

Results of survey of views of BASW members re ASYE

Joe Godden 26.3.13

There were 182 respondents to the questionnaire which was sent out in early March 2013.

<https://www.surveymonkey.com/s/HCSTQN5>

The survey was conducted to see if the anecdotal views that were being fed into BASW by members matched the views of respondents.

In summary the findings based on the survey are as follows: (Please see the charts below for more detail)

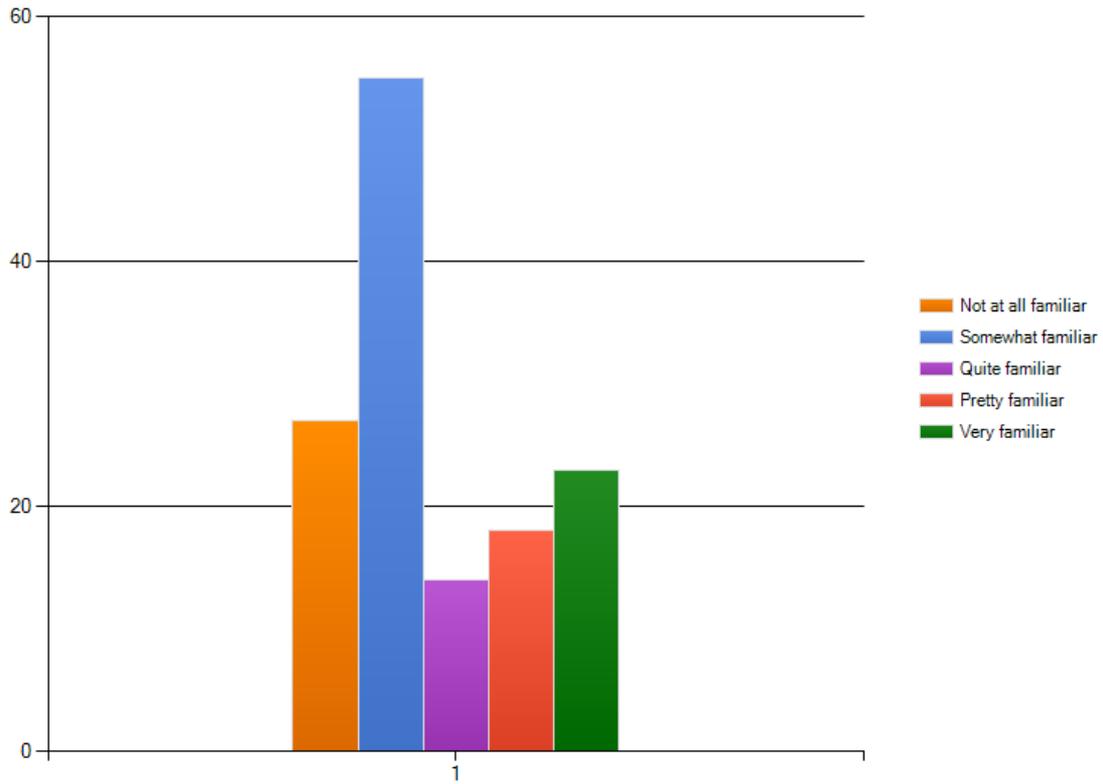
- A lot of respondents not that familiar with ASYE
- There were a range of respondents in terms of roles – the largest group being students, the rest a mixture of NQSWs who working in social care, or in social work. A substantial number of team managers
- Of those in employment the largest group work in children and families
- Majority didn't know if ASYE linked into university
- Vast majority didn't know that you can do ASYE if not in a statutory social work post
- The majority didn't know that funding available

The comments from participants are very illuminating and concerning. (See below)

