

# SCOTTISH SOCIAL SERVICES COUNCIL

## Confirmed Minute of the Changing Lives Workforce Group

held on 7 August 2008 at 10.00 am

in the COSLA Office, Edinburgh

Present: Carole Wilkinson, SSSC (Chair)  
Joy Barlow, STRADA  
Ian Davidson, Scottish Government  
Karen Donaldson, Chair Recruitment and Retention Sub Group  
Mary Howden, SSSC  
Ranald Mair, Scottish Care  
\*Judith Midgely, VSSSWU  
Billy Renfrew, Scottish Government  
David Rennie, Scottish Care  
Sandy Riddell, ADSW  
\*Celia Rothero, Learning Networks  
David Wiseman, Care Commission

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

\* Due to adverse weather conditions a number of attendees arrived late.

### ACTIONS

#### 1. Welcome and Introductions

1.1 Chair welcomed everyone to the meeting and outlined the structure of the event. She advised it would be necessary for her to leave the meeting for an hour and indicated I Davidson would chair in her absence.

#### 2. Apologies

2.1 Apologies were received from Andy Morrison, COSLA.

#### 3. Unconfirmed Minutes of the Meeting held on 20 May 2008

3.1 The minutes were accepted as an accurate record.

#### 4. Matters Arising

4.1 Change Academy, Strategic Group: This group met six weeks ago and was making progress. They agreed there was a need to sign off the initial phase of work and look at the next phase including:

- how the model could be applied elsewhere
- aspects of the model.

- 4.2.1 SPAEN/UNISON Project: Chair spoke to this report and advised two discussions had taken place around this work with a limited circulation of the interim report to COSLA, ADSW and the Changing Lives Group being agreed.
- 4.2.2 The report raised interesting and sometimes difficult issues around the work needed to support both disabled people as employers and employees. The report was based on a small sample which UNISON was keen to broaden. The group noted the need to meet with Scottish Government and relevant stakeholders, the issues around registration as well as the vulnerable nature of both employers and employees. They also noted the need to connect with wider policy issues, that the take up of personal assistants was low and that SWIA were willing to share recent research which they had commissioned.
- 4.2.3 Chair withdrew at this point and I Davidson took over as acting chair.
- 4.3 Continuous Learning Framework: I Davidson advised the project had reached the conclusion of the current phase and would be moving to the implementation phase. Funding for three years was in place with the next phase related to working with employers and centred round engaging and embedding, raising awareness and building capacity. He advised ADSW had been supporting the implementation phase and the group discussed the key messages that needed to be taken forward and that consideration of the Learning Network's role was needed. It was anticipated there would be a Ministerial launch in the autumn.
- 4.4 Strategic Framework: I Davidson considered scoping the work was necessary. A meeting facilitated by COSLA re-enforced the need for a clear project purpose to include:
- defining the scope
  - identifying the gap in the market
  - defining the vision
  - identifying the main governance and management arrangements.
- It was necessary to have a system for data collection that met the needs of the sector and nationally. He indicated the group would come together in a month's time.
- 4.4.1 Members were advised that over the autumn there would be wide ranging discussions with a range of people and that a system for data collection that met the needs of

both the sector and nationally was required. I Davidson advised a meeting had taken place with SSSC and CC at which progress had been made around setting principles and that a further meeting was due to take place in a month's time. He outlined the key themes for the meeting, indicating it was hoped to engage with a wider stakeholder group to inform thinking. He emphasised the need to have data which supported the vision for the social service workforce and advised of the resources put in place to support the work.

