

Consultation on proposed consolidation of qualifications

1 April 2011

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This consultation is available on our website www.sssc.uk.com for you to complete and return by email, fax or post. Details of how to return it are available on the response form.

The closing date for this consultation is 5 August 2011

If you require the document in another format please contact us at:

Tel: 0845 60 30 891

Email: enquiries@sssc.uk.com

Post: SSSC, Compass House, 11 Riverside Drive, Dundee DD1 4NY

1. INTRODUCTION

- 1.1 The Scottish Social Services Council (SSSC) was established under the Regulation of Care (Scotland) Act 2001, and one of our primary responsibilities is the registration and regulation of social service workers. We began the registration of social workers in April 2003. This was followed by:

- Social work students
- Care Commission officers
- Residential child care workers
- Managers, supervisors, practitioners and support workers in care home services for adults
- Managers of adult day care services
- Managers, practitioners and support workers in day care of children services
- Managers and supervisors in school care accommodation services.
- Managers of housing support services
- Managers of care at home services

2. PROPOSAL TO CONSOLIDATE THE QUALIFICATION CRITERIA FOR REGISTRATION

- 2.1 There are a number of criteria which applicants for registration must meet and one of these is that they hold (or gain) a relevant qualification from a list of acceptable qualifications. After consultation with the sector, the SSSC set these for each part of the Register. We took an inclusive approach to accepting qualifications for the registration of groups of workers allowing members of the existing workforce who held predecessor awards to apply for registration on the basis of those qualifications. This allowed employers to focus resources on supporting those staff who did not hold relevant awards. Although this inclusive approach was welcomed it has resulted in long lists of acceptable qualifications, including predecessor qualifications which are no longer available. We have subsequently received feedback from applicants and employers that the extent of the lists can cause confusion.
- 2.2 The phased introduction of required registration means that members of the existing work force will either hold or be in the process of gaining a qualification from the current qualification lists for the part of the register that is appropriate to them.
- 2.3 The proposal to streamline and consolidate the qualifications would mean that once a required registration date had been reached for a part of the Register, the list of acceptable qualifications for new entrants to that workforce would be limited to a smaller number of national qualifications. These qualifications would need to be current and map directly to the National Occupational Standards for the sector.
- 2.4 **Appendix 1** (pages 8-29) to this consultation paper includes examples of what the revised qualification criteria would look like for your consideration and comment. If you want to see the current list of qualifications you can do so by

following the link to: <http://www.sssc.uk.com/sssc/all-about-registration/what-qualifications-do-i-need-to-register-with-the-sssc.html>

- 2.5 Where an applicant wishes to rely on a qualification that meets the registration requirements of a relevant regulatory body listed in the qualifications criteria overleaf it is the applicant's responsibility to provide evidence that their qualification is accepted for the purposes of registration by the relevant body.
- 2.6 If a previously registered worker leaves the Register and then applies to rejoin the same or an equivalent part, our proposal is that they should still be able to use the qualification they used for their initial application for registration.
- 2.7 The qualifications for Managers of Day Care of Children Services are those set by Scottish Government in March 2010. Where the manager of such a service already holds a relevant professional qualification for example in teaching or social work, that is accepted for registration by the relevant regulatory body for the profession, the SSSC will recognise that qualification. The requirement for such managers will be that they should complete appropriate management training in addition to their professional qualification. This approach is consistent to that taken with other managers subject to registration with the SSSC.

3. YOUR VIEWS

- 3.1 The proposals are set out in the consultation response form that is attached and you are asked to complete it and return it to us. Your views on our proposed changes to the qualification criteria for registration are important to us and will inform Council's final decision.

SSSC CONSULTATION RESPONSE FORM

Thank you for taking the time to respond to this consultation

ABOUT YOU

Please tick one of the options

SSSC Registrant

Social service employer

Non- SSSC

Registered social service worker

Person who uses services

Carer

Other

✓ Please specify **National Organisation**

Are you responding:

As an individual Please provide your name and contact details

Name.....

Email:

Tel no:

Address:

.....

On behalf of a group or organisation ✓

Please provide the name of your organisation

SCOTTISH PRE SCHOOL PLAY ASSOCIATION

Position held in organisation

SERVICE MANAGER

Email: **joyce.waddell@sppa.org.uk**

Tel no: **0141 221 4148**

Address: **21-23 GRANVILLE STREET, GLASGOW, G3 7EE**

YOUR RESPONSE

We have set out how we propose to consolidate and streamline the qualification criteria for each part of the Register once the posts relevant to the part become subject to required registration. Please provide your response to each of the proposals below. If you disagree with any of the proposals, please tell us why using the space provided. Details of how to return your completed form are at the end.

The proposal is that once a required registration date had been reached for a part of the Register the list of acceptable qualifications for new entrants to the workforce applying for registration on that part will be limited to a smaller number of currently available national qualifications.

