

Title of Report	Proposed Registration of New Groups
Public/Confidential	Public
Summary/purpose of report	Scottish Government is considering expanding the SSSC's Register to include new groups of workers. This report seeks Council's approval to carry out a consultation on qualifications, fees and Continuous Professional Learning requirements for the potential new groups.
Recommendations	<p>The Council is asked to approve consulting on the registration of the following new groups:</p> <ul style="list-style-type: none"> • Support Worker – Adult Day Care Service • Practitioner – Adult Day Care Service • Supervisor – Adult Day Care Service • Practitioner – Offender Accommodation Service • Supervisor- Offender Accommodation Service • Manager – Offender Accommodation Service • Social Work Assistants
Author	Cheryl Campbell, Acting Head of Education and Standards
Responsible Officer	Laura Lamb, Acting Director, Workforce Education and Standards
Link to Strategic Plan	<p>The information in this report links to:</p> <p>Outcome 1: Trusted People who use services are protected by a workforce that is fit to practise.</p> <p>Outcome 2: Skilled Our work supports the workforce to deliver high standards of professional practice.</p> <p>Outcome 3: Confident Our work enhances the confidence, competence and wellbeing of the workforce.</p>

	Outcome 4: Valued The social work, social care and children and young people workforce is valued for the difference it makes to people’s lives.
Link to Risk Register	<p>Risk 1: We fail to ensure that our system of regulation meets the needs of people who use services and workers.</p> <p>Risk 2: We fail to ensure that our workforce development function supports the workforce and employers to achieve the rights standards and qualifications to gain and maintain registration.</p>
Impact Assessment	<p>An Impact Assessment (IA) was developed.</p> <p>We recognise that the qualification requirement of SSSC registration may put those with additional educational needs or learning disabilities at a slight disadvantage compared to colleagues that do not have such disabilities.</p> <p>From our Workforce Data Reports we can see that majority of staff working in the proposed new groups for registration are female. On this basis it can be assumed that any potential impact, positive or negative, that arises as a result of this proposal will be experienced by more female staff.</p> <p>We anticipate that the proposals highlighted in this document will have a positive impact on people living in island communities.</p> <p>We believe that requiring additional groups to register with the SSSC will have a positive impact in terms of economic and social sustainability through increased qualification and the living wage pledge</p> <p>We believe this project has potential to have a positive impact on care experienced children, young people and adults.</p>
Documents attached	Appendix 1 – Report to Scottish Government on the scoping of new register groups
Background papers	Link to impact assessment folder

EXECUTIVE SUMMARY

1. In 2023 Scottish Government commissioned the SSSC to complete a scoping exercise in relation to expanding the Register to potential new groups.
2. We completed this work as part of the Future Proofing Programme and provided a report (Appendix 1) to Scottish Government in January this year detailing our findings and recommending the definitions of workers which could be included for registration.
3. Scottish Government has confirmed that the Minister would like us to carry out a formal consultation in January 2025 on the qualification requirements, continuous professional learning (CPL) and fees for the proposed new groups.

BACKGROUND

4. The groups identified by Scottish Government were:
 - Support Worker – Adult Day Care Service
 - Practitioner – Adult Day Care Service
 - Supervisor – Adult Day Care Service
 - Practitioner – Offender Accommodation Service
 - Supervisor- Offender Accommodation Service
 - Manager – Offender Accommodation Service
 - Social Work Assistants
 - Sexual (and Violent) Offender Liaison Officers (SAVOLO or SOLO)
5. The purpose of the scoping exercise was to:
 - determine the size of the workforce, level and type of roles in each group
 - develop a role descriptor setting out the core tasks and function of each role
 - establish the appropriate qualification requirement for each role
 - identify any legislative changes required
 - make a recommendation regarding the appropriateness of registration for each role

A summary of this scoping work is included in the Report (Appendix 1).

SUMMARY OF RECOMMENDATIONS

6. We recommended that the following groups should be included in a consultation to expand the Register.
- Support Worker – Adult Day Care Service
 - Practitioner – Adult Day Care Service
 - Supervisor – Adult Day Care Service
 - Practitioner – Offender Accommodation Service
 - Supervisor- Offender Accommodation Service
 - Manager – Offender Accommodation Service
 - Social Work Assistants
7. We recommended that SAVOLOs/SOLOs be excluded from the consultation due to the very small number of individuals carrying out this role across Scotland and the limited contact they have with offenders. SAVOLOs is a role only being used in the Edinburgh and Lothian area and there are currently only three individuals employed in these roles who are all registered social workers. Each local authority has an identified SOLO. Of the local authorities who responded to our enquiries and through consultation with the Scottish Housing Network we identified that the majority of postholders have no direct contact with offenders and those who do rarely conduct work with offenders on their own.
8. The qualification requirements we propose to consult on for the new groups are:

Proposed new groups	Recommended qualification requirements	Estimated numbers in the workforce
Adult day care workers		4,500
<ul style="list-style-type: none"> • Supervisors 	HNC Social Services OR SVQ Social Services and Healthcare at SCQF Level 7 PLUS PDA Health and Social Care Supervision or equivalent	
<ul style="list-style-type: none"> • Practitioners • Support workers 	HNC Social Services OR SVQ Social Services and Healthcare at SCQF Level 7 SVQ Social Services and Healthcare at SCQF Level 6	