## **5. Strategies for Engagement, Consultation and Transfer of Ownership**

- 5.1 A group member reported that a recent meeting of the Care Homes Development Group had discussed:
- the language used and the need for a glossary of terms
  - issues around data duplication
  - the need for single points of data collection
  - the need to keep service providers abreast of current developments
  - the requirement for service providers to have sense of the direction and timescales.
- 5.2 The group were provided with an update on the single portal and advised it needed further work to be carried out in order to ascertain the implications for the private and voluntary sector.
- 5.3 The group discussed the need to clarify the task, talk to stakeholders, the scope and agenda as well as the need to promote engagement and raise the profile of the agenda. They agreed that as well as finding out what was happening in the sector, mapping was required to inform future action. They considered mapping should include cognisance of other policy drivers within Scottish Government and it was very important there was an awareness of the environmental context.
- 5.4 Members discussed the links at macro level and welcomed involvement of stakeholder groups. They noted the need for links to be made across the board in terms of integrated practice and commented on the complexity of the work.
- 5.5 The group was advised a Chairs meeting had been held previously which noted:
- i) the need to actively connect to ADSW and that a

meeting would take place with Alan Baird and ADSW Development Officers mid September.

- ii) the analytical review undertaken by Z Van Zwanenberg had highlighted the need to look at model-reinforcing, examine extent to which chairs could support ADSW to support the process, the need for them to look at policy connections and the extent to which ADSW could influence and shape policy.

The group noted that a further chairs meeting was scheduled for six weeks.

- 5.6 A member noted that ADSW's involvement in progressing the Changing Lives agenda had re-energised and reinvigorated the process. He noted the urgent need to commence the process and examine how existing policies dovetailed into the process given the significant changes to the strategic landscape.
- 5.7 The group noted the three strands of leadership and management and that there was no single model or approach. I Davidson advised it was envisaged a strategic seminar would take place over the autumn, chaired by David Crawford, where people would be asked to try and map out a direction of travel. Additionally he advised the next piece of work would centre on leadership communities.
- 5.8 The group discussed the Leading to Deliver programme and its evolution following the end of the current cohort, noting it was envisaged that cohort seven would be dramatically different. They noted the private sector had little or no access to the programme and examined mechanisms for engaging people from within that sector as well as the benefits of creating communities of interest.
- 5.9 I Davidson advised:
  - work was starting in the near future on end audits for the registration consultation exercise
  - Children's Hearing Reform consultation, now to be a standard period for response
  - implications of strategic meeting Social Service Knowledge Scotland for the group, how could they take advantage of this?

## **6. Recruitment and Retention Sub Group**

- 6.1 K Donaldson updated members on the work of the sub

group reporting:

- i) Website: Sub group members met a couple of times with M Docherty to find out more about the Skills for Care & Development website, the consultation that had taken place, ascertain what the plans were for the launch (scheduled for the autumn) and how the website would be maintained and developed. They noted the significant amount of work which had gone into development of the website and the need for alignment of other promotional materials with the website. Sub group members considered there was probably a potential role in future for them to influence the website's development.
- ii) Developing Local/National Campaign: This links to alignment with ADSW. They noted any development of future materials needed to complement website development and be included in the proposal for commissioning work.

6.2 Members discussed:

- self directed support
- the need to firm up the proposal
- the need to scope out what needed to be done and how resources would be allocated
- building on the consultation that had taken place when building the website
- the need for dialogue with partners.

6.3 They also discussed:

- migrant workers and their contribution to the private sector
- work permit issues
- the need for robust systems
- the need for disclosure evidence
- language requirements
- equivalency issues
- the need for the Recruitment and Retention Sub Group to take this forward
- policy route trying to probe these issues.

6.4 In relation to equivalency of qualification M Howden advised initial exploratory discussions had taken place with various bodies and it had been identified there was scope for having an a cross UK service, however, such a service had huge resource implications. She highlighted the possible knock on effect which UK Review on National Equivalency standards could have.

6.5 Members went on to discuss cross UK issues and the links across Scottish Government directorates.

6.6 Members were advised ADSW was keen to participate in furthering the Changing Lives agenda and considered it was the appropriate time to consolidate and deliver and there was a huge amount of activity and lots of cross over issues for workforce development. They noted it was important to ensure the inclusion of the voluntary and private sectors in the process.

## **7. Review of the Progress and the Way Ahead**

7.1 A comprehensive discussion took place on this item which continued following lunch with C Wilkinson resuming the chair. Z Van Zwanenberg agreed to provide a summary of the discussion which is attached as Appendix 1.

## **8. AOCB**

The group discussed the need for a further meeting and agreed to meet on:

4 November at 10.00 am in the COSLA Office, Edinburgh.