These qualifications will need to map directly to the National Occupational Standards or benchmark standards for the sector. Examples would be currently available Scottish Vocation Qualifications such as Health and Social Care; Children’s Care, Learning and Development; Standards for Social Work Education; The Standard for Childhood Practice.

1. Do you agree with this proposed approach?

Yes

Additional comment

SPPA welcomes the inclusive approach undertaken by the SSSC in respect of qualifications for those working within the Day Care of Children’s Services and the proposed streamlining and consolidation of qualifications.

However, we feel that respect and consideration must be given to individuals who apply with qualifications which are currently acceptable and available, but are not indicated on the new consolidated list.

SPPA also acknowledges that currently playgroups experience confusion with regards to the vast range of qualifications required that are on the current list. We would hope that streamlining will ease this issue.

2 The SSSC proposes to allow workers who apply to register before the required registration date for any part of the SSSC Register to use the existing qualifications as set out on the current list. If they apply after that date, they would require to hold (or gain) one of the qualifications in the revised qualification list.

Do you agree with this proposed approach?

No

Please explain why you do not agree with this proposed approach.

See response to Question 1 and: flexibility needs to be maintained in terms of required qualifications.

3

The SSSC proposes that if a previously registered worker leaves the Register and then applies to rejoin the same or an equivalent part they should still be able to use the qualification they used for their initial application for registration.

Do you agree with this proposed approach?

Yes

Additional comment

Timescales, from when staff leave a position and the Register and their return date, should be given consideration by the SSSC, if they have not undertaken any relevant CPD whilst working outside the sector, as the qualification undertaken when first registered may not meet the current core competencies to fulfil the job

requirement. Up skilling may be needed or other relevant training may need to be undertaken.

Staff should still be able to rejoin the Register utilising a qualification which is no longer on the revised list, where appropriate.

4. If you have any specific comments on the attached proposed required registration qualifications please make them here.

In relation to the Manager/Practitioner post for Day Care of Children Service qualification, consideration should be given to the need for evidence that the qualification held by any of the listed other occupations, has the core competences to match the job remit/description; and perhaps there should be a need for those registered with the appropriate other professional bodies to undertake the necessary credits in management and childcare.

If you would like any further information about this consultation or any of the proposals please contact Frances Scott, Qualifications and Standards Manager, SSSC at frances.scott@sssc.uk.com

Please complete this form and return it by email, post or fax to:

Patricia Lewington
SSSC
Compass House
11 Riverside Drive
Dundee
DD1 4NY

Email: ldadmin@sssc.uk.com

Fax: 01382 207215

Please return your response by the closing date for the consultation:

5 August 2011

APPENDIX 1

LISTS OF RECOMMENDED CONSOLIDATED QUALIFICATIONS FOR CONSULTATION

Recommended consolidated qualifications for managers in housing support services

BA (Hons) in Social Work or equivalent

S/NVQ Level 4 in Health and Social Care

SVQ Level 4 in Community Justice: Work with Witnesses, Victims and Survivors

SVQ Level 4 in Community Justice: Work with Offending Behaviour

BA (Hons) in Social Work (or equivalent award)

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

or

Degree or Diploma in Community Education or equivalent, as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

Plus

SVQ Leadership and Management for Care Services Level 4

or

Any award in management that is certificated at or above SCQF Level 8 (minimum of 60 credits) showing evidence the award has been mapped against the National Occupational Standards (NOS): Leadership and Management for Care Services.

Recommended consolidated qualifications for supervisors in housing support services

BA (Hons) in Social Work or equivalent

S/NVQ Level 3 in Health and Social Care

SVQ Level 3 in Community Justice: Work with Victims, Survivors and Witnesses (Route 1) at SCQF Level 7

SVQ Level 3 in Community Justice: Work with Offending Behaviour at SCQF level 7

HNC Social Care

or

Degree or Diploma in Community Education or equivalent, as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Plus

An additional supervisory or management qualification containing supervision or management theory and practice suitable for a supervisor of a care service with a minimum of 15 credits at SCQF level 7 or above

Recommended consolidated qualifications for housing support workers

BA (Hons) in Social Work or equivalent

S/NVQ Level 2 in Health and Social Care

SVQ Level 3 in Community Justice: Work with Victims, Survivors and Witnesses (Route 1) at SCQF Level 7

SVQ Level 3 in Community Justice: Work with Offending Behaviour at SCQF level 7

HNC Social Care

or

Degree or Diploma in Community Education or equivalent, as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Recommended revised qualifications for managers of a Day Care of Children Service

BA/Post Graduate award in Childhood Practice

BA Childhood or Early Childhood Studies

or

BA (Hons) in Social Work or equivalent **plus** an award with 60 credits of management that has been mapped to the Standard for Childhood Practice

