



Safe staffing programme

Cameras and Microphones are off.

Have your own mobile camera ready for QR codes or use the links which will be added to the chat.

Questions in chat will be monitored by safe staffing colleagues.



Meet the team

Oversight: Chief nurse, Marie McKerry

Programme lead: Stephanie Thom

Improvement support officer: Ashley Smith

Safe staffing advisers

Glo McLoughlin

Melissa Cook

Candice Aitken



Adults



CYP



ELC



Detailed HCSA Post Implementation Poll (24-25)

Detailed HCSA Poll



Session overview

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

HCSA resources

Inspection and Self-evaluation

Question and evaluation



Safe Staffing Programme Objectives 24 - 25

- To ensure governance arrangements and reporting are in place, and to assure the workplan is effective and complies with legal and regulatory requirements.
- Continue to increase stakeholder engagement using media platforms and resources to embed the HCSA into everyday practice.
- Review and update existing supporting guidance and agree a range of core resources, that will continue to support stakeholders beyond enactment.
- Explore how compliance with the HCSA can be reported. Including exploring changes to the Care Inspectorate's RICE functions reporting and data collection processes.



Health and Care (Staffing) (Scotland) Act 2019

Part 1: Guiding principles for staffing



Part 2: Staffing in the NHS

Part 3: Staffing in care services *(Adult care Homes only)*
Chapter 3(a): Care Services using a staffing method



Part 4: General provisions



Two Main Purposes of the Health and Care (Staffing) (Scotland) Act 2019

1(a) the main purposes of staffing for health and care services are:

To provide safe and high-quality services

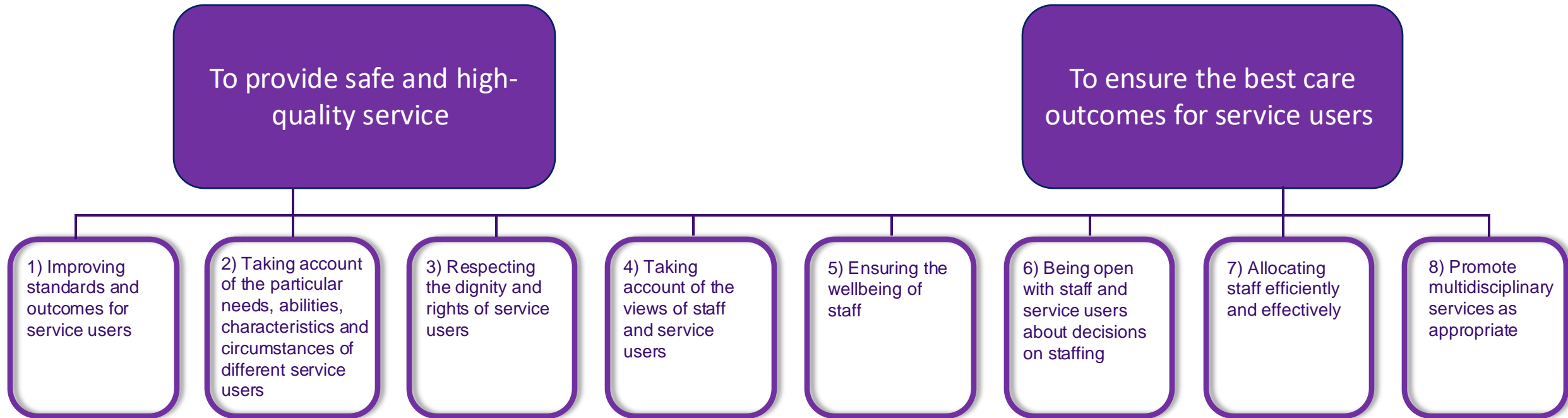
To ensure the best care outcomes for people who use services

...and in so far as it affects either of those matters, the wellbeing of staff.



