

Summary of Changing Lives Implementation Plan

The Changing Lives Implementation Plan sets out the Scottish Executive's proposals for acting on the 13 recommendations set out in Changing Lives: The Report of the 21st Century Review of Social Work. This document summarises the key messages from the Implementation Plan.

Funding

To support the Implementation Plan, new funding of £15m will be available for the first two years, of which £7.2m will be specifically for Workforce Development. Further funding will follow in the subsequent three financial years.

National Leadership and Co-ordination

A number of local and national groups will be established to ensure participation and ownership of the change programme at all levels within the sector. Groups will be as follows:

- **Cabinet Delivery Group**
bringing together all the Ministers whose portfolio's are key to the implementation
- **Social Work Service Forum**
chaired by the Minister for Education and Young People, this group will provide a nationally recognised source of informed opinion on all matters relating to the delivery of social work services. Annie Gunner, of CCPS, will represent the Voluntary Sector on this Forum
- **Users and Carers Forum**
ensuring direct influence of users and carers at national level
- **Practitioner Fora**
local fora to enable leadership from the front line.

New Legislation

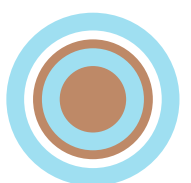
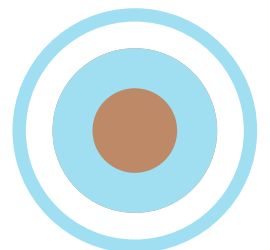
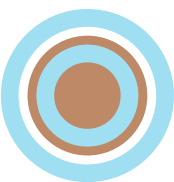
The Executive is committed to introducing new social work services legislation. A separate team within Social Work Services Policy Division will take this work forward. There will be wide consultation to inform the scope and detail of the new Bill.

The Change Programmes

The following five change programmes will take forward the main Implementation:

1. **Performance Improvement**
2. **Service Development**
3. **Workforce Development**
4. **Practice Governance**
5. **Leadership & Management**

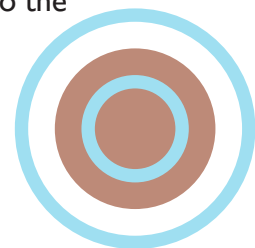
Each will be tasked with creating concrete actions to take forward their workstreams. A brief summary of the Change Programmes can be found on page 3.



Local Self Assessment

All social service provider organisations are invited to complete a self assessment form based on the recommendations from Changing Lives. There is a self assessment return which can be sent to the Executive, which focuses on:

- Areas of strength
- Good practice
- Priorities for service development
- Priority areas for joint service development or re-design



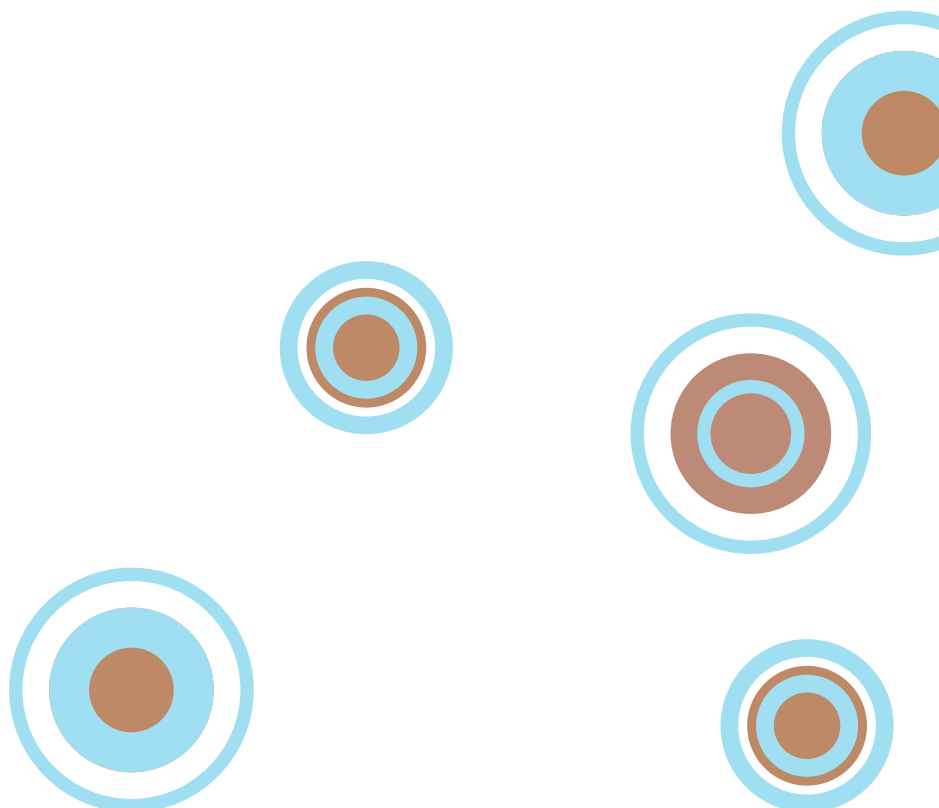
Using the strengths and priorities identified by different agencies, networks of organisations with shared interests will be established. Resources and support will be made available via the networks to undertake local service re-design, and to inform the priorities of the national change programmes.

