

information bulletin for staff in Her Majesty's Inspectorate of Education, NHS Quality Improvement Scotland, Social Work Inspection Agency and the Care Commission

Introduction

This is our first information bulletin for staff affected by the creation of the new improvement and scrutiny bodies for healthcare and for social work and social care.

We plan to issue a bulletin, pulled together by the Scrutiny Bodies Project Team, about every six weeks to help keep staff informed of progress and how it might affect them. We hope that our bulletin can help address staff concerns by providing a reliable source of current information.

Background

[Ministers announced on 6 November 2008](#) that there will be two new improvement and scrutiny organisations from April 2011 - a single body for healthcare services and another body for social work and social care services, including child protection and the integration of children's services. The new bodies will take on work in these areas currently done by:

- Her Majesty's Inspectorate of Education (HMIE)
- NHS Quality Improvement Scotland (NHS QIS)

- Social Work Inspection Agency (SWIA)
- The Care Commission

With the exception of independent healthcare regulation, all of SWIA's and the Care Commission's work will be carried out by the new social work and social care services body. HMIE's current work leading on the inspection of services to protect children and developing a model of inspection for children's services will transfer to this new body.

The work of NHS QIS, plus the regulation of independent healthcare currently carried out by the Care Commission, will transfer to the new healthcare body.

Business as usual

In the existing bodies business will continue very much as usual to deliver the current work programmes.

It's important that we reassure everyone, both staff and external stakeholders, that improvement activity and scrutiny will continue. We are aiming for a smooth transition to the new bodies so the people who use services see no disruption to this very important work.

Trade Union Position

The first consultation meeting with the Trade Unions took place on 2 February 2009, with representatives from the Council of Scottish Government Unions (which includes Prospect, FDA and PCS), UNISON and the Royal College of Nursing. GMB, Royal College of Midwives and British Medical Association sent apologies. TGWU and AMICUS did not attend. We will remain in contact with all the Trade Unions going forward.

At the meeting the Scrutiny Bodies Project Team gave a progress update on the project. The [presentation](#) provides a useful overview of the project.

It was agreed that the next meeting would be at the end March/early April. That meeting will decide how the Trade Unions will ensure future representation in the project team's work - perhaps by participating in the individual action groups. The Union representatives who participated welcomed the opportunity for such early involvement in the planning process.



Why change? What are the benefits?

The [Crerar Review](#) concluded that the scrutiny landscape in Scotland is unnecessarily complex and too difficult for the public and service providers to understand. Scrutiny is defined as both an inspection and improvement agenda: as a way of improving the quality of services. Government, service providers and the public all want a more simplified approach. The main benefits of the new arrangements are:

- Having fewer bodies will be easier for everyone, particularly the public, to understand.
- The changes will reduce the amount of scrutiny for service organisations while still ensuring they are scrutinised appropriately.
- Service providers will have more time to concentrate on improving services and delivering better outcomes for people who use services.
- Fewer bodies means there should be less bureaucracy and so better value for money.
- Verified self-evaluation by service providers will be further developed where appropriate and help to streamline the amount of external scrutiny on service providers.
- Multi-agency inspections require closer and more effective joint working by the improvement and scrutiny bodies. The new bodies will have new legal powers to allow them to carry these out more effectively.

How will the new bodies be established?

The Public Services Reform Bill which will be introduced in May 2009 to the Scottish Parliament will include the legislative proposals for the establishment of the two new bodies and the dissolution of the existing organisations.

[Legislative process diagram](#)

The Finance Committee will be the lead Committee for the Public Services Reform Bill.

Timeline

The timetable to set up the new bodies is:

- Public Services Reform Bill introduced to Parliament end May 2009;
- Shadow appointments for Boards of new bodies made in the first half of 2010;
- The new bodies will be operational from April 2011.

Project Governance Arrangements

The Scottish Government Programme Board overseeing the project is jointly chaired by Kevin Woods (Chief Executive of NHS Scotland & Director-General Health) and Philip Rycroft (Director-General Education).

The Scrutiny Bodies Project Team led by Shane Rankin, Project Director, is taking forward the work of developing the legislation and establishing the new bodies. A number of action groups have been established to support the team.

The team is currently working on:

- legislation, governance and business model;
- human resources and accommodation;
- finance and IT;
- communications.

The objectives for the action groups are to:

- bring together specialist knowledge;
- generate ideas, proposals and options;
- make recommendations for legislation and action;
- build ownership and understanding; and
- report on progress through the Programme Board to Scottish Ministers.

The action groups (including the communications workstream) have senior staff from all of the existing bodies working on them.

The communications workstream is currently meeting each fortnight. The Scrutiny Bodies Project Team is currently focussing on pulling together the information and ideas from the action groups into the form required for the Bill and the Financial memorandum, so those action groups are not likely to meet again until around April.

[Project team diagram](#)

Status of the bodies

While the final decision on their status is for the Scottish Parliament to decide as part of the Public Services Reform Bill our intention is that the healthcare body will be a special health body and the social work and social care services body will be a Non-Departmental Public Body (NDPB).

Mental Welfare Commission Scotland (MWCS)

The initial announcement in November 2008 indicated that the work of MWCS would become part of the new healthcare body. Since then concerns have been expressed by mental health stakeholders about the potential for the loss of independence of the Commission and whether it carries out the functions of an improvement and scrutiny body and about the lack of consultation with stakeholders prior to the announcement.

Ministers have therefore decided that, while the MWCS will remain very much part of the simplification programme, they will step back at this time from taking the MWCS' functions into either the new healthcare or the new social work and social care services body. This will allow more time to engage with mental health stakeholders on the proposals and for a review of the operation of the MWCS. This will help establish how best to involve MWCS in the wider public sector simplification programme.

Progress update

When the new bodies are established, one of their first tasks will be to develop their own detailed business models. However we can say some things about the new bodies:

- each new body will have one Board led by a Convenor (Chair), and one Chief Executive;
- rationalisation of the senior management structure is likely in the social work and social care services body where the functions of existing bodies are being brought together;
- cost savings and efficiencies are expected to arise through new ways of working, better coordination and effective collaboration between the two new bodies and more flexibility from sharing services;
- **ministers have stated there will be no compulsory redundancies.**

It is too early to be clear about other issues we know are important to the staff involved, such as office locations, harmonisation of terms and conditions, pensions, voluntary severance. We will keep everyone fully informed as these issues are addressed.

Find out more

On the intranet your organisation will have links to the Ministerial announcement, project team contact details, action group member lists and any previous staff updates issued by them. In addition, to the web-pages and newsletters, there will also be updates at any staff conferences your organisation holds between now and start up in 2011.

A new section on the Scottish Government website - Health and Community Care section - is under construction to provide details of the project including the latest information for external stakeholders. Ministers and the project team staff are also undertaking a series of briefing events with external stakeholder groups and organisations. The issues raised and suggestions made are being written up as Q&As for publication on the website.

You might want to find out who is representing your organisation on the action groups and let them have your thoughts and suggestions about the planned changes.

If you have any comments or suggestions on this bulletin, please send them to the Scrutiny Bodies Project Team at: NSB2011@scotland.gsi.gov.uk



www.hmie.gov.uk



www.nhshealthquality.org



www.swia.gov.uk



www.carecommission.com