

**SCOTTISH SOCIAL SERVICES
WORKFORCE DATA GROUP
Wednesday, 18th May 2016, 10am to 12pm
SSSC Offices, Dundee**

A G E N D A

1. Introductions and apologies
2. Minutes previous meeting (17.2.16) – accuracy
3. Minutes previous meeting (17.2.16) – matters arising
3.1 (previous item 3.3) – WSR update
4. LASWS/MHO survey – update
5. Workforce data report – structure
5.1 Detailed sub-sectoral data
5.2 Detailed geographic data
5.3 Equalities data
6. Experimental statistics
4.1 Staff retention
4.2 Whole time equivalents
7. Hard-to-fill vacancies – report from the Care Inspectorate
8. MHO workforce and activity data - update
9. Social services and NHS integration - update
10. SSSC workforce data website
11. Workplan 2016-17
12. AOB
13. Date of next meeting

Notes of the Scottish Social Services Workforce Data Goup

Wednesday 18 May 2016

At Discovery Point, Dundee

<p>1. Attendance and apologies</p>	<p>Attendees</p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Mike Docherty (Chair)</td><td>SSSC</td></tr> <tr><td>Gladys Stewart (Minutes)</td><td>SSSC</td></tr> <tr><td>James Arnold</td><td>SSSC</td></tr> <tr><td>Phil McNicol</td><td>SSSC</td></tr> <tr><td>Chris Kynoch</td><td>SSSC</td></tr> <tr><td>Lorraine Wakefield</td><td>SSSC</td></tr> <tr><td>Sarah Gledhill</td><td>Scottish Government (OCSWA)</td></tr> <tr><td>Elaine MacMaster</td><td>Scottish Care</td></tr> <tr><td>Heather McCluskey</td><td>CCPS</td></tr> <tr><td>Alison Christie</td><td>CCPS</td></tr> <tr><td>Ingrid Gilray</td><td>Care Inspectorate</td></tr> </table> <p>Apologies</p> <table style="width: 100%; border-collapse: collapse;"> <tr><td>Susan Kinnear</td><td>SSSC</td></tr> <tr><td>Mairi-Anne MacDonald</td><td>SSSC</td></tr> <tr><td>John Urquhart</td><td>COSLA</td></tr> <tr><td>Pamela Gillespie</td><td>Falkirk Council(Social Work Scotland)</td></tr> <tr><td>Laura McConnell</td><td>Care Inspectorate</td></tr> <tr><td>Tracey Steedman</td><td>ISD</td></tr> <tr><td>Christine McGregor</td><td>Scottish Government</td></tr> <tr><td>Eilidh Smith</td><td>Scottish Government</td></tr> <tr><td>Nicola Gilray</td><td>SSSC</td></tr> <tr><td>Sara White</td><td>Scottish Government</td></tr> </table> <p>Lorraine Wakefield is now replacing Nicola Chainey on the group.</p> <p>SGL asked that Diane White and Jane MacKenzie be removed from the apologies list as there will only be one representative from Scottish Government. There is no need to include them as contacts either as papers will be shared internally.</p> <p>HMc asked that Yvette Burgess and Judith Midgely be removed from list of apologies but to keep them included as contacts for papers only.</p> <p>IG advised that Francesca Colaco from the Care Inspectorate will also be attending meetings in future and should be added to the group.</p>	Mike Docherty (Chair)	SSSC	Gladys Stewart (Minutes)	SSSC	James Arnold	SSSC	Phil McNicol	SSSC	Chris Kynoch	SSSC	Lorraine Wakefield	SSSC	Sarah Gledhill	Scottish Government (OCSWA)	Elaine MacMaster	Scottish Care	Heather McCluskey	CCPS	Alison Christie	CCPS	Ingrid Gilray	Care Inspectorate	Susan Kinnear	SSSC	Mairi-Anne MacDonald	SSSC	John Urquhart	COSLA	Pamela Gillespie	Falkirk Council(Social Work Scotland)	Laura McConnell	Care Inspectorate	Tracey Steedman	ISD	Christine McGregor	Scottish Government	Eilidh Smith	Scottish Government	Nicola Gilray	SSSC	Sara White	Scottish Government	
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<p>2. Previous minutes 17.02.16 – accuracy</p>	<p>Section 5 MHO workforce and activity data – paragraph 5 should read:</p> <p>‘SGL said that the Chief Social Work Advisor had been using this draft report. They need the final report by the end of the month’.</p>																																											