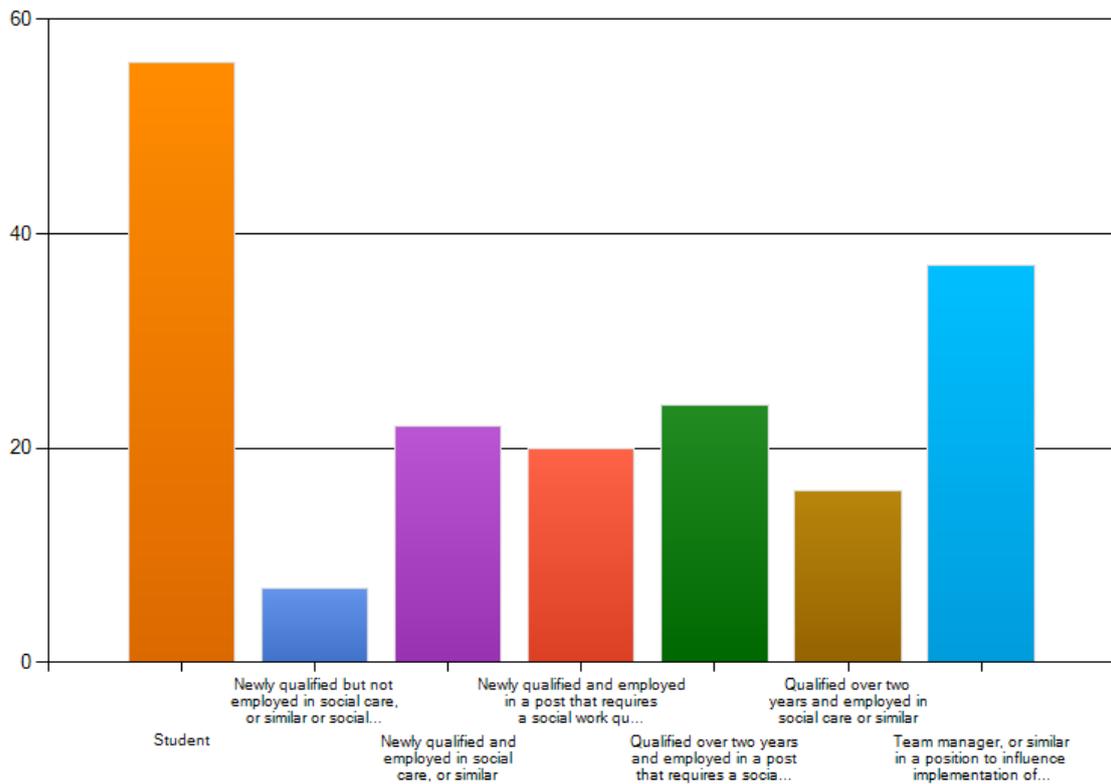
In terms of action my recommendations are that we:

- Make the results of the survey available in an accessible form asap
- Write responses to the questions asked in the survey and post on the web site and in e bulletin asap
- Discuss with Skills for Care and D of E
- Include in the student and NQSW conference in July

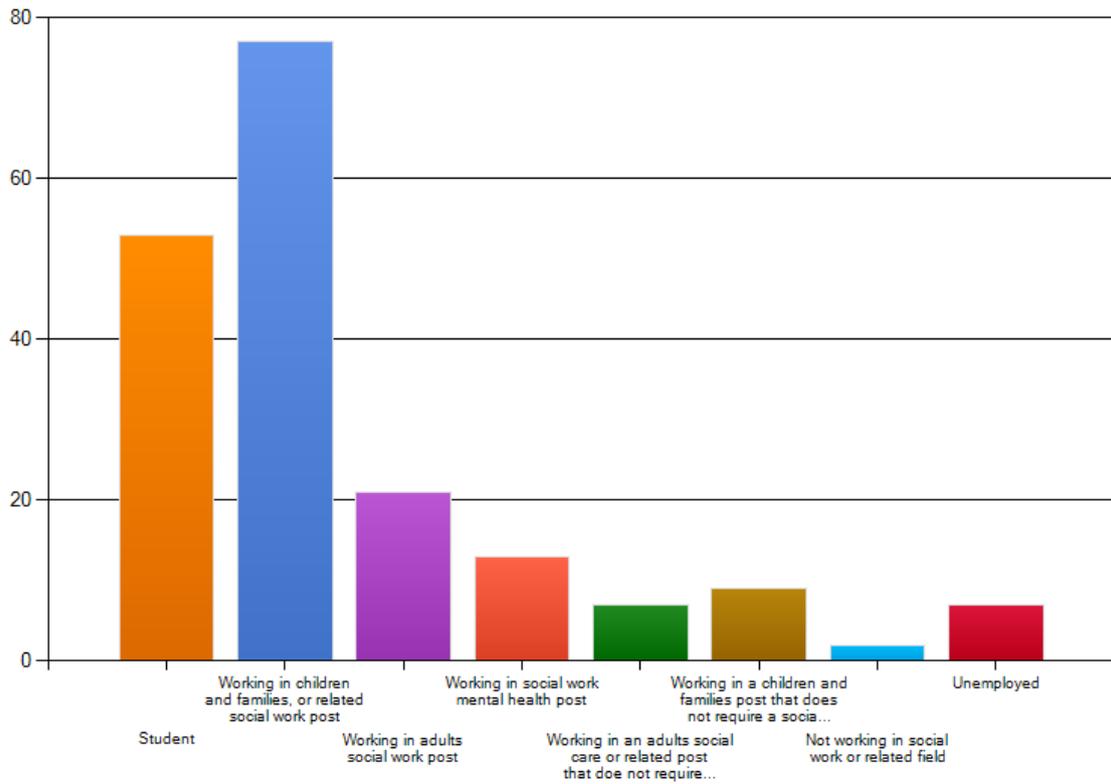
On a scale 1 to 5 how familiar are you with ASYE?