Connection between staffing and people's outcomes

Guiding principles Health and Care (Staffing) (Scotland) Act 2019 Part 1(b)

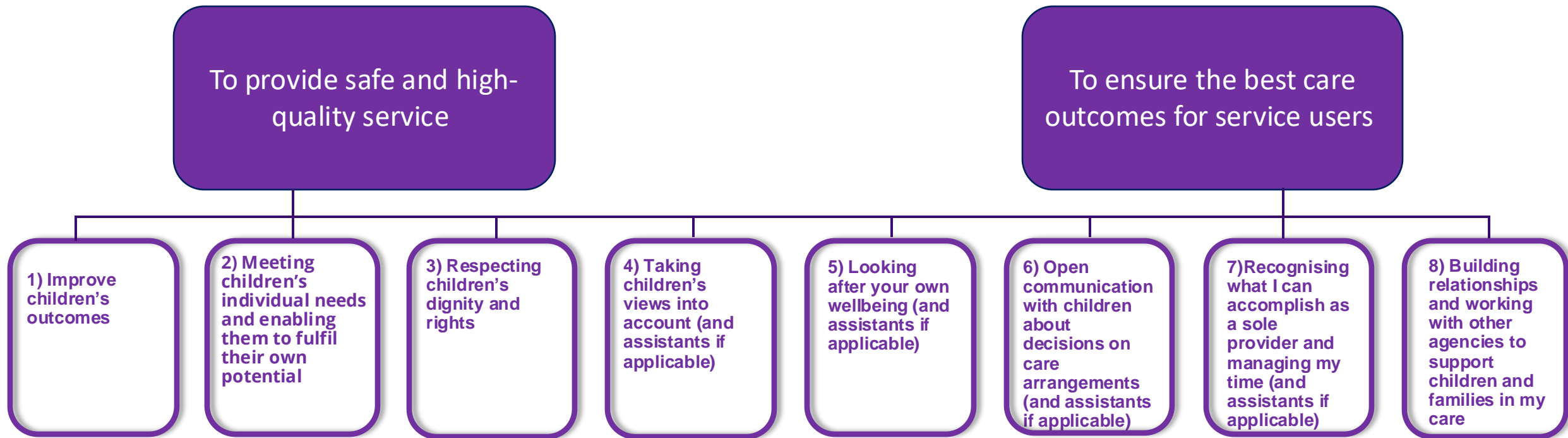


Connection between staffing and people's outcomes



...and in so far as it affects the main purposesthe wellbeing of staff

Guiding principles Health and Care (Staffing) (Scotland) Act 2019 Part 1(b)



Connection between staffing and people's outcomes

...and in so far as it affects the main purposesthe wellbeing of staff



Health and Care (Staffing) (Scotland) Act 2019

In terms of Social Care which services does it apply to?

(1) In this Part, a “care service” is any of the following

	(g) offender accommodation services
(a) support services	(h) adoption services
(b) care home services	(i) fostering services
(c) school care accommodation services	(j) adult placement services
(d) nurse agency's	(k) child minding
(e) childcare agency's	(l) day care of children
(f) secure accommodation services	(m) housing support services



All services registered with care inspectorate



Which staff does this Act apply to?

