



Northern Ireland Social Care Council

**NISCC
Business Plan**

2009/2010

13 May 2009

Introduction

This Business Plan 2009/10 was approved by Council in January 2009. It sets out how the NISCC is going to deliver on the Corporate objectives, as stated in the Corporate Plan 2009/12, during the 2009/10 financial year. The NISCC will report on performance on a quarterly basis, at public Council meetings and ongoing monitoring will be undertaken by DHSSPSNI thru accountability review meetings, the production of an annual report and the production of an accountability report.

Resource Assumptions

The Business Plan has been prepared on the basis of the assumptions that it will be delivered within the NISCC's current staffing levels and resources generated from DHSSPS grant-in-aid, registration fees, income from Skills for Care & Development and income from the Northern Ireland Office (NIO).

Strategic Objectives

The Business Plan is based around the following strategic objectives, which derive from the NISCC's core functions.

1. To strengthen public protection through the registration of the Social Care workforce
2. To strengthen public protection by regulating the conduct and practice of the Social Care workforce
3. To improve the quality of social care through the development, promotion and regulation of education and training across the whole Social Care workforce by ensuring that NISCC quality standards are met
4. To strengthen and support the professionalism of the Social Work, Social Care and Early Years workforces
5. To discharge its responsibilities having regard to the views of users of social care services, carers, registrants and other key stakeholders
6. To maximise the contribution of our human and financial resources by investing in our people and delivering value for money in all our activities, whilst ensuring the highest levels of governance in Council.

Strategic Objective 1						
To strengthen public protection through the registration of the Social Care workforce						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
1.1 Complete the registration of adult residential care workers	1.1.1 To register a further 4000 adult residential care workers					
1.2 Maintain an accurate Social Care Register which supports public protection	1.2.1 An accurate and up to date Register is maintained within agreed procedures and key performance indicators					
	1.2.2 To work with employers and other stakeholders to consult and implement the Fitness to Practice requirements for social workers					
	1.2.3 To keep the Assessed Year in Employment under review and propose amendments to DHSSPS and/or NISCC.					
1.3 Continue to drive efficiency and effectiveness in the registration process	1.3.1 Develop quality measures to demonstrate business efficiency and value for money					
	1.3.2 To further develop performance measures to monitor business efficiency					
	1.3.3 To realise the benefits and efficiencies of the 4-country IT system (OSCAR)					
1.4 Develop a financial framework around registration which will be explicit about how registration is to be funded	1.4.1 To review levels of registration fees					
	1.4.2 To further develop financial model to predict future costs of the roll-out of registration to the remainder of the social care workforce					
1.5 Work with DHSSPS to secure sufficient resources to support the registration function	1.5.1 To produce revised framework for the funding of registration					

Strategic Objective 1						
To strengthen public protection through the registration of the Social Care workforce						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
1.6 Work with the DHSSPS to bring forward compulsory registration for social care workers	1.6.1 To work with DHSSPS to develop a consultation document on compulsion of registration for social care workers					
1.7 Commence the roll out of registration to domiciliary care workers and day care workers, subject to the agreement of DHSSPS	1.7.1 Agree with DHSSPS the timeframe for roll-out to domiciliary care workers and day care workers					
	1.7.2 Agree resources required to roll out registration effectively and efficiently					
	1.7.3 Put in place action plan for roll-out of registration					
1.8 Work in partnership with the General Social Care Council, the Scottish Social Services Council, and the Care Council for Wales to ensure appropriate UK alignment on registration policies and procedures	1.8.1 Participate in 4 Country groups at all levels to ensure NISCC remains aligned on agreed policies and procedures					

Strategic Objective 2						
To strengthen public protection by regulating the conduct and practice of the Social Care workforce						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
2.1 Ensure that the codes of Practice for Social Care Workers and their employers are fit for purpose and disseminated widely	2.1.1 To work with the GSCC, SSSC and CCW to develop a joint implementation plan to take forward the recommendations of the research and the use of Codes of Practice					
	2.1.2 To identify areas of work specific to Northern Ireland for inclusion in implementation plan					
2.2 Enforce the Codes of Practice for social care workers through the efficient investigation of complaints about misconduct	2.2.1 Ensure complaints are investigated within agreed Rules, policies and procedures					
2.3 Work in partnership with the Regulation and Quality Improvement Authority, to ensure their regulation of the Codes of practice for social care employers	2.3.1 To monitor and review protocol governing working relationship with RQIA					
2.4 Produce guidance on social work and social care practice based on lessons learned from conduct investigations	2.4.1 To work collaboratively with the GSCC, SSSC and CCW to identify areas of practice guidance arising from conduct investigations					
	2.4.2 To produce guidance as agreed with Council					
2.5 Publish an annual report on the NISCC's conduct activity	2.5.1 To publish a report on NISCC conduct activity 2003/04 – 2008/09					
2.6 Work with the DHSSPS to secure sufficient resources to deliver an effective and efficient conduct	2.6.1 To develop a financial framework for conduct activity					