Website

www.socialworkscotland.org is a new website to keep you updated on the progress of the Implementation Plan. The site includes interactive forums, enabling further consultation and discussion on the Implementation programme, as well as an opportunity to share good practice.

How can the Voluntary Sector engage with the Process?

- Fill in your Local Self Assessment Return – this will help identify national priorities for change
- Feed your views on Workforce Development back to the Voluntary Sector Social Services Workforce Unit. The feedback we receive from you will help inform our input to the Workforce Change Programme
- Visit www.socialworkscotland.org – share your views and join the debate through the interactive discussion forums.
- Find out more about your local practitioner for a – details will be found at www.socialworkscotland.org



Summary of Change Programmes

PERFORMANCE IMPROVEMENT	SERVICE DEVELOPMENT	WORKFORCE	PRACTICE GOVERNANCE	LEADERSHIP & MANAGEMENT
<p>Programme Lead: Sandy Cameron</p>	<p>Programme Lead: Janet Birks Nigel Henderson</p>	<p>Programme Lead: Carole Wilkinson</p>	<p>Programme Lead: Andrew Lowe</p>	<p>Programme Lead: David Crawford</p>
<p>Aim: Service focus on achieving agreed outcomes for the people who use them by developing a culture of performance improvement.</p>	<p>Aim: Service delivery is transformed so services:</p> <ul style="list-style-type: none"> • Are personalised • Are focused on prevention • Have improved access 	<p>Aim: Practitioners are able to practise autonomously and accountably. The Workforce is competent, confident, valued and available in the right numbers and skill mix to meet need.</p>	<p>Aim: Effective practice governance ensures the delivery of safe, and effective practice and allows practitioners to practice innovatively and accountably,</p>	<p>Aim: Leaders and managers have the courage, vision and skills to develop social work services fit for the future.</p>
<p>Workstreams:</p> <ul style="list-style-type: none"> • Framework development & implementation • National Priorities 	<p>Workstreams:</p> <ul style="list-style-type: none"> • Developing access standards • Developing new commissioning models • Supporting local service development 	<p>Workstreams:</p> <ul style="list-style-type: none"> • Implementing Workforce Strategy • Building education & practice • Developing a new paraprofessional role • Building effective teams with the right skills mix • Developing career pathways • Developing workforce planning • Improving recruitment and retention 	<p>Workstreams:</p> <ul style="list-style-type: none"> • Developing & implementing framework for accountability, autonomy & practice governance • Developing a research & development strategy • Developing tools to inform evidence based practice & risk management • Developing a new approach to citizen leadership 	<p>Workstreams:</p> <ul style="list-style-type: none"> • Developing and implementing a new leadership and management framework
<p>Funding from Scottish Executive core budget</p>	<p>New Funding: 2006/7: £0.5m 2007/7: £3.0m</p>	<p>New Funding: 2006/7: £2m 2007/8: £5.2m</p>	<p>New Funding: 2006/7: £0.28m 2007/8: £1.42m</p>	<p>New Funding: 2006/7: £0.52m 2007/8: £1.9m</p>