<p>3. Previous minutes 17.02.16 – matters arising</p>	<p>Previous item 3.1 - CK said it would be possible to get the data from sequence but as some registrants have multiple employments it may prove more problematic. IG said this data was solely for her own information purposes at the moment and to get some figures regarding the shift of skilled employees in Day Care of Children services from private to Local Authority services. MD suggested looking at data from previous year to see if there are any changes.</p> <p>MD advised that Audit Scotland had approached him for workforce data to help them evaluate the previous increase in day care of children provision. MD and IG to meet in next few weeks to discuss Day Care of Children workforce data further.</p> <p>Previous item 3.2 – SGL asked if there was any feedback from the experimental statistics papers. MD advised that there were under 20 replies so far but the closing date for responses is mid-June. Reminders would be going out for feedback in the e-bulletin and a discussion of responses at the next SSSWDG.</p> <p>Previous item 6 – MD advised that we will be looking at including data queries when reviewing the website later in the year.</p> <p>Previous item 11 – SGL will update the group on the Labour Market strategy at a later meeting.</p>	<p>MD/IG</p> <p>SGL</p>
<p>4. LASWS/MHO Survey - Update</p>	<p>JA said there had been a slight improvement in the timescales for receiving annual returns.</p> <p>PM advised that there was an additional question on the survey this year to ask for numbers of Agency MHOs. He reported that there had been a poor response to this question. MD said there may be some reluctance to use Agency staff as MHOs. This will be discussed further under item 8.</p> <p>IG advised that they are on track to provide Care Inspectorate data by the end of May. She will speak to MD re one or two issues.</p> <p>MD said that the reports will be published at the end of August and the publication date will be announced in July.</p>	
<p>5. Workforce Data report – structure</p> <p>5.1 Detailed sub-sectoral data</p> <p>5.2 Detailed geographic data</p> <p>5.3 Equalities data</p>	<p>MD advised the group that they have been receiving requests for more detailed breakdowns of sub-sectoral and geographic data.</p> <p>JA spoke about the Workforce Data report changes paper. He put forward the various options for including additional data on the reports. There was some discussion on what would be the advantages and disadvantages of including the data as either an official statistics report or as a separate annual report. One issue was that it could affect the timescales for publishing annual returns if included in the report as additional data.</p> <p>IG didn't feel it would be useful to breakdown child care services and there may be some contradictions between reports from SSSC and CI. MD noted that we only report on active services</p>	<p>MD/IG</p>

	<p>whereas CI report on all services. MD and IG to discuss this further when they meet.</p> <p>HMc felt the new structure was good especially Day Care of Children, Housing Support and Care at Home. She asked if it made a difference if it was published as an official statistic or an annual report.</p> <p>SGL asked if it was included as official statistic would it be more problematic to take them out again. MD said it may be but would be less of a problem if it was an annual report.</p> <p>MD and JA to meet and finalise report but will not include a more detailed breakdown of data on Care Home Services for Adults or Day Care of Children within this year's report. MD will take advice from Sara White and Office of Chief Statistician regarding the status of any additional reports.</p> <p>IG asked if we would look at nurses across the piece or whether just in specific sectors or just in social care. JA said it was only those in registered services. MD advised that they give this data to Scottish Government who use this for workforce planning.</p>	MD/JA
<p>6. Experimental Statistics</p>	<p>MD said we were expecting feedback on both experimental statistic papers and will update the group of this at the next meeting in August. He invited comments from the group. There were no comments on the staff retention paper.</p> <p>SGL asked about incorporating WTE details within the national statistics report. MD said he would like to include WTE to help employers make calculations. It would not appear in this year's report but depending on feedback it may be included in future reports.</p>	
<p>7. Hard-to-fill vacancies – report from the Care Inspectorate</p>	<p>IG presented her paper on an analysis of hard to fill vacancies. The data came from the CI 2013-14 annual returns. There appears to be an increase across some areas and sectors. Some of the issues seemed to be - not enough suitable candidates; working hours; and competition with LAs and NHS who provided better pay and career progression.</p> <p>MD noted that hard to fill vacancies were a key issue in most labour market research. He thought the figures seemed quite high.</p> <p>SGL had discussed paper with her colleague. They were looking at length of time to fill vacancies for which there was no data. They think high turnover of staff may have an effect on figures. Difficult to say which are hard to fill post or just high turnover of staff. SGL wondered if this could be broken down into particular geographical areas. MD advised it would only be Scotland specific data that would be available. HMc asked if there could be a breakdown of specific sectors i.e. private, voluntary and LA. IG said they would be able to provide that breakdown but problem would be having resources to do this. SGL would like to meet with IG to look at previous data to see if there were trends.</p>	

