

ANGUS COUNCIL

POLICY AND RESOURCES COMMITTEE – 9 MARCH 2021

SSSC EMPLOYEE REGISTRATION POLICY

**REPORT BY SHARON FAULKNER,
DIRECTOR OF HR, DIGITAL ENABLEMENT, IT & BUSINESS SUPPORT**

ABSTRACT

This report advises on the introduction of an updated employee registration policy, specifically relating to the Scottish Social Services Council (SSSC).

1. RECOMMENDATION(S)

It is recommended that the Committee approves the updated SSSC Employee Registration policy which incorporates guidance.

2. ALIGNMENT TO THE ANGUS COUNCIL PLAN/COMMUNITY PLAN

This report contributes to the following outcome(s) contained within the Angus Council Plan and Community Plan:

- Attractive employment opportunities
- A skilled and adaptable workforce;
- More opportunities for people to achieve success.

3. BACKGROUND

The council cannot employ someone as a social service worker in the provision of a care service unless that person is fit to be so employed and that person is unfit unless registered with the Scottish Social Services Council (SSSC). This includes Early Learning Childcare workers.

Therefore employees who fail to gain registration, meet the standards required for registration or maintain registration may be dismissed on the basis of 'statutory restriction'. This action is taken within the terms of the Registration of Social Workers and Social Service Workers in Care Services (Scotland) Regulations 2013.

Furthermore, where SSSC registration is a requirement, and an employee allows their registration to lapse, they are not in a position to work in the capacity for which they are employed. As they cannot be employed in their registered job, they will either be suspended without pay until registration is restored or as an alternative to unpaid suspension, attempts will be made to place them in a suitable alternative role.

4. CURRENT POSITION

The council does have an existing Professional Registration Policy (last reviewed February 2013). This updated policy provides more detailed guidance for managers and employees on registration issues and will replace the existing one.

5. PROPOSALS

This updated policy provides specific guidance relating to:

- necessary checks during recruitment and selection process;
- responsibilities for managers and employees in relation to registration;
- actions to take for existing employees who fail to gain registration, meet requirements for registration and maintain registration;

- Temporary Orders issued to employees by the SSSC;
- implications for commencing/progressing with SQA qualifications if subject to a Fitness to Practice investigation.

6. FINANCIAL IMPLICATIONS

None identified.

7. OTHER IMPLICATIONS (IF APPLICABLE)

Human Resources Implications

Human Resources will provide support through the policy.

Human Rights Implications

There are no Human Rights implications arising from this Report.

Equalities Implications

No equalities issues are expected from this Report and an Equalities Impact Assessment is attached.

8. CONSULTATION (IF APPLICABLE)

The Chief Executive, Deputy Chief Executive, all Service Directors and the Interim Chief Officer, AHCSP have been consulted on the terms of this report. All unions recognised by the Council have also been consulted.

NOTE: No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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List of Appendices:

SSSC Employee Registration Policy
Equality Impact Assessment