

# Workshop Information

## **Workshop 1: Valuing the Frontline Workforce: Benchmarking for Reward and Recognition**

This workshop will present the key findings from the recent benchmarking survey of pay and conditions in the voluntary and private sectors conducted by University of Strathclyde on behalf of CCPS, Scottish care and the HR Voluntary Sector Forum. We will then discuss how we can use these findings to influence workforce reward and recognition.

**Facilitators:** Judith Midgley, CCPS Workforce Associate and Donald MacAskill, Scottish Care, National Workforce Lead

## **Workshop 2: Putting Leadership into Practice**

The vision of leadership in Scotland's social services, backed by research from Stirling University 2010, explains that recognition and development of dispersed leadership, at all levels of the workforce, alongside citizen leadership is pivotal to achieving the "mega reform" that is needed for people who use social services.

The workshop will explore: -

- how one organisation has used the leadership capabilities in their day to day work, their supervision and how it is now engrained in their practice at the front line.
- discuss ways in which you can use the leadership capabilities in your own workplaces
- how CCPS and SSSC we can support you to make this happen.

The outcome from this workshop will be that you will be more informed about the Leadership activities and how the leadership capabilities can make a difference in your own workplace.

**Facilitators:** Michelle Nairn, CCPS Workforce Associate; Lorna Dalton and Linda Grierson, SSSC

## **Workshop 3: Fitness to Practise - in the making**

A couple of years ago the SSSC sought views on a proposal to adopt a fitness to practise approach to workforce regulation rather than continue to focus simply on conduct / misconduct. Since then the SSSC has decided to develop a fitness to practise model and has been discussing this with stakeholders, including members of a SSSC/CCPS liaison group. This workshop will provide an opportunity to find out more about this development and to share your views about it.

**Facilitators:** Yvette Burgess, Housing Support Enabling Unit; SSSC representatives TBC.

## **Workshop 4: Engaged Workforce, Better Integration**

The recent Integration legislation has 'an engaged workforce' as a one of the main outcomes. What does this mean and how do we know if the workforce is becoming more (or less) engaged? CCPS and Scottish Care have just completed a national workforce survey to try to get a picture of current engagement.

The results from the survey will be presented in this workshop and examples what positive engagement looks like will be shared. This workshop aims to highlight the relevance of improving engagement to successful integration and generate ideas about how your organisation can capitalise on the expectation placed on health and social care partnerships to improve workforce engagement.

**Facilitators:** David Strathearn, CCPS Workforce Associate; Katharine Ross, Scottish Care, National Workforce Lead; and Eric Boslem, Operational Manager, Cornerstone