	<p>HMc asked if this information would be made public. IG said there are no plans to make it public but would be happy to share with interested parties and may put it on the website as information only. MD said it may be useful to refer to the paper in other reports.</p>	
<p>8. MHO Workforce and activity data – update</p>	<p>MD updated the group on the presentation he had given at the MHO forum in February. MD explained that the annual MHO report shows the maximum capacity of available MHOs but does not give actual hours involved on MHO activity.</p> <p>MD had met with Bob Leslie, chair of Social Work Scotland MHO group. PM and MD to go to the next Social Work Scotland group meeting in August to discuss the way each authority records time taken over MHO activities and to see if it is possible to come up with nominal hours for activities. It is hoped to improve the quality of WTE and activity data.</p> <p>PMc explained that the information provided in the annual returns only show a snapshot of one particular day and may not include those staff involved in MHO work throughout the year.</p> <p>SGL asked about the work required and likely benefits of reporting nominal hours involved in MHO work and availability of MHOs given the evidence already available regarding MHO capacity. IG suggested that this additional data is useful to show trends. Although there is no current historic evidence trends may be useful in the future.</p> <p>MD felt it would help to have an agreed average timescales for MHO work so that they can look at capacity in the number of MHOs available to carry out the work. It may then be possible to show trends in the future.</p> <p>MD confirmed that LAs would need to report hours of MHO work to SSSC.</p> <p>MD to update group at next meeting.</p>	<p>PM/MD</p> <p>MD</p>
<p>9. Social Services and NHS integration – update</p>	<p>MD had a meeting with SGL, and others from SG Health and ISD. Health and Social Care Partnerships had to produce strategic plans by the end of April. MD and Tracy Steedman from ISD had sent an email to the chief officers to help signpost them where to find workforce data on our individual websites.</p>	
<p>10. SSSC workforce data website</p>	<p>MD advised the group that there had been an increase in people visiting our website. CK had produced a paper showing the difference in activity levels from February to April 2015 and the same period in 2016.</p> <p>Further developments it is hoped that can add to the website are:</p> <ul style="list-style-type: none"> • Publication of Registration Data • Adding Data Queries 	

	<ul style="list-style-type: none"> • Adding Content plan. <p>We plan to publish information on a weekly basis from July onwards.</p> <p>Hopefully this will attract more users to the site and make it more informative.</p>	
11. Workplan 2016-17	<p>MD went through the Workplan for this year and highlighted areas being reviewed. MD spoke about reviewing the SSSWDG membership such as including someone from Day Care of Children, Scottish Government Statistical service or other relevant parties. MD to speak with his managers about this.</p> <p>SGL suggest that instead of increasing the size of group, people with the relevant expertise could be invited to attend when there are specific topics that are to be discussed. IG feels it would be good to have someone from Scottish Government Statistics on the group as they would have something useful to add. MD agreed and will take it up after the meeting.</p> <p>MD gave an update to the group about the Workforce Skills Report. There is another meeting in June. Skills Development Scotland are undertaking a Skills Investment Plan looking at gaps in the Health and Social Care sectors. It might be that we will work with them on this. MD to give an update at the next meeting.</p>	<p>MD</p> <p>MD</p> <p>MD</p>
11. AOB	<p>SGL asked what people were aware of in respect of the routine collection of data on access to social services both published and unpublished. The group fed back on their knowledge of what was available. It was felt that the collection of data may vary across different types of service. IG advised SGL to speak with Stuart Baird and Peter Knight at ISD.</p>	
11. DONM	<p>17 August 2016 10.00 – 12.00 in Edinburgh. GS to liaise with SGL re venue and numbers.</p>	GS

Item 5

Workforce Data Report changes

This paper considers some changes to the Workforce Data Report (WDR) that affect its structure and content.