- ✓ 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



5. Looking after your own wellbeing (and assistants if applicable)

Statutory Guidance

4.6 & 4.13

Health and Social Care Standards

3.19 Care and support is consistent and stable because people work together well.

4.3 Experience care and support where all people are respected and valued.

4.23 I use a service and organisation that are well led and managed.

Quality Framework

1.1 Nurturing care and support

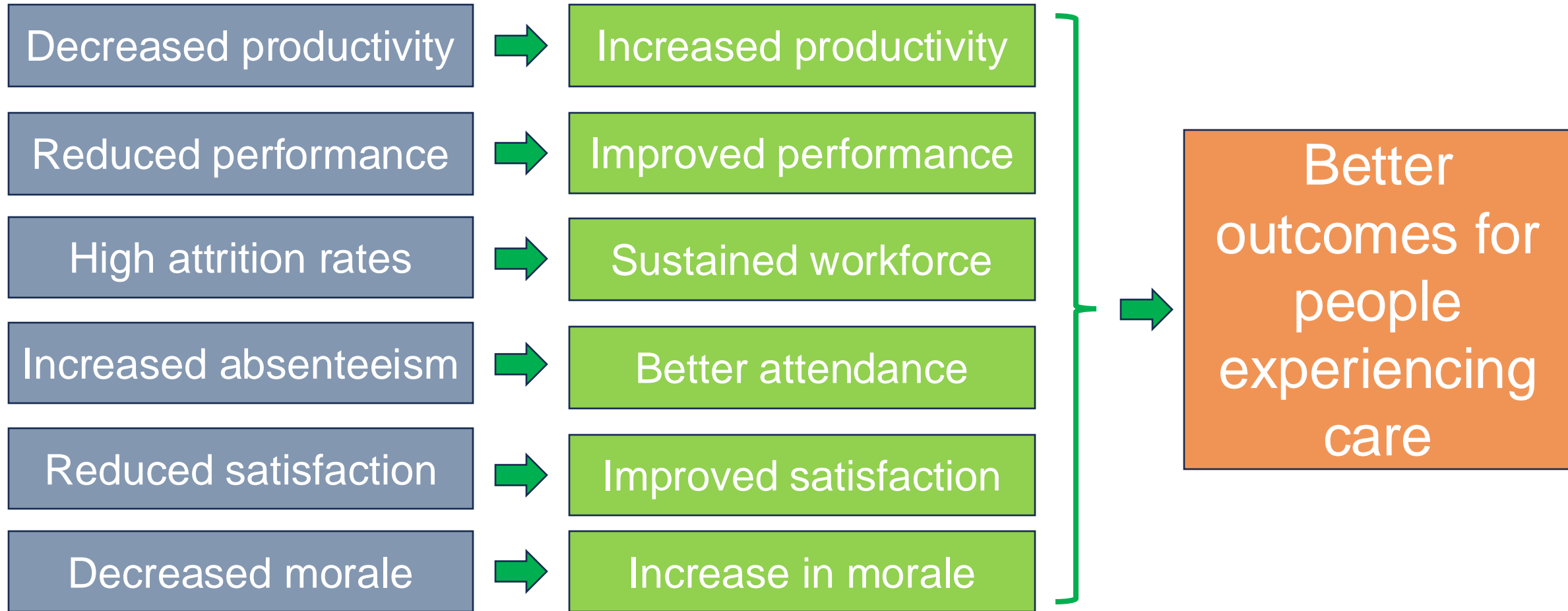
2.2 Children experience high quality facilities

3.1 Quality assurance and improvement are led well

4.1 Staff skills, knowledge, and values



The benefits of focusing on staff wellbeing



7) Recognising what I can accomplish as a sole practitioner and managing my time (and assistants if applicable)

software for deployment
daily communication notes
flexible rotas staff goodwill
link staffing to need
staff rota outcomes focused
effective communication
falls analysis
dependencies
build ownership of care
dependency levels
staff deployment
shift allocation
skill mix
cohort staff
link time to task
daily allocation sheets
online staff portal
dependency ratio
looking ahead
build confidence
allocation sheets
buddy system
daily allocations
risk assessments



HCSA places a duty on providers in determining appropriate staff numbers with regard for:

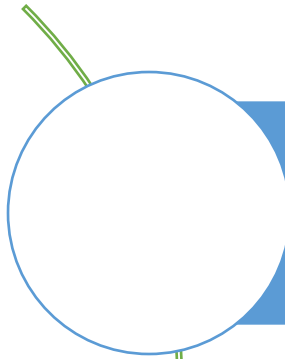
- nature of the care service
- size of the care service
- aims and objectives
- number of people who use the service
- needs of those people



Part 3 Section 7 (2)



HCSA: a person who provides a care service must ensure that individuals working receive....



Appropriate training for the work staff are to perform



Suitable assistance, including time off work, to obtain further qualifications



Part 3 Section 8


Health and Care (Staffing) (Scotland) Act 2019

- An overview to what this means for individuals, roles and responsibilities



Social Care: Aims and purpose of the resource

- To provide an overview of the [Health and Care \(Staffing\) \(Scotland\) Act 2019](#).
- To consider the Act as it applies to care services.
- To provide resources to support you to deliver care within the scope of the legislation.



