

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

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Continuity and Transitions - Project Plan update

The new Project Plan will go to the Programme Board for approval on 25 February. Continuity and transition plans for SCSWIS and HIS are the key elements of the new Project Plan. Directors and senior managers from SWIA, Care Commission, HMIE and NHS QIS working with the project team have identified the key tasks to deliver the existing bodies' ongoing business commitments and position the new bodies for the best possible start in 2011. Over 800 tasks have been identified and inevitably many of these are interdependent and cannot be progressed to completion in advance of key decisions.

The initial priority tasks are likely to be developing tentative resource and inspection/work plans for the new bodies. The priorities will be considered towards the end of February by the chief executives and policy leads who are overseeing the separate continuity and transition plans.

In parallel with these major tasks, practical work on developing IT systems, HR policies and procedures, communications and employee development strategies will also be set in motion. The project plan will be available on our [website](#) in due course.

Business Model and Structures

The implications of the tentative business models on potential structures for SCSWIS and HIS were discussed at a special meeting of the Change Delivery Group with stakeholders. They identified the principles which should be taken into account when the structures of the new bodies are being considered.

It was agreed that for SCSWIS key drivers for the structures would be – financial pressures, changing policy on care and health, the need for integration and ongoing commitments. There are a number of possible alternative approaches to structures – geographic, functional, client-focussed, collaborative or a combination of these. In addition, there are three options for how the structure is developed – maintain the status quo, radical change or a staged approach.

The paper on structures for SCSWIS will be published on the project website. The HIS paper is in preparation and will be published on the website in due course.

Appointment updates

The process to appoint the Chairs of HIS and SCSWIS is regulated by the Office of the Commissioner for Public Appointments in Scotland (OCPAS). OCPAS will not appoint an Assessor until HIS and SCSWIS are included as bodies it regulates. This will not happen until the PSR Bill receives Royal Assent. In order to let us begin the appointment process prior to Royal Assent we have laid an order in Parliament which will allow HIS and SCSWIS to be recognised as bodies OCPAS regulates. The Order should be made formally by the end of March. This will allow OCPAS to appoint an Assessor and keep the appointments timetable on track, with a view to having the appointments made by end July 2010.

Pensions update

SCSWIS - The administrators of the Tayside Local Government Pension Fund are taking forward work to admit SCSWIS to the Tayside Pension Fund. This requires an admission agreement that cannot be finalised until the Public Services Reform (Scotland) Bill receives Royal Assent which is expected in April/May. This will enable SWIA and HMIE staff's pensions to be admitted into the Tayside Local Government Pension Fund. Most Care Commission staff have their pensions within the Tayside Local Government Pension Fund already.

HIS – Changes to the pension regulations to allow staff who are in the NHS Pension scheme to remain in it will be taken forward once the PSR Bill receives Royal Assent.

Comments or Questions

If you have any comments or questions on the project or you would like us to provide 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 representative:
 - Care Commission, **Karen Anderson**
 - HMIE, **Ian Ronald**
 - NHS QIS, **Ken Miller**
 - SWIA, **Andrew Wilkinson**

Dates to watch

23 February, 2 March – PSR Bill Stage 2 at Finance committee.

23 February – Stakeholder Engagement event with Scottish Partnership Forum.

23 February – SCSWIS Continuity and Transitions Governance Group.

25 February – Programme Board.

9 March – HIS Continuity and Transitions Governance Group.

Public Services Reform (Scotland) Bill

Stage 2 of the Bill started with a meeting of the Finance Committee on 26 January and will end at the Finance Committee meeting on 2 March 2010. The purpose of this stage of the Bill process is to allow the Government and other MSPs to bring forward detailed amendments to the Bill. Members of the Finance Committee vote on whether to allow the amendments.

The types of amendments range from correcting small typographical errors to adding or deleting sections. The list of amendments raised can be found on the Scottish Parliament's website.

Proposed amendments to Parts 4 and 5 of the Bill (the parts relating to the formation of SCSWIS and HIS) were considered on 2 February and 9 February. All the Government amendments were accepted by the Committee.

These included amendments that:

- require local authorities and health boards to take account of inspection reports etc. produced by SCSWIS and HIS when commissioning or contracting for care services
- extend the staff transfer provisions to allow HMIE staff to transfer to SCSWIS and Care Commission staff to HIS
- change the inspection provisions to require SCSWIS and HIS to develop inspection plans to be agreed by Ministers (in place of having minimum inspection frequencies set out in the Act and in regulations).

This latter amendment will allow the new bodies to develop more risk-based and proportionate scrutiny regimes.

Only two non-Government amendments were accepted and these help clarify sections and give clearer definitions in some cases. A non-Government amendment to change the name of SCSWIS (to Social Services Improvement Scotland) was defeated.

The Committee will consider amendments to the remainder of the Bill at its meetings on 23 February and 2 March. These will include amendments relating to joint inspection arrangements, the Mental Welfare Commission and procedures for complaints handling.

The last stage of the Bill process (Stage 3) will be a full parliamentary debate, scheduled for 23 March. This will involve a debate in the main chamber of the Parliament and will give the Government and MSPs a further opportunity to propose amendments, which will be voted on by all MSPs.

Once Stage 3 is complete, the Bill will have passed the parliamentary process. However, to formally become an Act of the Scottish Parliament, there is the ceremonial procedure of Royal Assent, this is scheduled to take place in late April/early May 2010.

Getting to know you ...

This section is where we will introduce you to colleagues from all the bodies. 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.



Adrian Masson – NHS Quality Improvement Scotland

What do you do in NHS Quality Improvement Scotland?

Adrian “I am Head of Corporate Secretariat and have a wide variety of functions. These include working with colleagues to ensure that we have robust arrangements for corporate governance; in particular providing the secretariat support to the Board and overseeing the administrative support provided to the Scottish Medicines Consortium. Another significant part of my job is managing our two main offices in Edinburgh and Glasgow and ensuring we have effective arrangements for facilities management, health and safety at work, business continuity and procurement.”

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

Adrian “The first challenge was getting the project underway. I was seconded to the project team for three months at the beginning of 2009 and getting the legislation ready, along with the associated documentation, was a major achievement by the team which was still forming up at that stage.

In the longer term, like any major project involving change, this project will present a real threat to some folk and for others it is adding significantly to their workload. So there is a major challenge in trying to ensure that the new scrutiny bodies have the impact expected and ultimately people look on the change as a positive one.

I was a member of one of the organisations which merged to form NHS QIS five years ago, and on the positive side I am pleased that much more time has been allowed for this project to think through and plan the many complex transition issues”.

What are you hoping to see from the changes?

Adrian “I work at the support end of NHS QIS and therefore I am keen to see how well the new scrutiny bodies collaborate and the extent to which they are able to share services.

Additionally, having been at the receiving end of assessments for health and safety and procurement during the last year, I am convinced a more proportionate approach will be welcomed.”