

# Appropriate Staffing

## Staff Training & Qualifications

The Health and Care (Staffing) (Scotland) Act 2019



# Duty on care service providers to ensure appropriate staffing



# In determining appropriate numbers providers must have regard to:

- a) nature of the care service
- b) size of the care service
- c) aims and objectives
- d) number of people who use the service
- e) needs of those people



# Workers in a care service includes:

- Employees of the care service
- Agency and other temporary / contract workers
- Self-employed workers
- Those on apprenticeship schemes and other 'earn as you learn' schemes who are employed by the care service
- **All volunteers**



# Staff training and qualifications

- Appropriate training for the work staff are to perform
- Suitable assistance, including time off work, to obtain further qualifications





# Knowledge and Skills Framework for Health and Care Staffing in Scotland

Informed level

All staff  
&  
interested  
people

Skilled level

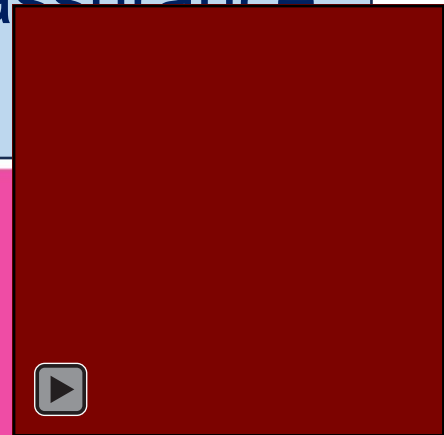
Senior  
carers,  
nurses,  
team  
leaders

Enhanced level

Managers

Expert level

Senior  
leaders,  
managers,  
quality  
assurance



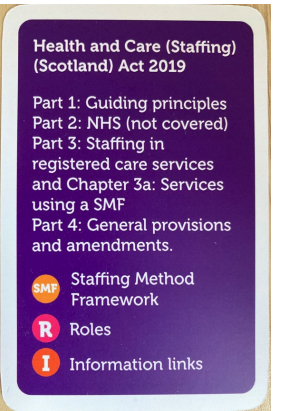
# SSP page on The Hub

Adults

CYP

ELC

## HCSSA Guidance Cards



- Recordings of webinars
- Guidance
- SMF
- Guidance cards



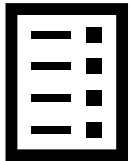
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