Social Care: Overview of Legislation

Health and Care (Staffing) (Scotland) Act 2019

- Approved by the Scottish Parliament in 2019.
- All provisions came into force 1st April 2024.

The purpose of this significant piece of legislation is to address staffing concerns in both health and care services, ensuring appropriate staffing levels to support high-quality care for patients and service users.

The Act:

- makes provision about staffing in the NHS and care services
- seeks to enable safe and high quality care and improved outcomes for service users



NES MS Sway





Resource Type
Care Inspectorate Programmes & Publications

Safe Staffing Programme

Are you ready for the implementation of the Health and Care (Staffing) (Scotland) Act 2019 in April 2024?

Let us know by completing our [short poll](#).

Welcome to the Safe Staffing Programme. This area contains information about our team, our work and the [Health and Care \(Staffing\) \(Scotland\) Act 2019 \(HCSSA\)](#). You can also find links to useful learning resources and guidance.

Most importantly you can find here information about upcoming events, consultations and how to get in touch with us.

You can also sign up to our mailing list by clicking the button below.

The Health and Care (Staffing) (Scotland) Act was passed by the Scottish Parliament in 2019. The work was paused to allow everyone to focus efforts on the Covid-19 pandemic. The Act will now come into force on 1 April 2024. The Act is applicable to all health and care staff in Scotland. The Cabinet Secretary has published a timeline for the implementation of the Act which you can find [here](#).

Cards



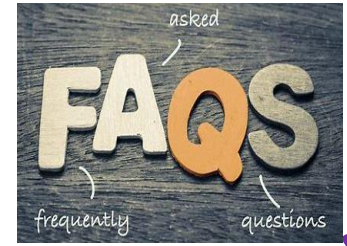
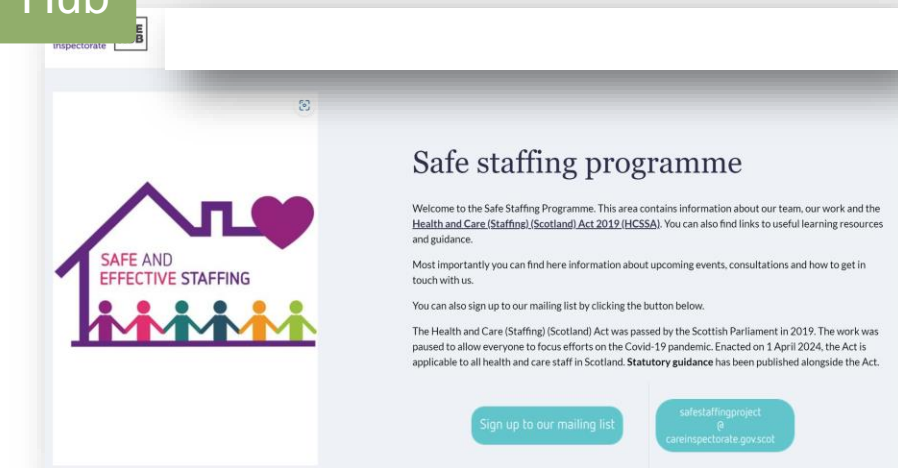
Poster



Webinar



Hub



Information guide series



Sector support and resources



Which of our developed HCSA resources have been the most useful?

Is there any other resource that you feel would be beneficial?



Quick Survey

Other SSP Activities ...