Strategic Objective 2						
To strengthen public protection by regulating the conduct and practice of the Social Care workforce						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
function	2.6.2 To ensure that the Corporate Human Resource Strategy reflects the need for growth of the conduct function in line with roll-out of registration					
2.7 Ensure the NISCC's conduct function meets high standards as measured against established principles of good regulation	2.7.1 To review conduct function against CHRE standards for regulatory practice					
	2.7.2 Ensure adequate governance arrangements are in place to oversee the NISCC's conduct function					
2.8 Continue to drive efficiency and effectiveness in the conduct process	2.8.1 To fully implement OSCAR conduct functionality					
	2.8.2 To develop and put in place quality measures to demonstrate business efficiency and value for money					
2.9 Work in partnership with GSCC, SSSC and CCW to ensure appropriate UK alignment on conduct policies and procedures	2.9.1 Participate in 4 Country groups at all levels to ensure NISCC remains aligned on agreed policies and procedures					

Strategic Objective 3						
To improve the quality of Social Care through the development, promotion and regulation of social work education and training.						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
3.1 Ensure the content, design and assessment arrangements for qualifying and post-qualifying programmes are responsive and remain fit for purpose within a rapidly changing environment	3.1.1 Review and develop additional quality assurance procedures to ensure standards are met					
	3.1.2 To quality assure that the curriculum content is informed by new developments, policies and standards					
3.2 Ensure effective and efficient social work education partnership arrangements are in place to inform strategic planning and promote regional consistency and which represent value for money	3.2.1 To quality assure that representative partnership arrangements are effective in the management and delivery of qualifying and post-qualifying programmes which meet the needs of the sector.					
3.3 To widen participation to entry to the Degree in Social Work.	3.3.1 To have plans in place for the implementation of a part-time route for September 2010.					
	3.3.2 To have regional agreement regarding NVQ Level 4 as a qualification which will contribute to access to the Degree.					
3.4 Monitor and evaluate applications, enrolments, progression and outcomes from the social work degree on an annual basis	3.4.1 Put in place an effective system for data collection analysis and reporting on the Degree in Social Work relating to applications, enrolments, progression and outcomes					
	3.4.2 Produce a report on the outputs from the Degree in Social Work graduating June 2009					
3.5 Support the improvement of Social Work practice in all sectors and settings through the implementation of the	3.5.1 Develop action plans based on the recommendations of the review of the Degree in Social Work					

Strategic Objective 3						
To improve the quality of Social Care through the development, promotion and regulation of social work education and training.						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
recommendations of the review of the Degree in Social Work	3.5.2 Agree and implement a programme for taking forward appropriate recommendations in the current year					
	3.5.3 To ensure partnership working is in place to inform strategic planning and promote regional consistency					
3.6 Support the provision of a sustainable high quality supply of practice learning opportunities through the development and implementation of a regional strategy for practice learning	3.6.1 Develop an Action Plan to support key stakeholders to implement the practice learning strategy					
	3.6.2 To deliver on the NISCC responsibilities as outlined in the Action Plan					
3.7 Monitor the quality and quantity of practice learning opportunities, and support providers to meet NISCC's standards	3.7.1 Put a system in place for data collection, analysis and reporting to support the information provided in the annual statistical returns.					
3.8 Ensure that the NISCC standards for post qualifying education and training are met through monitoring the implementation of the PQ Framework	3.8.1 Regulate , review and revise quality assurance procedures to ensure standards are met					
	3.8.2 To quality assure that the PQ curriculum content is informed by new developments, policies and standards					
3.9 Ensure arrangements are in place to support the implementation of the PQ Framework through the incorporation of the NIPQETP into the NISCC	3.9.1 To work with DHSSPS and PQ Partnership to develop and put in place governance arrangements, committee structures and Rules for the delivery of PQ training, while ensuring business as usual					
	3.9.2 Sustain the PQ database and capacity to produce required reports for DHSSPS and NISCC					

