

Title: Northern Ireland Social Care Council – Draft Business Plan 2024-25.

Date: 12 June 2024

Presented by: Declan McAllister, Director of Registration and Corporate Services

ACTION REQUIRED

This Paper is	For Approval
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SUMMARY

The Social Care Council Strategic Plan is for a period of four years (2023/24 – 2026/27). The Social Care Council produces an annual Business Plan to support the Strategic Plan and this is the second Business Plan to help us deliver on our strategic themes and outcomes.

The draft Business Plan [**Appendix I**] for 2024/25 has been developed following engagement with staff, managers and our partnerships. The draft Business Plan was last presented to the Board at their meeting in April 2024. Since then the Senior Leadership Team met with the Department of Health (DoH) to review the draft Business Plan.

We have captured the DoH comments [**Appendix II**] and updated the draft Business Plan to reflect these comments.

We have also updated the draft Business Plan based on Board feedback to increase the baseline percentage rate for uptake levels in relation to our new registration App.

In addition, we have developed a 'Business Plan on a page' [**Appendix III**] as a quick reference for staff to see at a glance our key commitments and actions for the 2024/25 business year.

For completeness, the Equality Screening document has also been appended [**Appendix IV**].

BACKGROUND

The Board approved a new Strategic Plan for 2023-24 to 2026-27 in March 2023. The new Strategic Plan is developed over four strategic themes:

- Delivering effective regulation.
- Developing the capability of the workforce.
- Leading with influence.
- Innovating and improving.

The Strategic Plan is outcomes based – the difference we want to make; and will be supported by an annual Business Plan. We will report on progress on our achievements and the difference we have made through our Annual Report.

KEY ISSUES AND IMPLICATIONS

Content

- Since the development of the Strategic Plan, the organisation has taken on responsibility for the Leadership in Social Work Framework and the Social Work and Social Care Research Strategy. This was not accounted for in the Strategic Plan, and therefore some small edits have been made to the strategic objectives to ensure we have a clear line of sight for this work which we will now start to capture in our Business Plans.
- We have placed renewed focus on our statutory functions – following feedback from Registration, Fitness to Practise, Committee and Workforce Development that the scope and impact of their work needed to be better reflected in our Business Plan.
- We have reviewed what we achieved in 2023/24 – and carried over any ongoing work or where the outcome of a project or deliverable in 2023/24 extended into the new business year.
- We have captured new developments including the scoping of a new Registration and CPD system – and the development of a new App for registrants which we plan to launch in July.
- We have engaged a company to support us with the development of a People Plan and all teams will be connected and consulted as part of this work – this will help us identify what is needed to sustain our business both now and in the future.
- As you will be aware we plan to put two new forums in place to replace the Registrants Forum (one with a focus on social and the other on social care).
- We are also starting to build our work to support Equality, Diversity and Inclusion and will be sharing this work with the Board over the cycle of this Business Plan.

- We will continue with all our promotion and awareness campaigns across social work and social care, and the Degree – including finalising our Engagement Strategy.
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ENGAGEMENT AND CONSULTATION

The Board, staff and partnerships have been engaged on the draft Business Plan and the Plan has also been equality screened. The Department of Health have also provided feedback on the draft.

RECOMMENDATIONS

That the Board approve the draft Business Plan and note the one-page Business Plan and equality screening commitments.

ATTACHED DOCUMENTS AND/OR LINKS HERE

Appendix I – Draft Business Plan 2024-25

Appendix II – Further feedback

Appendix III - Business Plan on a page

Appendix IV – Equality Screening