

Health and Care (Staffing)(Scotland) Act Webinar 3 – Part 3 of the Act and Q & A



The webinar will begin at 10.00am and will be recorded so please keep cameras and microphones off



Safe staffing programme

Health and Care Staffing (Scotland) Act 2019

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Series overview



Health and Care (Staffing)
(Scotland) Act

Part 1 of the Act

Part 3 of the Act and Q&A

The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 (SSI 2011/210)

Regulation 15 – Staffing

A provider must, having regard to the size and nature of the care service, the statement of aims and objectives and the number and needs of service users —

- (a) Ensure that at all times suitably qualified and competent persons are working in the care service in such numbers as are appropriate for the health, welfare and safety of service users; and
- (b)** Ensure that persons employed in the provision of the care service receive —
 - I. training appropriate to the work they are to perform; and
 - II. suitable assistance, including time off work, for the purpose of obtaining further qualifications appropriate to such work.



Part 3: Section 7

Duty on care service providers to ensure appropriate staffing

The nature of
care service

The size of the
care service

The aims and
objectives of the
care service

The number of
people
experiencing care

The needs of the
people
experiencing care



Part 3: Section 8

Training of staff

Any person who provides a care service must ensure that individuals working in the care service receive:

- a) Appropriate training for the work they are to perform, and
- b) Suitable assistance, including time off work, for the purpose of obtaining further qualifications appropriate to their work



Regulation 15: Staffing

Part 3 - Health and Care (Staffing) (Scotland) Act 2019

Have regard to the size and nature	Regard is to be had to the nature and size of the care service
Aims and objectives	Aims and objectives
Numbers of needs of people	Number and needs of service users
Suitably qualified and competent staff are working in the care service in such numbers as are appropriate for the health, welfare and safety of service users	Suitably qualified and competent individuals are working in the care service for the health, wellbeing and safety of service users
Ensure employees receive appropriate training	Individuals working to receive appropriate training for the work they are to perform
Suitable assistance, including time off work, for the purpose of obtaining further qualifications appropriate to such work	Suitable assistance, including time off work, for the purpose of obtaining further qualifications appropriate to their work



The wellbeing of staff



Part 3: Section 9

Annual report on staffing in care services

Part one, section 3 of the Act makes provision for local authorities and integration authorities to publish annual information on the steps they have taken to comply with the requirements when planning or securing a care service.



MS Forms questions submitted



Can you please write a list of what we need to do differently

What specific changes to current good practice are required to meet the changes?

Changes



Staff wellbeing

Is there a good practice guidance document for supporting staff wellbeing? I am very committed to supporting the wellbeing of staff but find that staffing shortages of relief staff and additional staff needed midyear create stress and pressure on other staff. Any guides on expectations and practical ways to support staff would be appreciated.

What's best practice to support staff well-being



Documents

I feel as a company we have lots in place already for the act. Should be have a policy in place showing what we do?

How do we know that we are meeting the expectations of the act, will there be specific guidance for what services should be doing

When the act comes into force, will this be used alongside the QA/QI documents for inspections? and will this be confirmed as part of the Inspection process?

Evidence



I would like to ask if settings will be asked to share evidence and knowledge of the Act

I'm good at observing and discussing work practice seen but not so good at recording. any advice

Would the CI like to see evidence of how we are meeting the principles? Maybe a floor book to evidence what we are currently doing?

Ratio's



As individual service leaders, how do we ensure the Local Authority give us the necessary resources?

As staffing is decided centrally and if ratios are being met however as a manager you feel that to support the needs of all service users more staff is required how should this be addressed?

If a setting is within ratios however does not have the required level of extra support to effectively meet the needs of children with ASN what impact does the new guidance have with these operational matters ?

Is there any guidance with the act to maintain ratios over staff lunch breaks?

Are ratios for staff/ children to be removed when regulation 15 is gone.



Q & A session

Please use the hand function if you would like to ask a question

Thank you for attending our webinar series



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