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee **plus** an award with 60 credits of management that has been mapped to the Standard for Childhood Practice

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

plus an award with 60 credits of management that has been mapped to the Standard for Childhood Practice

Recommended revised qualifications for practitioners in a Day Care of Children Service

S/NVQ Level 3 in Children's Care, Learning and Development

HNC Early Education and Childcare

S/NVQ Level 3 in Health and Social Care (Children and Young People's pathway)

or

BA (Hons) in Social Work or equivalent

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Recommended revised qualifications for support workers in a Day Care of Children Service

S/NVQ Level 2 in Children's Care, Learning and Development

National Certificate in Early Education and Childcare

S/NVQ Level 3 in Health and Social Care (Children and Young People's Pathway)

or

BA (Hons) in Social Work or equivalent

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Recommended revised qualifications for Managers of residential child care

BA (Hons) in Social Work or equivalent

SVQ Level 4 in Health and Social Care

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Plus

SVQ Leadership and Management for Care Services (LMCS) Level 4

or

Any award in management that is certificated at or above SCQF Level 8 (minimum of 60 credits) showing evidence the award has been mapped against the National Occupational Standards (NOS): Leadership and Management for Care Services.

Recommended revised qualifications for supervisors in residential child care

BA (Hons) in Social Work or equivalent

SVQ Level 4 in Health and Social Care

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Recommended revised qualifications for residential child care workers

S/NVQ Level 3 in Health and Social Care

S/NVQ Level 3 in Children's Care, Learning and Development

Plus

HNC Social Care or an award with 96 credits at or above SCQF Level 7

or

BA (Hons) in Social Work or equivalent

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Recommended revised qualifications for managers of adult day care services

BA (Hons) in Social Work (or equivalent award)

S/NVQ Level 4 in Health and Social Care

SVQ Level 4 in Community Justice: Work with Witnesses, Victims and Survivors

SVQ Level 4 in Community Justice: Work with Offending Behaviour

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Plus

SVQ Leadership and Management for Care Services (LMCS) Level 4

or

Any award in management that is certificated at or above SCQF Level 8 (Minimum of 60 credits) showing evidence the award has been mapped against the National Occupational Standards (NOS): Leadership and Management for Care Services.

Recommended revised qualifications for managers of care home services for adults

BA (Hons) in Social Work (or equivalent award)

S/NVQ Level 4 in Health and Social Care

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Plus

SVQ Leadership and Management for Care Services (LMCS) Level 4

or

Any award in management that is certificated at or above SCQF Level 8 (Minimum of 60 credits) showing evidence the award has been mapped against the National Occupational Standards (NOS): Leadership and Management for Care Services.

Recommended revised qualifications for supervisors of care home services for adults

BA (Hons) in Social Work or equivalent

S/NVQ Level 3 in Health and Social Care

HNC Social Care

SVQ Level 3 in Community Justice: Work with Victims, Survivors and Witnesses (Route 1) at SCQF Level 7

SVQ Level 3 in Community Justice: Work with Offending Behaviour at SCQF level 7

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Plus

An additional supervisory or management qualification containing supervision or management theory and practice suitable for a supervisor of a care service with a minimum of 15 credits at SCQF level 7 or above.

Recommended revised qualifications for practitioners in care home services for adults

BA (Hons) in Social Work or equivalent

S/NVQ Level 3 in Health and Social Care

HNC in Social Care

SVQ Level 3 in Community Justice: Work with Victims, Survivors and Witnesses (Route 1) at SCQF Level 7

SVQ Level 3 in Community Justice: Work with Offending Behaviour at SCQF level 7

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Recommended revised qualifications for support workers in care home services for adults

BA (Hons) in Social Work or equivalent

S/NVQ level 2 in Health and Social Care

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Recommended revised qualifications for Managers of school care accommodation services (independent boarding schools)

BA (Hons) in Social Work or equivalent

SVQ Level 4 in Health and Social Care

or

A qualification meeting the registration requirement of the General Teaching Council

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists

Plus

SVQ Leadership and Management for Care Services (LMCS) Level 4

Or

Any award in management that is certified at or above SCQF level 8 (minimum of 60 credits) showing evidence the award has been mapped against the National Occupational Standards (NOS): Leadership and Management for Care Services

Recommended revised qualifications for House Staff in school care accommodation services (independent boarding schools)

BA (Hons) in Social Work or equivalent

HNC in Social Care

S/NVQ Level 3 in Health and Social Care

S/NVQ Level 3 Children's Care, Learning and Development

or

A qualification meeting the registration requirements of the General Teaching Council

or

Degree or Diploma in Community Education or equivalent as recognised by the Standards Council for Community Learning and Development for Scotland Approvals Committee

or

A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:

- Occupational Therapists
- Art, Music and Drama Therapists
- Physiotherapists
- Speech and Language Therapists
- Practitioner Psychologists