Structure

The WDR has maintained a similar structure for a number of years while also incrementally adding new sections and chapters as new data is available or demands from the sector have been received. The structure has now become a little unwieldy and in light of this we present a possible new structure for the WDR:

Current structure

1. Introduction
2. National picture
 - 2.1. Overview
 - 2.2. Services
 - 2.3. Exclusions
 - 2.4. Key messages
3. Sub-national analysis
 - 3.1. Overview
 - 3.2. Employer types
 - 3.3. Key messages
4. Sub-sectoral analysis
 - 4.1. Overview
 - 4.2. Staffing levels
 - 4.3. Key messages
5. Profile of the workforce
 - 5.1. Overview
 - 5.2. Age: median
 - 5.3. Age: profile
 - 5.4. Gender
 - 5.5. Ethnicity
 - 5.6. Disability
 - 5.7. Key messages
6. Profile of types of posts
 - 6.1. Job function
 - 6.2. Contract type
 - 6.3. Hours
 - 6.4. Key messages
7. Key groups

Possible new structure

1. Introduction
2. Service level analysis
 - 2.1. Scotland overview and time series
 - 2.2. Local authority areas
 - 2.3. Sub-sectors
 - 2.4. Key messages
3. Equalities characteristics analysis
 - 3.1. Age
 - 3.2. Gender
 - 3.3. Ethnicity
 - 3.4. Disability
 - 3.5. Key messages
4. Post level analysis
 - 4.1. Job function
 - 4.2. Contract type
 - 4.3. Hours
 - 4.4. Key messages
5. Key groups
 - 5.1. Social workers
 - 5.2. Occupational therapists
 - 5.3. Nurses
 - 5.4. Teachers?
6. Sub-sectors in detail
 - 6.1. Care homes for adults?
 - 6.2. Day care of children
 - 6.3. Housing support/care at home
7. Conclusion

- 7.1. Social workers
- 7.2. Occupational therapists
- 7.3. Nurses
- 8. Housing support/care at home
 - 8.1. Service characteristics
 - 8.2. Staff characteristics
- 9. Conclusion

Detailed sub-sectoral analyses

WIT occasionally receives requests or questions that require more detailed sub-sectoral information for particular sub-sectors. Through the WDG we were asked for greater disaggregation of the Housing Support/Care at Home sub-sector. Despite the inherent difficulties in disaggregating these we produced such an analysis and incorporated it into the WDR as a separate chapter. However, it feels somewhat out-of-place and appears that this sub-sector is getting special treatment.

Over the past year, we have had many queries regarding the Day Care of Children sub-sector, mainly due to policy changes in this area, and it is from these queries that the thought of a separate publication may be useful in meeting needs in advance.

In order to avoid the risk of treating some sub-sectors preferentially it may be preferable to disaggregate all sub-sectors that we can. However, care should be taken to avoid disclosure or that a sub-sub-sector is too small for generalizable results to be generated.

The following disaggregations may be possible (the number in parentheses is the number of services in the disaggregation):

- Care Homes for Adults
 - Learning Disabilities (203)
 - Older People (884)
 - Mental Health Problems (64)
 - Alcohol & Drug Misuse (22)
 - Physical and Sensory Impairment (37)
 - Respite Care and Short Breaks (13)
 - Blood Borne Virus (1)
- Day Care of Children
 - Under 3s (1580)
 - Children/Family Centre (124)
 - Creche (76)
 - Holiday Play Scheme (4)
 - No single main service type (36)
 - Nursery (1030)
 - Out of School Club (11)
 - Playgroup (251)
 - <blank> (48)

- Over 3s (2153)
 - Children/Family Centre (13)
 - Creche (2)
 - Holiday Play Scheme (40)
 - No single main service type (11)
 - Nursery (1324)
 - Out of School Club (670)
 - Playgroup (29)
 - <blank> (64)
- Housing Support/Care at Home
 - Combined Housing Support/Care at Home (1251)
 - Sole Care at Home (247)
 - Sole Housing Support (449)
- Residential Child Care
 - Care Homes for Children and Young People (254)
 - Special School (35)
 - Secure Accommodation (5)
- School Care Accommodation
 - Boarding School (21)
 - School Hostel (7)

We shall consider the following three approaches to providing this data:

Chapters in the WDR

This approach follows what we have currently done for HS/CAH and gives each sector equal weight. The disadvantage with this is that it may make the report become unwieldy and lead to requests to mainstream the data into the other chapters which are already laden with 18 sub-sectors. This extra content may add to the time required to publish the report and therefore possibly lead to delays.

