

**Agenda Item 9**

**Enclosure 6**

**Health and Care Professions Council  
19 September 2018**

**Transfer of Social Workers to Social Work  
England**

**For discussion**

**From John Barwick, Executive Director of  
Regulation**

Council, 19 September 2018

Transfer of Social Workers to Social Work England (SWE)

Executive summary

### **Introduction**

Parliament has now approved the secondary legislation that is required to enable SWE to operate. In addition to the previously announced appointment of Lord Patel as Chair of SWE and Colum Conway as Chief Executive, we understand that the appointment of the Executive Director posts is well advanced.

The formal initiation of the HCPC project to manage the transfer of the regulation of Social Workers to Social Work England (SWE) has started. Due to the critical nature of the work, some of the work streams have started in parallel to the formal project initiation. A senior project manager has been appointed to lead the project.

A governance process has been agreed with the Department for Education (DfE) for managing the call-off against the grant that has been made available. This has also been considered by Audit Committee at its meeting on 4 September 2018.

A meeting between the Executive, DfE and CEO of SWE is scheduled for 10 September 2018. We have agreed with the Professional Standards Authority (PSA) that they will meet with the HCPC Project Board at regular intervals to provide a formal opportunity to provide progress updates.

A project update report is provided at Appendix 1. Similar progress update reports will be provided at future Council meetings.

### **Decision**

The Council is invited to discuss the project progress report at Appendix 1.

### **Background information**

- In January 2016, the then Secretary of State for Education and the Health Secretary of State announced that, as part of Government's social work reform programme, Government would establish Social Work England as a new, specialist regulator for social workers in England. The Children and Social Work Act 2017 made provision for establishing Social Work England.
- A project to establish Social Work England is being jointly led by the Department for Education and Department for Health and Social Care. The current publicly stated position is that the SWE will be operational not before April 2019.

**Resource implications**

A Senior Project Manager has been appointed to lead MP92 Regulation of Social Workers project. A grant of £2.4m has been agreed with the Department for Education (DfE) to cover the costs associated with the transfer of the regulation of Social Workers to SWE. See section 4 of Appendix 1.

**Financial implications**

Costs associated with the transfer of the regulation of Social Workers will be called off against the previously agreed DfE Grant of £2.4m.

**Appendices**

Appendix 1 – Regulation of Social Workers Project Update

**Date of paper**

5 September 2018

## **Appendix 1**

### **Regulation of Social Workers Project Update**

This report provides a summary update on the Regulation of Social Workers project.

#### **Executive Summary**

- 1.1 The formal initiation of MP92- Regulation of Social Workers project has commenced and will complete during the first week of September. Due to the critical nature of the work, some of the work streams have started in parallel to initiation.
- 1.2 A governance processes is in place to manage the Grant call-off and engagements have started between the HCPC and the consultancy appointed by the DfE to manage the set-up of Social Work England (SWE) to define transitional processes and data transfer requirements.
- 1.3 The Suppliers of the key HCPC IT systems for FTP, Registration and Education have been contacted and briefed on the upcoming requirement for data transfer.
- 1.4 As part of the Initiation, the Project Board has taken ownership of the Risk Register and the mitigation plans for each Risk are being reviewed between the Project Manager and the Risk owners.
- 1.5 Loretta Okoh has joined the Project Management team and is now leading the initiative for the HCPC as a Major Project.
- 1.6 In July, Marc Seale attended an assurance review of the joint DfE and DHSC SWE project conducted by the Infrastructure and Projects Authority.
- 1.7 The next meeting between the Executive, DfE, DHSC and SWE is scheduled for the 10th September 2018. The new CEO of SWE (Colum Conway) will join this meeting. Colum formally assumes his new role on the 3rd September 2018.
- 1.8 The PSA have accepted an invitation to meet with the Project Board leadership on a regular basis to provide an opportunity to share updates on the project. Representatives from SWE will also be invited.

#### **Detailed Update**

##### **2. Project Governance**

- 2.1 The project board initiated on the 9<sup>th</sup> July and has agreed to meet on a monthly basis. Marc Seale is the Project Sponsor and John Barwick, Executive Director of Regulation, is the Project Lead. All impacted functional areas (FTP, Registration, Finance, Communications, HR and IT) are represented on the board.
- 2.2 A grant governance process has been agreed between the HCPC and the Department for Education (DfE), and the first Grant claim has been processed. The project has advised that an updated call-off schedule for the Grant will be submitted in September.

3. Transitional process and data export progress
  - 3.1 Workshops have been facilitated between WCWIO (DfE/SWE consultants) and the HCPC to define and agree the transitional process arrangements for Registrations, Billing, Education and FTP in the 12 months leading up to the transition to SWE.
  - 3.2 These arrangements are designed to ensure the service quality does not degrade during the transition process, and to ensure clear agreements are in place regarding the transfer of responsibilities for key milestones in each of the operational processes.
  - 3.3 A Business Analyst from SWE was invited to the HCPC during August to meet with representatives from FTP, Registrations, Finance and Education to map out the data requirements needed for SWE. This will be converted into a Data Transfer Agreement following the DfE approval in mid-September and will form the basis of the scope discussions with the HCPC IT System suppliers.
  - 3.4 The suppliers of our core IT Systems which support the registrations, Education and FTP functions have been engaged and informed of the requirements and plans regarding data extraction.
  
4. Grant update
  - 4.1 A governance process has been agreed and documented (see Appendix) between the HCPC and the DfE. This was considered by the Audit Committee at its meeting on 4 September 2017. The first Grant call-off has now been submitted and approved by the DfE.
  - 4.2 Following discussions, the DfE agreed to cover a percentage (70%) of the costs associated with the EMT restructure under the Redundancy budget line. The total value of the first submission is £236,464,93.
  - 4.3 The HCPC will submit an update to the Grant call-off timetable during September to recognise the latest date assumptions of the transfer.
  
5. Update on top risks

Ref	Name / Description / Impact	Mitigation Plan / Update	Impact	Likelihood	Score	RAG Impact
R-92-0001	SWE / DfE may change date for transition to SWE. Resources and people would have already been reassigned to	<b>UPDATE</b> 09/07 - PM to ensure back-out plans and checkpoints are established for key milestones	Significant	Unlikely	Medium	Overall

	other professions					
R-92-0002	HCPC may not transfer all of the data required by SWE. This may cause reputational damage to the HCPC.	<b>UPDATE 31/08</b> – Business Analyst has now compiled a report on HCPC data. An approval is now required by SWE on their requirements.	Minor	Unlikely	Low	Overall

Appendix

- 1) Grant claim governance process

# Grant claim governance process (HCPC / DfE) – Social Work England