Offender accommodation service workers <ul style="list-style-type: none"> • Managers • Supervisors • Practitioners 	SVQ Social Services and Healthcare at SCQF Level 9 PLUS SVQ Care Services Leadership and Management at SCQF Level 9 or equivalent HNC Social Services OR SVQ Social Services and Healthcare at SCQF Level 7 PLUS PDA Health and Social Care Supervision or equivalent HNC Social Services OR SVQ at Social Services and Healthcare at SCQF level 7	85
Social work assistants	HNC Social Services OR an award of certificated knowledge with 96 academic credits at or above SCQF level 7 PLUS SVQ Social Services (Children and Young People) at SCQF level 7 OR SVQ Social Services and Healthcare at SCQF Level 7	2,800

9. The methodology used to determine the recommended qualification requirements included:
- Identification of potential roles and levels within each group
 - Analysis of a range of job descriptions from a wide range of employers and service types
 - Analysis of current employer qualification requirements for roles
 - Development of role descriptors setting out core tasks and functions for each role

- Mapping of job functions against the Scottish Credit Qualification Framework (SCQF) and the SSSC's principles and criteria for qualifications to identify the appropriate qualification level for each role
 - Mapping the job functions and qualifications against the existing register groups
10. The proposed fee levels for each group will be in line with the existing levels of the Register currently and will be amended to reflect any changes as a result of the current fees consultation. Current fee levels are:
- | | |
|-----------------|-----|
| Managers | £80 |
| Supervisors | £35 |
| Practitioners | £30 |
| Support Workers | £25 |
11. We would propose that social work assistants fee levels are set at £30 which is aligned to that of a practitioner.
12. We propose that CPL requirements are aligned to the existing levels of the Register. New requirements may need to be developed for social work assistants depending on the feedback from consultation.

CONSULTATION

13. Extensive and continuous engagement took place between March and November 2023. This took the form of face-to-face meetings, focus groups and written feedback. Stakeholders included:
- Local Authorities
 - Community Planning Partnerships and agencies
 - Chief Social Work Officers
 - Social Work Scotland Children and Families Standing Committee
 - Regional Justice Social Work
 - The Society of Personnel and Development Scotland's (SPDS) Local Authority Social Work HR group
 - Employer representative bodies including the Coalition of Care and Support Providers in Scotland's (CCPS) Employers Forum
 - Offender Accommodation Service Providers: Turning Point, SACRO, Crane Services (City of Edinburgh Council)
 - Unison
 - Social Work Scotland
 - The Scottish Association of Social Work
 - Representatives from the social work, social care and children and young people's workforce
 - The Care Inspectorate
 - The Social Work Education Partnership (SWEP)

- Internal SSSC working group
- Scotland Housing Network

14. Stakeholders were consulted on the proposed role descriptions and qualification requirements to ensure they adequately reflect the requirements of each role.

RISKS

15. We have a cautious appetite to regulatory quality. There are risks to introducing new register groups including pressure on the sector to achieve additional qualifications, however, it is anticipated that this should be implemented through a phased approach to minimise this risk.
16. There is a risk that by expanding the register to new groups other workers in the workforce may feel more excluded.

IMPLICATIONS

Resourcing

17. If Council approves the recommendation to consult in January further work will be required to carry out the consultation and post consultation review, legal governance and implementation planning. Additional staffing resources have been identified and agreed with our Sponsor.
18. If new groups are added to the Register, additional resourcing may be required to support the increased effort to process new applications and the ongoing registration of these new groups. There will also be an increase in qualification assessments to determine if a worker holds a qualification equivalent to requirements. We do not anticipate that this work will be extensive due to the estimated numbers in each category being relatively small.

Compliance

19. New Regulations which define the types of workers eligible and required to register with the SSSC would be required.

IMPACT ASSESSMENT

20. An impact assessment has been carried out and is a background paper to this report.
 - a) We recognise that the qualification requirements of SSSC registration may put those with additional educational needs or learning disabilities

at a slight disadvantage compared to colleagues that do not have such disabilities. We believe that the qualifications required for registration are able to be delivered in such a way as to mitigate any potential negative impact felt on the basis of this characteristic. We also have processes in place to provide extensions of time for legitimate reasons when required.

- b) From our Workforce Data Reports we can see that majority of staff working in the proposed new groups for registration are female. On this basis it can be assumed that any potential impact, positive or negative, that arises as a result of this proposal will be experienced by more female staff. We do not believe though, that any potential impact, positive or negative, will be felt by female staff on the basis of their sex.
- c) We anticipate that the proposals highlighted in this document will have a positive impact on people living in island communities. The addition of new groups to our Register will ensure that people in island communities will enjoy social services that are delivered by a qualified, skilled and valued workforce who carry out their roles in accordance with the Codes of Practice.
- d) We believe that requiring additional groups to register with the SSSC will have a positive impact in terms of economic and social sustainability through increased qualification and the living wage pledge
- e) We believe this project has potential to have a positive impact on care experienced children, young people and adults. Registered workers are required to hold relevant qualifications, carry out continued professional learning and are subject to the SSSC codes of practice. The workers currently practising in the groups not yet regulated by the SSSC are not subject to these requirements. As such, bringing them under regulation will make sure these groups meet our standard

CONCLUSION

- 21. From our engagement work with the sector and previous enquiries regarding the proposed new groups we believe there is an appetite to expand the Register and we recommend that Council approves that we conduct a consultation in the New Year and report the outcome of the consultation back to Council in May 2025.