Separate annual publications

This option would see the reports being moved into a separate sub-sector publication or multiple individual sub-sector publications. This takes some burden away from the WDR, both in meeting the publication schedule, and in keeping the report focussed and readable. By committing to them annually, they would have to be Official Statistics and therefore be bound by OS requirements on announcement and pre-release.

Separate one-off publications

One-off publications that are published according to need (i.e. policy development, queries, or requests). This approach leads to the least on-going burden for the team and may allow the opportunity to devote more time to go into greater detail and focus. As one-off publications they can be either Experimental Statistics or Official Statistics. As Experimental Statistics, there can also be an assessment into whether or not there are significant differences between the sub-sub-sectors that are worth reporting.

Discussion

In order to bring changes into the 2015 WDR, we need to decide at this meeting what approach we want to take regarding the structure and content in the report.

- Structure:
 - Is the new structure acceptable?
 - Are any other changes to the structure required?
- Content:
 - How should we approach adding new content?
 - Is there content currently in the report that we should either remove entirely or add to a separate publication?
 - Is detailed sub-sectoral information of short-term interest or is it of benefit in the longer term?

James Arnold
Data Researcher, SSSC
12 May 2016

Item 7

Summary analysis of vacancy information in care services

1. Introduction

This report has been prepared to provide a national overview of the vacancy levels and recruitment difficulties reported by care services in their Care Inspectorate annual returns.

The information on vacancies, problems filling vacancies, and the reasons why services have reported having problems filling vacancies, has been extracted from the Care Inspectorate's annual returns. Every care service has to fill in the annual return every year. The vacancy questions are asked for every service type apart from childminders. All information relates to 31st December of the year displayed.

The questions asked in the annual return are the following:

- 1) Did you have any staff vacancies at 31 December? (yes, no, not applicable)
- 2) Have you found vacancies hard to fill? (yes, no, not applicable)
- 3) If 'yes', why have you found them hard to fill?

Options:

- a. Too few applicants
 - b. Too few qualified applicants
 - c. Too few applicants with experience
 - d. Can't afford wage demands
 - e. Reason unknown
 - f. Competition from other service providers
 - g. Competition from other types of work
 - h. Cost of living in the area is too high
 - i. Candidates unable to work the hours needed
 - j. Other reason
- 4) If "Other reason", please specify? (open response text box)

The information shown below only relates to those services that submitted an annual return, no adjustments have been made for those that didn't submit. In 2014 96% of services (excluding childminders) submitted the annual return.

The reasons why services find it hard to fill vacancies are only shown for those services that stated that they found it hard to fill vacancies. Some services have provided reasons why they found it hard to fill vacancies even though they responded 'no' or 'not applicable' to the question if they found vacancies hard to fill.

2. Summary of key findings:

Services reporting vacancies

- At December 2014, 34% of services reported having vacancies; up 4 percentage points from the previous year.
- For almost every type of service, there was a higher proportion reporting vacancies in 2014 compared to 2013.

- This varied by service type, for example 58% of care homes for older people, 56% of housing support services, 50% of adult care homes and 49% of care homes for children and young people all reporting vacancies. In addition 69% of residential special schools, 60% of secure accommodation and 60% of offender accommodation services reported vacancies, although these percentages are based on only a small number of services.
- Proportions of services with vacancies also varied by local authority area, with Aberdeen City, Inverclyde, West Dunbartonshire, Aberdeenshire, City of Edinburgh and East Renfrewshire all having 40% or more of services in their area with vacancies. This proportion has increased in most areas in the past year, for example Aberdeen City from 44% to 54% and Inverclyde from 29% to 43%.
- There is further variation by service type within each local authority area, for example in Aberdeen City, City of Edinburgh and Renfrewshire, over 80% of care homes for older people reported vacancies.

