

Healthcare Improvement Scotland

Social Care and Social Work Improvement Scotland

The new scrutiny and improvement bodies for social care, social work, child protection and healthcare services

ISSUE

12

JUNE
2010

Appointments Update

The HIS and SCSWIS Chair appointments were advertised on 28 May 2010. The closing date for applications was 25 June 2010. Interviews for these appointments will take place in August and we are planning for the newly appointed Chairs to be in post and available to take part in the process for appointing the Chief Executives.

Chief Executive's Appointments

Ministers have decided to hold an open competition for both the HIS and SCSWIS Chief Executive posts. There are various steps that need to be completed before the posts can be advertised so we will let you know the timetable for the recruitment process in the next bulletin. We anticipate advertising the posts in July.

Staff Issues

The HR Working Group which is made up of HR Managers from NHS QIS, Care Commission, HMIE, SWIA and Scottish Government along with Trade Union representatives met on 26 May when it considered papers on matching, harmonisation, collective bargaining and job evaluation. This work will be taken forward at its next meeting on 28 July.

Pensions

An information update for staff in the Principal Civil Service Pension Scheme transferring to Social Care and Social Work Improvement Scotland (SCSWIS) has been posted to our [website](#).

Continuity and Transitions Work

SCSWIS Updates

At its meeting in May the SCSWIS Governance Group considered progress against the continuity and transition plan. They asked that those involved in taking the tasks forward be reminded of the need to make connections with others where appropriate and necessary. They considered a paper setting out some of the issues associated with ICT; and a paper on how SCSWIS is to be positioned and marketed over the next 9 months and beyond. They discussed and agreed a paper setting out the context and timetable for the development of a draft SCSWIS Operating Plan which will go to Ministers in July.

HIS Update

At its meeting in June the HIS Governance Group considered progress against continuity and transitions priority tasks, including developing the draft operating plan for HIS. They also considered a paper setting out how HIS is to be positioned and marketed over the next 9 months and beyond.

Key Strategic Risks

Both the SCSWIS and HIS Governance Groups at the request of the Programme Board considered the key strategic risks associated with the delivery of the project and how these might be addressed.

Regulations

Scottish Government colleagues in Regulation of Care branch are reviewing the existing regulations relating to the registration of care services and discussing requirements with the Care Commission and policy colleagues. Scottish Government colleagues in Quality Division are working closely with the Regulation of Care team and with NHS QIS to develop a similar set of regulations relating to the regulation of Independent Healthcare services. The Scrutiny Bodies Project team will lead on the regulations relating to inspections by SCSWIS, HIS and joint inspections again through discussions with policy colleagues and

Stakeholder Engagement

The Communications group following agreement from both Governance Groups is taking forward work on positioning and marketing both HIS and SCSWIS. A communications plan which will be shared more widely once developed will set out the positioning statement for each body and some key messages. It will also look at when and what we tell key stakeholders as key milestones are reached up to April 2011. Although communications after the launch of the bodies will be for the respective bodies themselves the plan will also set out some tentative messages about what it is hoped the bodies will be like beyond 2011.

Comments or questions

If you have any comments or questions on the project or you would like briefing on anything in future bulletins you can submit these to:

- The project team by email to **NSB2011@scotland.gsi.gov.uk**
- Through your organisations' discussion forums
- Through informal feedback to members of your team involved in different aspects of the project (see **Who's Who**)
- Through your communication representatives:
 - Care Commission, **Karen Anderson**
 - HMIE, **Ian Ronald**
 - NHS QIS, **Ken Miller**
 - SWIA, **Andrew Wilkinson**

Continued from front page/

the existing bodies CC, SWIA, HMIE and NHS QIS. The aim is to have all draft regulations ready for public consultation over the summer.

A further set of regulations relating to the transition from the existing bodies to the new bodies will be developed in discussion with all the existing bodies. These will ensure, for example, that services which are currently registered with the Care Commission will continue to be registered with the appropriate new body on 1 April 2011 and that any enforcement action started under the RoC Act can be continued by the new bodies.

