



Scrutiny Bodies Project: health and care

November 2009
issue 6

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 **sixth** information bulletin for staff affected by the creation of the new improvement and scrutiny bodies for healthcare and for social work and social care services.

We publish this bulletin every six weeks, to help keep staff informed of progress.

Your comments, questions and feedback are welcome by email to: NSB2011@scotland.gsi.gov.uk

Public Services Reform Bill Update

The Public Services Reform Bill, which contains the provisions to establish the two new improvement and scrutiny bodies for healthcare and for social care and social work was introduced to the Scottish Parliament, on 28 May 2009. Since then the Finance (lead), Health and Education Committees have been gathering evidence from stakeholders on the proposals to create the new scrutiny bodies. The Health and Sport Committee submitted its **report** and the Education, Lifelong Learning and Culture Committee, its **report** on 12 October 2009. The Subordinate Legislation Committee also considered the legislative provisions in the Public Services Reform (Scotland) Bill as a whole and submitted a **report**. The Cabinet Secretary for Finance and Sustainable Growth, John Swinney gave evidence to the Finance Committee on 27 October. The Committee did not question him on the proposals to establish the new scrutiny bodies, instead focusing their questions mainly on the order-making powers which are contained in Part 2 of the Bill. A transcript of his Committee appearance is available at the [Parliament website](#).

We expect the Finance Committee to publish its report on the Bill (taking account of the reports of the other Committees) at the end of November. The Stage 1 Debate in the Parliament on the general principles of the Bill has been moved to after the Christmas break and will now take place on 7 January 2010. A group has been established to look at the secondary legislation some of which we have committed to providing to the Parliament before Stage 2. The members of this group are made up of operational and legal specialists from the existing bodies, Scottish Government policy and legal colleagues along with members of the project team. The group will meet regularly to refine and develop the regulations in readiness for Stage 2's detailed (line by line) scrutiny of the Bill and proposed amendments.

The Bill should have completed its passage through Parliament by Spring 2010 when, subject to Parliamentary approval, it will become an Act of the Scottish Parliament with the new bodies being operational from April 2011.

Themed Task Teams Update and Business Modelling

The Programme Board last month considered and was content with the themed task teams' recommendations. The Change Delivery Group was also content with the Project Team's approach to build on this work in developing business models for the two new bodies. Coordinating teams with representatives from the existing bodies have now been brought together to take forward business modelling work for SCSWIS and for HIS. The SCSWIS and HIS business models are being tested with stakeholders and the emerging proposals for SCSWIS and HIS were submitted to the Change Delivery Group on 19 November. Further work will continue until the new year. We hope that there will be enough agreement around the business models to allow us to start considering operational structures in January. The Change Delivery Group considered proposals for governance and the delivery of business and continuity planning at its recent meeting.

Terms and Conditions Working Group

A Terms and Conditions Working Group is developing a paper on options for Terms and Conditions for new entrants to HIS and SCSWIS, and for existing staff who take up new posts in HIS or SCSWIS, for example on promotion. The Group consists of HR managers from the existing bodies, Scottish Government HR and Trade Unions. The paper was discussed with the Trade Unions on 18 November. It was also shared with the Change Delivery Group for discussion at its 17 December meeting.

Appointments to SCSWIS and HIS

An Appointments Strategy for taking forward Chief Executive, Chair and Board appointments is being prepared for the Programme Board, and some preparatory work has begun with the help of the Public Appointments team in the Scottish Government's Health Department. Care has to be taken over the timing of these appointments so as not to pre-empt the Parliamentary process, and it is unlikely that appointments can be made until mid-2010. We will provide more details on the appointments plans early in 2010.

Getting to know you

This section is where we will introduce you to colleagues in all the bodies, over the coming months. Working together better is one of the outcomes we hope to achieve from the changes, which is a great reason for finding out a little more about one another via this bulletin. Willie Paxton, Social Work Inspector at SWIA was recently interviewed by the Scrutiny Bodies Project Team.



Willie Paxton
Social Work Inspector
SWIA

What do you do in SWIA?