HCSA
Implementation
Group

Podcasts

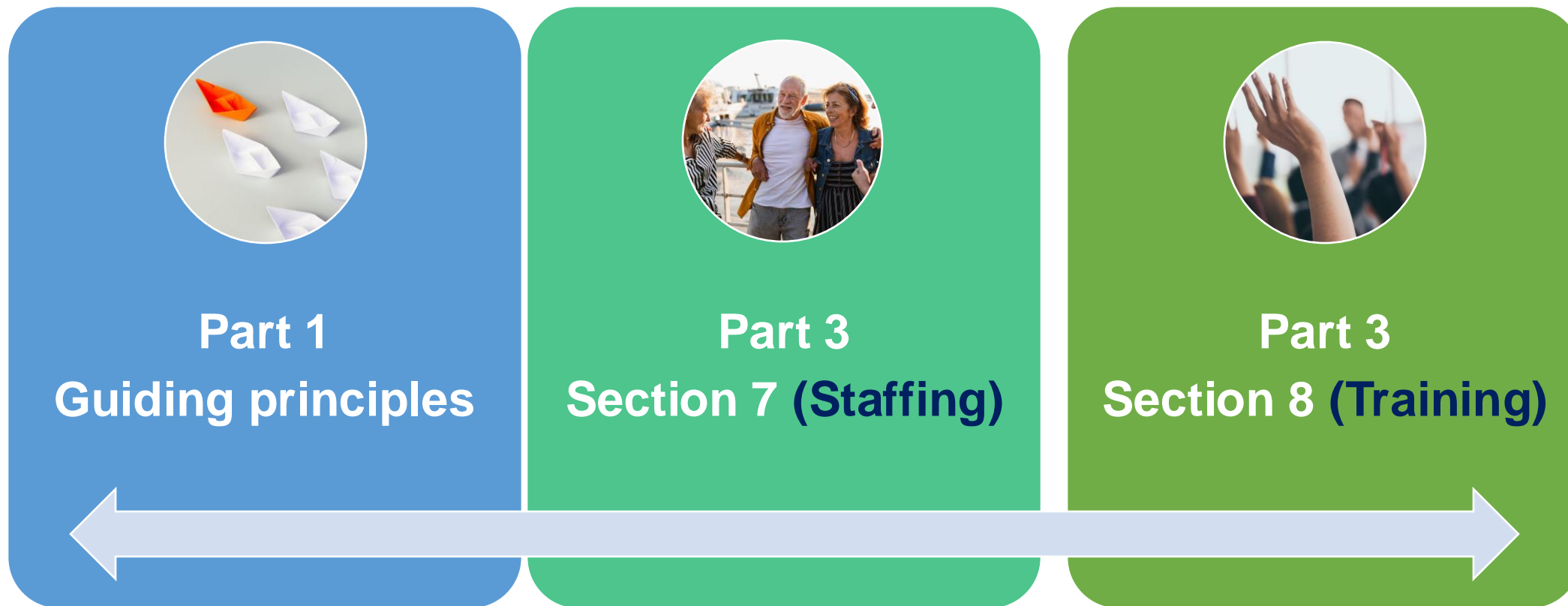
SSSC and
developing
resources

SMF web and
mobile app

Data Mining



Summary: Care services must have regard to:



Part 3 Sections 7 and 8 are enforceable

Quality Frameworks

Inspection priorities 2024/2025 - ELC

ELC	Requirements				
	KQ1	KQ2	KQ3	KQ4	
For daycare of children services with all evaluations of good or above on all key questions, are a low SAT, and have been previously inspected using the CI quality framework.	1.1		3.1		There will always be the professional judgement of inspectors who can bring in other QIs if they consider these need to be inspected against.
	1.3				
For childminders with all evaluations of good or above on all Key Questions, have a low SAT, and have been previously inspected using the CI quality framework.	1.1		3.1		
	1.3				
For services with evaluations of less than good, have a medium or high SAT or where they have not been inspected against the quality framework before. * for childminders operating without an assistant, QI 4.1 should replace 4.3.	1.1	2.2	3.1	4.3	
	1.3				



Core Assurances



What is Self-Evaluation

Self-evaluation is where a service ‘systematically examines itself, achievements, and processes to assess whether it is meeting its stated objectives and outcomes efficiently and effectively’ (Audit Scotland).

