

ANGUS COUNCIL

CHILDREN AND LEARNING COMMITTEE – 10 JANUARY 2017

REVISED CODES OF PRACTICE FOR SOCIAL SERVICE WORKERS AND EMPLOYERS

1. BACKGROUND

- 1.1 The Scottish Social Services Council first published Codes of Practice in 2003. The Codes set out the national standards of practice and behaviour expected of social service workers and employers.
- 1.2 The Code of Practice for Social Service Employers sets out the responsibilities of employers. Employers must ensure that workers meet the required standards and support them to achieve these.
- 1.3 The Code of Practice for Social Service Workers sets out the standards of professional conduct and practice that workers must meet. Workers are responsible for making sure their practice meets the required standards.

2. UPDATE ON REVISIONS TO THE CODE

- 2.1 The revised Codes of Practice for Social Service Workers and Employers came in to effect on 1 November 2016. Full details of the revised Codes can be found at:

<http://www.sssc.uk.com/about-the-sssc/codes-of-practice/what-are-the-codes-of-practice>

The main changes to the code are

- the introduction of a fitness to practise model of regulation
- the inclusion of a duty of candour

3. FITNESS TO PRACTISE

- 3.1 The revised Codes require employers to report workers whose fitness to practise may be impaired to the SSSC. In these circumstances the employer will provide appropriate support for the worker. This will include guidance about any limits on their work while they are receiving support or treatment. Employers will enable and support workers to cooperate with SSSC investigations.
- 3.2 Workers have a responsibility to tell their employer when a colleagues' fitness to practise may be impaired. They have a duty to cooperate with any investigation by their employer or the SSSC into their own or others' practice.

4. DUTY OF CANDOUR

- 4.1 The revised Codes require workers to be open and honest with their employer and service users when things go wrong. This includes circumstances when care has or may have caused physical, emotional or financial harm or loss. Employers will have procedures in place to enable workers to report such concerns.

5. COMPLIANCE

- 5.1 We shall assess our compliance with the revised Codes. An assurance statement will be included in the Chief Social Work Officer's annual report.
- 5.2 All staff subject to registration have been made aware of the introduction of the revised Codes.

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