

Report To: Inverclyde Integration Joint Board **Date:** 12th June 2017

Report By: Louise Long
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Inverclyde Health and Social Care
Partnership (HSCP) **Report No:** IJB/22/2017/RB

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Subject: Scottish Social Services Registration Fees

1.0 PURPOSE

- 1.1 The purpose of this report is to seek agreement from the Integration Joint Board (IJB) to write to the SSSC advising of our concerns and objections relating to the decision to increase registration fees.

2.0 SUMMARY

- 2.1 In January 2017 the SSSC announced that a new fee structure would be introduced from September 2017. The position was that unlike other groups of registered workers the SSSC fees had not increased since the SSSC was established in 2003.
- 2.2 The new fee structure retains differentials between different professional groups. Ranging from social work students to social workers/managers. The fee increases also differ against each category of worker.
- 2.3 At the lower end social work students will have their fees increases from £10 to £15 which is an increase of 50%. At the higher end social workers/managers will have their fees increased from £30 to £80 which is an increase of 167%.
- 2.4 Staff Side Representatives on the Staff Partnership Forum believe that these increases will adversely affect staff recruitment and retention. Not only will this adversely impact on affected staff working within the HSCP, it will also affect staff working for other partner organisations who provide services on the HSCP's behalf.
- 2.5 The Staff Partnership Forum are concerned that recruitment and retention of staff within social care are already very challenging without the additional burden of excessive increases in registration fees.

3.0 RECOMMENDATIONS

- 3.1 The IJB write to the Chief Executive of the SSSC expressing concerns and objections as to the impact that these increases will have on the social care workforce.

4.0 BACKGROUND

- 4.1 In January 2017 the SSSC announced that a new fee structure would be introduced from September 2017. The position was that unlike other groups of registered workers the SSSC fees had not increased since the SSSC was established in 2003.
- 4.2 The new fee structure retains differentials between different professional groups, ranging from social work students to social workers/managers. The fee increases also differ against each category of worker.
- 4.3 At the lower end social work students will have their fees increase from £10 to £15 which is an increase of 50%. At the higher end, social workers/managers will have their fees increased from £30 to £80 which is an increase of 167%.
- 4.4 The Staff Partnership Forum accepts that regulation is important to provision of higher care standards. However so is recruitment and retention of a highly trained and highly motivated workforce. The increase in charges will neither improve standards overall within social care or address the ongoing difficulties with maintaining a sustainable social care workforce.
- 4.5 Nationally the social care sector is currently engulfed in a culture of low pay, low morale and high turnover. The SSSC should be taking measures to tackle these cultural issues rather than contributing to them.

5.0 IMPLICATIONS

Staff Side Representatives on the Staff Partnership Forum believe that these increases will adversely affect staff recruitment and retention. Not only will this adversely impact on affected staff working within the HSCP it will also affect staff working for other partner organisations who provide services on the HSCP's behalf.

The Staff Partnership Forum are concerned that recruitment and retention of staff within social care is already very challenging without the additional burden of excessive increases in registration fees.

FINANCE

There are no financial implications from this report.

5.1 Financial Implications:

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments

LEGAL

5.2 There are no legal implications.

HUMAN RESOURCES

5.3 There are human resources representatives from both Inverclyde Council and Greater Glasgow and Clyde who attend the HSCP Staff Partnership Forum and have agreed to support this request being brought to the IJB.

EQUALITIES

5.4 There are/are no equality issues within this report.

Has an Equality Impact Assessment been carried out?

	YES (see attached appendix)
	NO – X

5.4.1 How does this report address our Equality Outcomes.

5.4.1.1 **People, including individuals from the above protected characteristic groups, can access HSCP services.**

5.4.1.2 **Discrimination faced by people covered by the protected characteristics across HSCP services is reduced if not eliminated.**

5.4.1.3 **People with protected characteristics feel safe within their communities.**

5.4.1.4 **People with protected characteristics feel included in the planning and developing of services.**

5.4.1.5 **HSCP staff understand the needs of people with different protected characteristic and promote diversity in the work that they do.**

5.4.1.6 **Opportunities to support Learning Disability service users experiencing gender based violence are maximised.**

5.4.1.7 **Positive attitudes towards the resettled refugee community in Inverclyde are promoted.**

5.5 CLINICAL OR CARE GOVERNANCE IMPLICATIONS

None noted

5.6 NATIONAL WELLBEING OUTCOMES

How does this report support delivery of the National Wellbeing Outcomes.

5.6.1 **People are able to look after and improve their own health and wellbeing and live in good health for longer.**

5.6.2 **People, including those with disabilities or long term conditions or who are frail are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.**

Recruitment and retention of highly trained and motivated staff is essential to achieving this outcome. The increase to registration fees in no way supports staff to stay within

social care employment.

- 5.6.3 **People who use health and social care services have positive experiences of those services, and have their dignity respected.**
- 5.6.4 **Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.**
- 5.6.5 **Health and social care services contribute to reducing health inequalities.**
- 5.6.6 **People who provide unpaid care are supported to look after their own health and wellbeing, including reducing any negative impact of their caring role on their own health and wellbeing.**
- 5.6.7 **People using health and social care services are safe from harm.**
- 5.6.8 **People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide.**

6.0 CONSULTATION

- 6.1 This report and the recommendations within have been agreed by the Staff Partnership Forum.

7.0 LIST OF BACKGROUND PAPERS

- 7.1 Suggested letter attached as Appendix 1.

Dear Sirs

Thank you for your communication advising of the forthcoming increase in SSSC Registration fees.

Following recent discussions with trade unions and colleagues locally I agreed to write to you to make you aware of the concerns Inverclyde has about the increase in fees. I am aware that formal consultation has already taken place with regard to this. However, I wanted to formally advise you of our concerns about the impact on employees, particularly where some are seeing increases of up 166% in fees and no account is taken for employees working part time or being on a career break. In addition, given all the challenges facing social care and support staff during these difficult economic times your decision to revise fees also has potential impacts on attracting suitable candidates with the right skills to the profession impacts on our ability to retain our existing workforce. This will have an impact on Health & Social Care Partnership employees as well as employees across Scotland working for partner organisations who provide services on our behalf.

I'm aware that fees have not changed since the creation of the SSSC in 2001; however, Inverclyde Integrated Joint Board would ask that you note the concerns and objections we have in respect of these increases and that our concerns are passed to your Board.

Yours Sincerely,