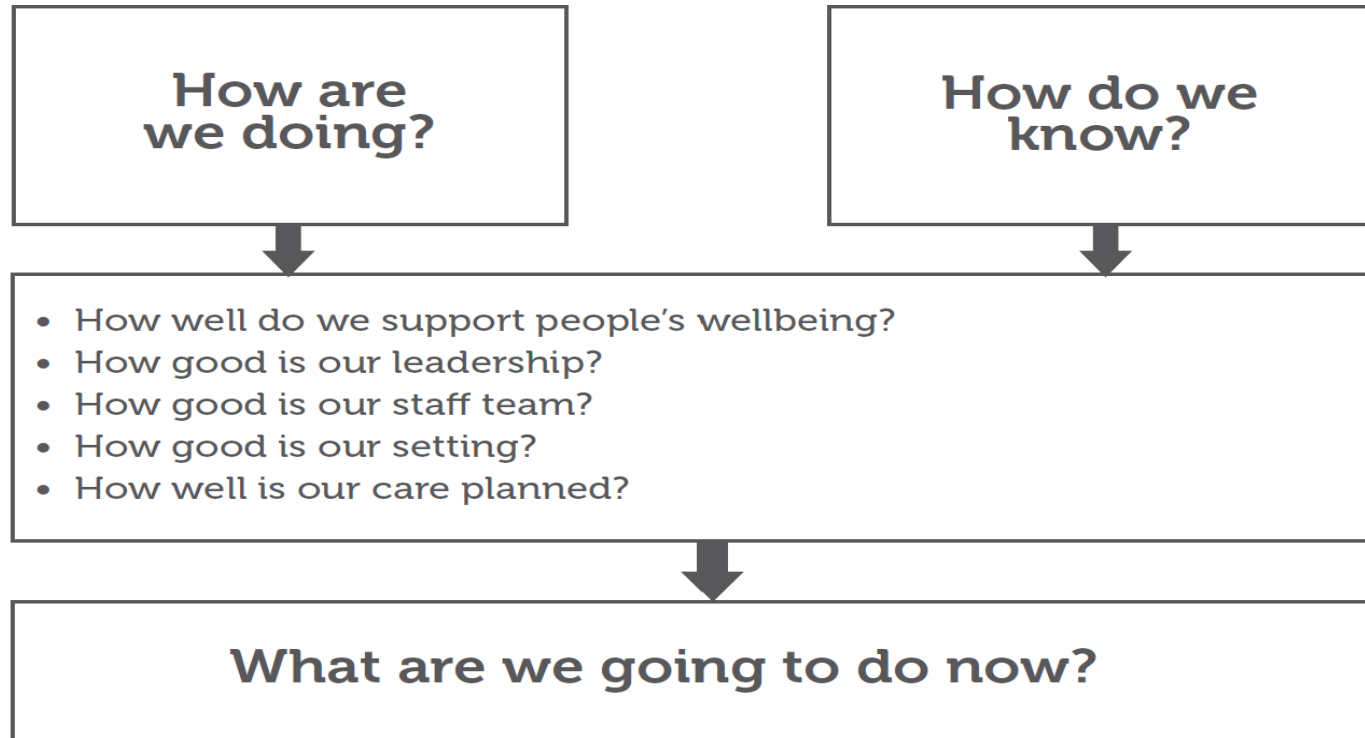
- In care services it is a **continuous process** aiming to deliver **gradual improvements**, prioritising areas with a **big impact on outcomes for people** or where **high risks of harm** is associated with under performance.
- Self-evaluation is not solely for the benefit of the Care Inspectorate. It is a tool to help **services to evaluate and identify where they need to target their efforts** to support improvement



Core Assurances



Self-Evaluation



Quality Frameworks



Self-Evaluation

There are self-evaluation resources available to support each sector.

- Self-evaluation guide and tools

<https://www.careinspectorate.com/index.php/publications-statistics/152-professionals-registration/self-evaluation-guides-and-self-assessment-tools>

- Quality frameworks for care services

<https://hub.careinspectorate.com/resources/quality-frameworks-and-kq7s/>



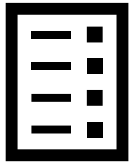
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Safe Staffing Programme
Evaluation 24-25

