

The Adult Social Care Review: Factsheet on the Scottish Social Services Council (Sept 2020)

'Scottish Social Services Council – a protected public, a professional workforce'

- The SSSC is the regulator for the social service workforce. Our work means the people of Scotland can count on social services being provided by a trusted, skilled and confident workforce. Our regulatory model contributes to the creation of a skilled, sustainable, purposeful workforce. This ensures that workers are qualified to the level appropriate for the role they carry out and committed to continuous professional learning. We are a non-departmental public body, sponsored by the Office of the Chief Social Work Adviser.
- We protect the public by supporting the workforce to deliver high quality services. We support improvement in the quality and professionalism of the workforce which is essential to delivering high quality services. We can impose sanctions on the very small number of social service workers who become fitness to practise cases.
- We are the national lead for workforce development and planning for the sector. We register the workforce, set the standards they must meet and maintain for their practice, conduct, training and education and support their professional development.
- We have several partnerships that are central to delivering our outcomes. This includes working with the Scottish Government, Care Inspectorate, Skills Development Scotland and NHS Education for Scotland (NES). We are not a professional or representative body, and we work closely with UNISON and umbrella bodies such as Scottish Care.

1. Adult social care workforce in Scotland

- 1.1 We publish official statistics on the social service workforce. The social service sector includes early years, social work and social care and employs approximately 206,000 people¹ as of December 2018, or 8% of all employment in Scotland. The adult social care sector employs more than 60% of this workforce. In recent years the sector has seen a small decrease in the number of care home for adult staff and a gradual increase in the numbers providing care at home or housing support.

¹ [Scottish Social Services Council \(2020\) Scottish Social Service Sector: Report on 2019 Workforce Data](#)

- 1.2 In 2018 we published research which shows that the adult social care sector contributes approximately £3.4 billion to the Scottish economy.²

Our role and impact

- 2.1 Registration:** Our register continues to grow. We have registered more than 166,000 people and 225,000 registrants. Staff working in care homes for adults,³ housing support service or care at home⁴ services must register with us. Many adult social care staff hold required qualifications and many more are working to achieve these. Our register is the key starting point for contacting the workforce and we regularly share information on behalf of Scottish Government and other key stakeholders.
- 2.2 The Codes of Practice for Social Service Workers and Employers** (the Codes) sets the national standards of conduct and practice that apply to all workers. By setting clear standards of professional practice and behaviour, the Codes are a key part of regulating and improving the quality of care for people who use services. We can and do act where a registrant's practice falls below the standards set out in the Codes. Our **Fitness to Practise** team investigates concerns about workers and acts where necessary.
- 2.3 Resources and qualifications:** We set standards for practice and training and developing qualifications, practice guidance and [learning resources](#). This includes developing foundation and modern apprenticeships. We work in partnership with the Care Inspectorate, NES and others to develop key resources such as the [Promoting Excellence Framework](#) for health and social care staff working with people with dementia, their families and carers. We have created a network of dementia ambassadors to promote the framework and published booklets covering their [impact](#).
- 2.4 Fair work, careers and workforce planning:** Adult social care has a unique and critical role in the community, and it is essential that workers' roles are recognised, rewarded and valued. We are shaping the national recruitment campaign for adult social care and we have developed additional [careers resources](#). We are contributing to the Adult Social Care Reform Programme which is increasingly focused on improving conditions and upskilling, training and the sustainability of the sector. Our workforce planning role supports those who commission, plan and deliver social services and helps to identify where new approaches are needed to sustain capacity. Our [workforce data](#) supports continuing work on the National Health and Social Care Workforce Plan which is developing integrated workforce data across health and social care.
- 2.5 Covid-19:** we have made several changes to [our regulatory approach](#). These include extending the period for registering or renewing registration and increasing the time required to get qualifications. We have developed further resources on key topics such as infection, leading in a crisis and

² [ICF \(2018\) The Economic value of the adult social care sector – Scotland](#)

³ Managers, supervisors, practitioners and support workers

⁴ Managers, supervisors, and support workers

supporting with death. We also worked closely with Care Inspectorate, NES and others to create the national recruitment hub for social care and health.

**Scottish Social Services Council
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