Willie: "I am an Inspector with SWIA, which was set up in 2005 to take forward performance inspections of the 32 Scottish local authority Social Work services, the initial full round of which is now completed. SWIA also undertakes inspections of criminal justice social work services and we have undertaken a series of multi-agency inspections in partnership with the Care Commission, HMIE, NHS QIS, service users and carers, including services for people with learning disabilities, for older people and for people with substance misuse issues. In addition we have carried out inquiries instigated by Ministers, including concerns about the management of high risk offenders following specific incidents. I also work with policy colleagues to develop guidance and good practice."



What do you think about the new scrutiny bodies - what challenges do you think there might be?

Willie: “I have been fortunate enough to be involved closely in the project to develop the new bodies as a member on the task team looking at how we link scrutiny to improvement. I’m eager, as are others, to hear business model options. We’re no strangers to working collaboratively in SWIA and already have good relationships with the Care Commission and HMIE from working on our multi-agency inspections and other projects. One issue of course is the different size of the existing bodies coming together - SWIA has around 60 staff, HMIE Directorate 6 an even smaller number and the Care Commission is a comparatively large organisation. There will be challenges in bringing us all together, for example with the locality regulation of care function of the Care Commission and the more project management, team driven model of SWIA inspections. I recognise and welcome the changes though - it’s good for social work and social care that they are seen as significant and warranting this joined up approach to checking these services.”

What are you hoping to see from the changes?

Willie: “Well first of all I’d hope to see a better name than SCSWIS for the new body, but I’m not the only person to raise that! I really hope that once we get by the ‘three bodies into one’ phase, that the new body will be able to support the delivery better outcomes for people using services. It should be able to engage better with local authorities and other providers and that will be a really positive step.”

How are you keeping up to date with the changes?

“Well the bulletin of course, but also our management team who have kept us all informed. They have been very open about where things are going, telling us what work is underway when things appear to be quiet. I’m really looking forward to hearing about the business model work which I know has been a big chunk of work and will hopefully be able to be shared more widely relatively soon.”

Communications and Stakeholder Engagement Update

Since the last bulletin the Project Team have engaged with British Dental Association and the National Day Nurseries Association, as well as attending the NHS QIS Liaison Co-ordinators meeting. The Communications and Stakeholder Engagement Group will continue to respond to requests for updates from different stakeholders as the project progresses.

There are a number of ways for anyone to communicate their ideas/suggestions to the Communications and Stakeholder Engagement Group about the project at any time:

- By e-mail to NSB2011@scotland.gsi.gov.uk
- Through your organisations discussion forums (on intranets etc)
- Through informal feedback via members of your team involved in the different aspects of the project; and
- Through your formal liaison officers, as follows:

Care Commission – Karen Anderson

HMIE – Ian Ronald

NHS QIS – Ken Miller

SWIA – Andrew Wilkinson

Next Bulletin

The next bulletin is scheduled to issue in January enabling us to report on the end of Stage 1 for the Public Services Reform (Scotland) Bill and other progress with the project.

Trades Union Engagement

Our fifth consultation meeting with the trades unions took place on 23 September. We invite representatives from the following Unions to attend:

- **UNISON**
- **PCS**
- **GMB**
- **Royal College of Nursing**
- **Prospect**
- **Royal College of Midwives**
- **BMA**
- **UNITE**
- **AMICUS**
- **FDA**
- **TGWU**

The note of the meeting is available on our [website](#). We will remain in contact with all the unions as the project goes forward. The Trade Unions have representatives on the Programme Board and the Change Delivery group as well as the Terms & Conditions Group, which recently met to scope out this piece of work.

We know that not all staff are union members and it is important that they too are kept well informed. If you have any questions about any of the changes you can of course speak to your line manager as well as your trade union representative.

Find out more

Your organisation's intranets will have links to the November 2008 announcement about the creation of the new scrutiny bodies, the scrutiny bodies project team contact details, and any previous staff updates issued by them. In addition to these information bulletins, there will also be updates at any staff conferences or events your organisation holds between now and start up in 2011.

The [website](#) contains the latest information for the project and includes a frequently asked questions section. If you have any comments or suggestions on this bulletin, please send them to the project team at NSB2011@scotland.gsi.gov.uk