Services reporting problems filling vacancies

- At December 2014, 36% of services with vacancies reported having problems filling them; up 6 percentage points from the previous year.
- An increase in the percentage of services reporting problems filling vacancies was observed in most service types.
- Particularly high proportions of the following types of services reported problems filling vacancies in 2014: care at home services (63%), secure accommodation (60%), nurse agencies (57%), care homes for older people (49%) and residential special schools (47%).
- There is variation across local authority areas, with very high proportions of services reporting problems filling vacancies in: Aberdeen City (69%), Aberdeenshire (51%), Perth & Kinross (48%), Shetland (47%), Argyll and Bute (42%) and City of Edinburgh and Mid Lothian (both 40%). This has increased between 2013 and 2014 in most local authority areas, but especially in Aberdeen City, Shetland, Renfrewshire, South Ayrshire, East Lothian, Orkney, Perth and Kinross and West Dunbartonshire.

Reported reasons for vacancies being hard to fill

Services were asked why they had found vacancies hard to fill. The most common reasons reported were:

- Too few applicants (54%), too few applicants with experience (59%) and too few qualified applicants (48%). These were common themes within most service types that reported problems filling vacancies.
- 63% of care at home services and 67% of childcare agencies (with hard to fill vacancies) reported problems finding candidates to work the hours needed, while 50% of care at home services and 63% of nurse agencies could not fill vacancies due to competition from other service providers.
- In most local authority areas, the main reasons reported for vacancies being hard to fill were again too few applicants with experience, too few qualified applicants and too few applicants in general. However Clackmannanshire and Dumfries and Galloway has a high proportion of services reporting competition from other providers as a major problem, while North Ayrshire, South Ayrshire and Renfrewshire had a high proportion of services reporting problems finding candidates who could work the hours required.

**Scottish Social Services
Workforce Data Group
Wednesday 18th May 2016
SSSC Offices, Dundee**

Item 8

MHO workforce and activity data – update

Introduction

At the time of the last meeting an update was given on work to examine MHO workforce activity data. Following that a presentation on MHO workforce data was given at the Mental Welfare Commission's (MWCs) quarterly meeting with managers of local authority Mental Health Officers (MHOs). This identified two issues that require further work;

- the calculation of MHO whole time equivalents (WTEs);
- and the estimation of time required for MHO activities.

This paper presents a short account of these issues and work taken to address them.

MHO WTEs

The data presented on MHO WTEs within the annual MHO workforce data report is an estimation of the available MHO staffing resource. It is important to note that this is not the same as an estimate of how much time MHOs actually spend on MHO work. This has been the approach adopted since at least 2008 and is due to difficulties in estimating the amount of actual time spent on MHO work.

Estimating time required for activities

From discussions with around 10 MHO managers at the MWC event it is clear that different authorities have different estimates for the amount of time taken to complete common MHO activities. For example a welfare report under adults with incapacity legislation was estimated at taking 25, 35 and 40 hours by different authorities. There are currently no national estimates.

Next steps

Discussions are ongoing with the Social Work Scotland MHO Group to look at ways of improving what we can say about the staffing resource. Mike Docherty and Phil McNicol are due to attend the next meeting of the Group in August.

Mike Docherty
SSSC
12.5.16

**Scottish Social Services
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Wednesday 18th May 2016
SSSC Offices, Dundee**

Item 10

SSSC Workforce Data Website

Activity levels

Attached is an overview of activity on the data.sssc.uk.com website from 01/02/2016 to 30/04/2016 generated using Google Analytics, and for comparison purposes the same period from the previous year is also attached.

This year we experienced an issue of activity not being recorded correctly from 18/03/2016 to 06/04/2016 so the figures will under-represent the true level of activity on the workforce data website. Despite this issue the website recorded a significant increase in both the number of unique visitors to the site (a 57% increase) and the number of visits to the site (a 59% increase). There were also increases in the average number of pages accessed per visit, up from 2.69 to 3.01, and the average session duration, up from 00:02:05 to 00:02:24.

After the home page, the most visited sections of the website were the publications and interactive visualisations (which comprises the Compare Data and the Area at a Glance pages).

It is also noted that Chrome has displaced Internet Explorer as the most commonly used browser by visitors to the website.

