Minister for Children and Early Years (Chair)  
Janet Birks, Falkirk, co-chair of Service Development Group  
Sandy Cameron, Chair, Performance Improvement Group  
Bernadette Docherty, ADSW  
Norma Graham, ACPOS  
Annie Gunner, CCPS  
Peter Hay, SPDS (Society of Personnel Directors Scotland)  
Nigel Henderson, Penumbra – co-chair Service Development Group  
Alexis Jay, SWIA  
Andrew Lowe, Scottish Borders – Chair of Practice Governance Group  
Gail MacNamara, College of Occupational Therapists  
Andy Miller, SCLD  
Sylvia Murray, CoSLA  
Catriona Renfrew, Health Board Chief Executives  
Jacquie Roberts, Care Commission  
Stephen Smellie, UNISON  
Ruth Stark, BASW  
Carole Wilkinson, SSSC, Chair of Workforce Development Group  
Bryan Williams, IRISS, Chair of Research & Development Group

**Scottish Government Representatives**

Val Cox, Workforce and Capacity Issues  
Ian Davidson, Workforce and Capacity Issues  
Laura Dolan, (representing Mike Foulis, Housing)  
Mark McSherry, (representing Valerie Macniven, Criminal Justice)  
Adam Rennie, (representing Graeme Dickson, Health)  
Sandra Murray, Workforce and Capacity Issues (secretariat)

Also attending

Shane Rankin  
Ian Mitchell

**Apologies:**

Joanne Atkinson, South Ayrshire NHS Board  
Brian Corrigan, Social Care Association  
David Crawford, Chair Leadership and Management Group  
Graeme Dickson, Primary and Community Care Directorate  
Len Hammersley, Association of Scotland's Colleges  
Ramon Hutchinson, South Lanarkshire Council  
Ronald McColl, CoSLA  
Ruth Parsons, F AND C S Public Service Reform Group  
Catherine Rainey, Workforce and Capacity Issues  
Shona Stephen, Communities Scotland

## **Welcome and Introductions**

1. Adam Ingram, Minister for Children and Early Years welcomed everyone to the meeting, and looked forward to working together in the year ahead. He reported that since the previous meeting there had been some significant developments which we would have the opportunity to talk about. In particular:
  - Publication of the Concordat in November 2007 signalling a new relationship between national and local government which will have implications for all of us.
  - Developments on Crerar and the scrutiny and complaints handling landscape with the publication of the Government's response on 17 January.

## **Minutes of the meeting of 12 September and Matters arising**

2. The minutes from the previous meeting were agreed subject to two changes. It was noted that Andrew Denovan appears in the list of attendees twice and Wilma Dickson is shown as being from Health instead of Justice.
3. Discussions at the last meeting on the Personalisation paper and the role of the CSWO have been fed back to those Change Programmes and taken into account in revisions of those papers.
4. A revised version of the Communications Strategy has now been published and circulated to members.

## **The Concordat/Outcome Agreements and Crerar developments**

5. The Minister invited Ian Mitchell and Shane Rankin, both from the Scottish Government, to provide the meeting with an update on Crerar developments and the work being done following the Concordat and the development of Outcome Agreements. The presentations are attached. In discussion the following points were raised:

- Relationships would be very different in the future. The outcome agreement approach focussed heavily on central and local Government and that brought with it some challenges that local agencies recognised they would have to work through in broader-based local partnership working. There was, however, broad welcome for new relationship.
- The new approach would bring challenges for maintaining focus on transformational change; local agencies had a key role in taking ownership of the agenda and working together to respond to local priorities.

Recognition of the need for transformational change in Social Care including the challenge as to how to drive the agenda within and across local authorities; it will be down to local authorities to get on with delivering local services to meet local priorities and needs, within the framework of the Concordat and Outcome Agreements. Outcomes are for everyone including NHS and other services, not just for Local Authorities. This needs to be properly reflected; challenge of change at all levels in social services but also across the local authority and partners; the importance of pooling resources – it was suggested that the new arrangements highlighted on apparent difficulties of approach on the part of NHS Scotland, but it was also recognised that different accountability arrangements lay behind this.

- Issues around accountability, not just for local authorities but also their delivery partners and the new relationship with national government and Scottish Parliament. The outcomes and indicators were broadly based and encapsulate a wide range of outcomes which require a significant contribution from social services.

6. There was also discussion on the fact that social work or social care services do not specifically appear in the Concordat of the National Outcomes and Indicators. The Minister made it clear that this does not mean these are not relevant or important. In fact the delivery of many of the National Outcomes will be dependant on significant contributions from social work and social care services. It will be important that this is reflected in work being taken forward at local level, including engagement with local politicians.

7. Val Cox provided an update on the developments in *Changing Lives* and the forward agenda – a paper by way of introduction had been provided previously. She indicated that her team and the Chairs of the Change Programmes had taken the opportunity to reflect on the work of the Groups to date and the way ahead on *Changing Lives* in the light of the new administration and developments such as Concordat. This led to the focussing of the work at national level into a number of key ‘products’ which would be delivered over the next 12 months or so. These would provide the framework for, and give assistance to, the local delivery of the key aspirations of *Changing Lives*.

8. Val provided the Forum with a diagram that identified the relationship of the products to making a contribution to the delivery of the two main outcomes;

- A confident, competent, supported workforce, and
- Capacity to deliver personalised services.

9. She indicated that these ‘products’ were in addition to other work which is completed or ongoing as indicated in the paper and reflected the national work being taken forward. However, it is clear that there is a need for local ownership and engagement with this agenda if real and sustainable improvement is to be achieved. Work with local politicians and partners in developing the Single Outcome Agreements offers an opportunity for local SWS leaders and managers to make clear

the important contribution social work and social care can make to outcomes for people.

10. The Forum broadly welcomed the paper and the approach proposed. There was agreement to the need to focus the work of the Change Programmes and it was helpful to have clarity around the 'products' to be provided.

### **Workforce Change Programme: Continuous Learning Framework**

11. Carole Wilkinson and Bryan Williams outlined the key aspects of the Continuous Learning Framework, which is one of the products from *Changing Lives* work. A draft framework is currently being consulted upon and a final draft is planned for Summer 2008. The presentation is attached.

12. The framework can be used to support individual learning and development; to maintain standards and achievement; to facilitate career pathways. It is intended to be enabling, rather than prescriptive.

13. In discussion the framework was welcomed as providing a valuable reference point for individual, service and organisational development, which seemed to fit neatly with similar approaches already deployed in the NHS.

### **Agenda Topics for future Meetings**

14. It was agreed at the last meeting that it would be useful to forward plan the items the Forum may consider at future meetings. The paper on this was generally welcomed as providing some indicative future agendas which could be reviewed from one meeting to the next.

15. It was also suggested that at a future meeting that there should be a discussion looking at National Indicators from a Social Work point of view.

16. As there was no other business, the Minister thanked everyone for attending and brought the meeting to a close.

### **Date of Next Meetings**

**29<sup>th</sup> April 2008, 12.30 p.m. to 2.30 p.m.** in Conference Room 3, Scottish Government, Victoria Quay, Edinburgh. A sandwich lunch will be available from 12.00 p.m. with the meeting starting sharp at 12.30 p.m.

### **Future Meetings**

**9<sup>th</sup> September 2008, 12.30 p.m. to 2.30 p.m.** in Conference Room 2, Scottish Government, Victoria Quay, Edinburgh.

**9<sup>th</sup> December 2008, 12.30 p.m. to 2.30 p.m.** in Conference Room 2, Scottish Government, Victoria Quay, Edinburgh.