Project Groups

The previous bulletin provided a diagram of the groups which currently meet to take forward work relating to the two new bodies. Here we explain further the role of some of these groups which are helping to deliver the project:

Programme Board – is chaired by the Directors General of Health and Education. The board is made up of 4 directors from Scottish Government directorates and the Director of Criminal Justice, Chairs of NHS QIS and Care Commission and Mental Welfare Commission and non executive board members from SWIA and HIME as well as a Trade Union representative. The role of the Board which meets every 3 months is to make key operational decisions in relation the process of creating SCSWIS and HIS.

Change Delivery Group – is chaired by the Project Director, Shane Rankin. The group is made up of senior policy sponsors of the current bodies and the Chief Executives of each of the bodies. The role of this group is to consider issues which affect the creation of both the new bodies and recommendations from the Governance Groups.

SCSWIS and HIS Continuity and Transitions Governance Groups

The SCSWIS and HIS Governance Groups have been set up to prepare and plan for the delivery of the new bodies, monitoring the continuity and transition plans for each. There are a number of sub-groups that are working on the details of that preparatory work either jointly or for the separate interests of SCSWIS and HIS.

The HIS Continuity and Transitions Group and SCSWIS Implementation Group are overseeing work in a number of areas including joint inspections and methodologies and taking forward the development of draft inspection and resource plans which will be combined to develop an Operating Plan. The Legislative, Inspection and ICT working groups are all joint SCSWIS and HIS Groups taking forward the preparations in these areas for the interests of both the bodies. In addition, the SCSWIS Resource group is looking at the resource implications and scenario planning for SCSWIS.

The HR Working Group cover SCSWIS and HIS interests looking at matching, harmonisation, collective bargaining and job evaluation and consists of staff from the bodies themselves, SG colleagues and Trade Unions to take forward some of the detailed work around HR issues affecting the staff of the existing bodies.

Getting to know you ...

This section is where colleagues from all the bodies are introduced. Working together better is one of the outcomes that it is hoped will be achieved from the changes, which is a great reason for finding out a little more about one another in bulletins.

Ronnie Hill – Director of Children’s Services Regulation, Care Commission

You were involved in the Crerar Review which has eventually led to the creation of HIS and SCSWIS, weren’t you?

Yes, I was consulted on the Crerar Review and gave evidence to its Complaints Working Group. I am pleased that the Review agreed that HIS and SCSWIS should continue to have a role in investigating complaints. I think it is very important for the regulator of services for very vulnerable people who may not have a voice, or feel there may be reprisals from making a complaint, for SCSWIS to have that role. My experience in the Care Commission tells me that people who use care services and their carers will be pleased about this as it will help us to continue to help improve the quality of care and life for people.

How else have you been involved in the project?

I was involved in detailed discussions with colleagues from SWIA, NHS QIS, HMIE and Scottish Government on the development of the Public Services Reform Act and I’m now happy to be involved in looking at the regulations. I’m really pleased that the Act frees up the concept of inspection and reporting of inspection. This will help us to become more proportionate, more targeted, and joined up. Inspecting social work and social care services in this integrated way will add value because we will be able to assess the quality of the whole care journey.

I also chaired the Scrutiny Improvement task team which brought together colleagues at the early stages of the project and has helped us consider how we pull together the operating plan which is currently being developed. Currently I am involved in thinking through options for the inspection programmes that SCSWIS might use in its first few years. This is challenging work for all of the current organisations but I think we are making progress.

What are you hoping to see from the changes?

I want to continue working together with colleagues from SWIA, HMIE and extending this further to meaningful collaboration with people who use services and providers as we develop options for the future. I look forward to hearing the outcomes from discussions with Ministers on our progress to date. While there’s considerable work still needed to ensure we are ready to make the changes, I hope the new Boards and management teams of SCSWIS and HIS will take a phased and pragmatic approach to realise the vision and potential of the new bodies over time.



Dates to watch

Reference Group – 30 June
HR Working Group – 30 June
HIS Governance Group – 1 July
Ministerial meeting with senior managers to discuss SCSWIS operating plan – 1 July
TU meeting 21 July
SCSWIS Governance Group – 3 August
Programme Board – 19 August