Chris Kynoch
SSSC
17.5.16

data.ssss.uk.com overview

Feb 1, 2015 - Apr 30, 2015

All Users
100.00% Sessions

Sessions

1,889
% of Total: 100.00% (1,889)



Pageviews

5,075
% of Total: 100.00% (5,075)



Avg. Session Duration

00:02:05
Avg for View: 00:02:05 (0.00%)



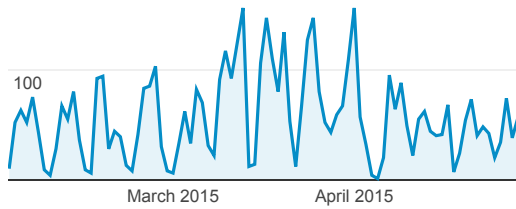
Users

1,504
% of Total: 100.00% (1,504)



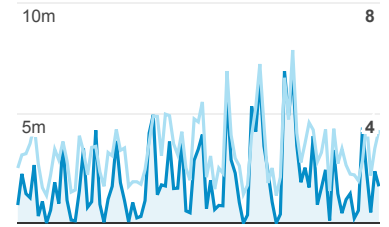
Pageviews

● Pageviews
200



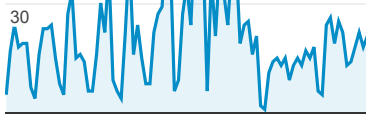
Avg. Session Duration and Pages / ...

● Avg. Session Duration
● Pages / Session



Users

● Users
60



Pages / Session

2.69
Avg for View: 2.69 (0.00%)



Sessions by Browser

Browser	Sessions
Internet Explorer	763
Chrome	659
Safari	182
Firefox	179
Opera Mini	25
Android Browser	24

New Users

● New Users
50



Pageviews by Page Title

Page Title	Pageviews
Scottish Social Services Council Data SSSC	978
Publications Scottish Social Services Workforce Data	557
Home Page	314
Scottish social services sector: report on 2013 workforce data Scottish Social Services Workforce Data	305
Area at a glance	275
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Users by City

City	Users
Glasgow	172
(not set)	149
Edinburgh	140
London	109
Dundee	98
Livingston	52
Aberdeen	47
New Delhi	33
Inverness	20
Paisley	14

data.ssss.uk.com overview

Feb 1, 2016 - Apr 30, 2016

All Users
100.00% Sessions

Sessions

2,999
% of Total: 100.00% (2,999)



Pageviews

9,024
% of Total: 100.00% (9,024)



Avg. Session Duration

00:02:24
Avg for View: 00:02:24 (0.00%)



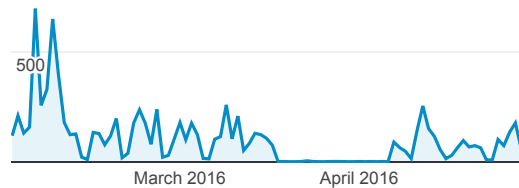
Users

2,361
% of Total: 100.00% (2,361)



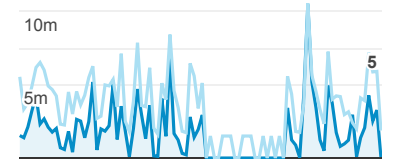
Pageviews

● Pageviews
1,000

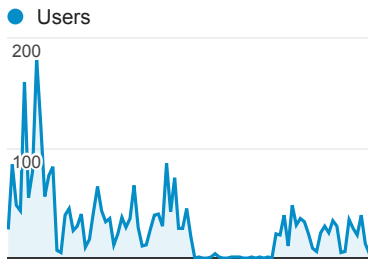


Avg. Session Duration and Pages / ...

● Avg. Session Duration
● Pages / Session
15m 10



Users



Pages / Session

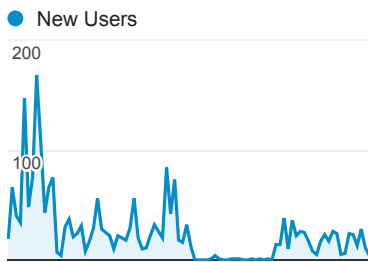
3.01
Avg for View: 3.01 (0.00%)



Sessions by Browser

Browser	Sessions
Chrome	1,190
Internet Explorer	1,079
Safari	342
Firefox	240
Edge	54
Safari (in-app)	27

New Users



Pageviews by Page Title

Page Title	Pageviews
Scottish Social Services Council Data SSSC	2,505
Publications Scottish Social Services Workforce Data	1,033
Compare Data	859
Area at a glance	657
Secure Area	355
Scottish Social Service Sector: Report on 2014 Workforce Data Scottish Social Services Workforce Data	325
Data by area Scottish Social Services Workforce Data	301
News Scottish Social Services Workforce Data	203
Definitions Scottish Social Services Workforce Data	142
Contact us Scottish Social Services Workforce Data	135