Strategic Objective 4						
To strengthen and support the professionalism of the Social Care workforce						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
4.1 Ensure Social Work and Social Care workers are fit to practise by identifying appropriate qualifications and training for job levels linked to re-registration requirements	4.1.1 To liaise with DHSSPS and employers to identify resource implications for implementing a Fitness to Practise Framework for Social Workers.					
	4.1.2 To put in place a Fitness to Practise Framework for Social Workers.					
	4.1.3 To work with key stakeholders on the development of a qualification and credit framework for Social Care Workers					
	4.1.4 As part of Skills for Care and Development to work with Awarding Bodies to ensure that training qualifications reflect the needs of the NI workforce					
4.2 Improve staff competence and outcomes for service users through the implementation of an annual action plan for the PSS Development and Training Strategy 2006-2016	4.2.1 Update the Action Plan on delivering NISCC's responsibilities in relation to the PSS Development and Training Strategy					
	4.2.2 Work with employers to support the implementation of the PSS Development and Training Strategy and identify funding sources					
4.3 In partnership with UK partners, develop, approve and promote national occupational standards for Social Work, Social Care and the children and young peoples' workforces	4.3.1 Contribute to the UK Skills for Care and Development programme for the review and development of National Occupational Standards					

Strategic Objective 4						
To strengthen and support the professionalism of the Social Care workforce						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
4.4 Identify and support the education and training needs of Social Work, Social Care and the children and young peoples' workforces in Northern Ireland	4.4.1 Implement the Sector Skills Agreement action plan					
	4.4.2 Implement the Sector Qualification Strategy action plan					

Strategic Objective 5						
To discharge its responsibilities having regard to the views of users of social care services, carers, registrants and other key stakeholders						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
5.1 Engage with people who use social care services, registrants, employers, the public and stakeholders to ensure that their views inform NISCC's work	5.1.1 To develop and support the role and remit of the User Participation Group					
	5.1.2 To develop and support the role and remit of the Registrants' Committee					
5.2 Continue to work in partnership with key stakeholders to raise the profile of the social care sector and promote public confidence in the social care workforce	5.2.1 To follow-up on the outcomes on the report of the Roles and Tasks of Social Work in Northern Ireland					
	5.2.2 To develop opportunities with other stakeholders for promoting social care					
5.3 Actively promote the role and function of the NISCC and increase understanding of the benefits of workforce registration, development and regulation to people who use social care services, registrants, employers, the public and stakeholders	5.3.1 To implement and review on a quarterly basis an integrated Communications Strategy					
	5.3.2 To implement and review on a quarterly basis the specific Communications Action Plan related to the maintenance and roll-out of Registration					
5.4 Increase awareness about training opportunities and choices that are available across the Social Work, Social Care and the children and young peoples' workforces and provide and disseminate quality information and support materials	5.4.1 To maintain and review the Information Service for Social Work and Social Care training to ensure it is fit for purpose					
	5.4.2 As part of Skills for Care and Development, provide information and support materials on training opportunities for the children and young peoples' workforce					

Strategic Objective 5						
To discharge its responsibilities having regard to the views of users of social care services, carers, registrants and other key stakeholders						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
5.5 Ensure improved information provision in respect of the registered workforce, regulated social work education activity and social care training and funding opportunities						

Strategic Objective 6						
To maximise the contribution of our human and financial resources by investing in our people and delivering value for money in all our activities, whilst ensuring the highest levels of governance in Council						
Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
6.1 Ensure regularity and propriety in the stewardship of public funds, as articulated in the NISCC Management Statement and Financial Memorandum	6.1.1 Secure adequate budget					
	6.1.2 Monitor budget					
	6.1.3 Meet governance standards - audit standards - controls assurance standards					
6.2 Work in accordance with the standards we have already achieved as an Investor in People Organisation and investigate further business models to support organisational development	6.2.1 To implement an effective performance management system to include: a) KSF b) individual and organisational developmental and training needs analysis c) performance appraisals					
6.3 Develop a Human Resources and Accommodation strategy that will meet the workforce needs of the Council into the future	6.3.1 Agree with DHSSPSNI an appropriate Human Resources Strategy					
	6.3.2 Agree with DHSSPSNI an appropriate Accommodation Strategy					
	6.3.3 Submit bids to DHSSPSNI for reinvestment to support improvements					
6.4 Improve the effectiveness of organisational systems, policies and procedures to support enhanced business performance	6.4.1 To ensure Human Resource standards and policies are compliant with statutory and regulatory requirements and best practice					

Strategic Objective 6						
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Aims	Business Objectives	Q1	Q2	Q3	Q4	Comments
	6.4.2 To ensure that the requirements of the Controls Assurance Framework are implemented					
	6.4.3 To ensure our responsibilities in respect of equality, diversity and good relations throughout the NISCC are met					
6.5 Ensure that risks are managed effectively at all levels throughout the organisation	6.5.1 To analyse risks associated with Business Plan					
	6.5.2 To maintain the Risk Register to ensure identified risks are addressed and minimised where possible					