Users by City

City	Users
(not set)	565
Glasgow	260
Dundee	230
Edinburgh	214
London	168
Aberdeen	53
Paisley	35
Alcoi	35
Hamilton	29
Glenrothes	28

**Scottish Social Services Council
(SSSC)**

**Scottish Social Services Workforce Data Group
(SSWDG)**

Workplan 2016 - 2017

The Terms of Reference for the SSSWDG state that the expected medium and long term outcomes for its work are:

- Provision of useful and usable workforce data that supports social service employers in workforce planning to meet the needs of service users
- Provision of data and analysis that enables funding bodies and training providers to plan appropriate interventions
- Ability to inform and support policy making and strategic developments of the Scottish Government through provision of robust and accurate social service workforce data

Terms of Reference	Project	Activity	Outputs	Lead(s)	Status Update
To support the SSSC in its capacity as a producer of Official Statistics and provide guidance, advice and support to the SSSC in relation to social service workforce data collection processes and systems	Data collection and processes	<ul style="list-style-type: none"> - obtain data from December 2015. - review LASWS/MHO collection. - SSSC and Care Inspectorate (CI) to finalise changes to Data Sharing Agreement (DSA). - improve internal metadata. 	<ul style="list-style-type: none"> - cleaned data sets. - process for undertaking local authority social work services (LASWS) return in December 2016. - revised data set in place for MHO collection in December 2016. - new DSA. - sectoral workforce data has more detailed metadata. 	Mike Docherty	- Data received from all 32 local authorities (LAs).
To provide advice and support to the SSSC in the annual publication of the Workforce Data report and any other workforce data publications stemming from the annual report.	<p>Scottish Social Services Workforce Data report</p> <p>Mental Health Officer (MHO) report</p>	<ul style="list-style-type: none"> - Discuss structure and format of WD report with SSSWDG. - Consult MHO managers, MWC, CI and OCSWA on structure/content of 2017 	<ul style="list-style-type: none"> - changes made to WD report in line with discussions. And published by end-August 2016. - MHO report 	Mike Docherty	

	Review of experimental statistics	<ul style="list-style-type: none"> - production of reports and accompanying tables. MHO report. - review publication of sectoral and geographic workforce data. - decision on future publication of WTE and staff retention data. 	<ul style="list-style-type: none"> published by end-August 2016. - accompanying tables for both reports published in Excel and OpenDocument format. - plan developed for publication of detailed sectoral and geographic data. 		
To identify relevant networks, groups and individuals who can assist in achieving increasingly accurate and meaningful data	- Joint working	<ul style="list-style-type: none"> - review membership of SSSWDG. - engage with data providers and data users - engage with relevant colleagues in ISD and Scottish Government (SG) Health - ensure SG Labour Market Information (LMI) staff are aware of SSSC sectoral data. 	<ul style="list-style-type: none"> - membership of SSSWDG adequately reflects remit of group. - Data Providers and MHO data users meet. - SSSC contributes to discussions on implications of integration agenda for workforce and other data. - SSSC attend ISD Workforce Technical Group. - SSSC liaise with SG LMI staff. 	Mike Docherty	- meeting with Data Providers Group (10.5.16).
To advise the SSSC in its plans for capacity building in relation to the quality of workforce data	Development of SSSC WI function	- contact local authorities regarding internal and external audits of data.	<ul style="list-style-type: none"> - report to SSSWDG on audit (August 2016); - findings to be 	Mike Docherty	

		- review of QAAD.	reflected as appropriate in Workforce data report.		
To assist in the development of workforce data and analysis that facilitates the capacity and capability of employers to workforce plan effectively	Supporting workforce planning	<ul style="list-style-type: none"> - maintenance and development of website - Workforce Skills Report (WSR). - explore and respond as necessary to data needs of Integrated Joint Boards (IJBs) and other stakeholders following integration. 	<ul style="list-style-type: none"> - make Registration and qualifications data available via site. - website regularly updated with new content - data produced for IJBs and others as required. - Workforce Skills Report (WSR) published Q4. 	Mike Docherty	