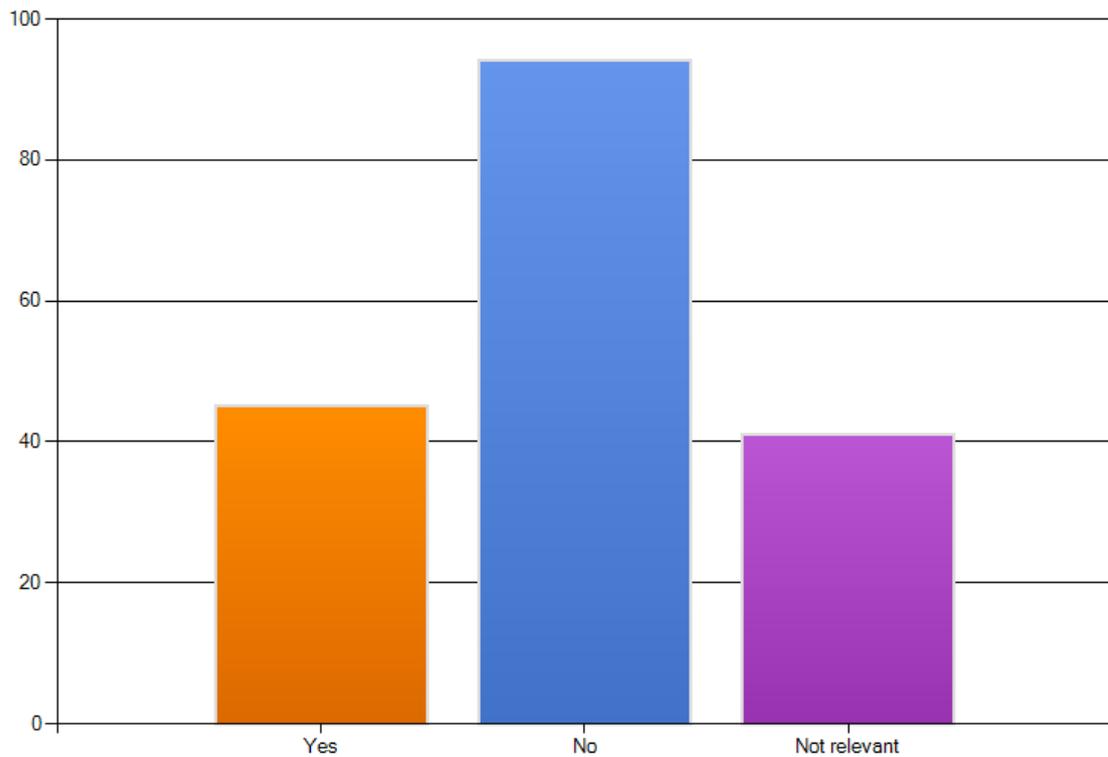
Please indicate which best describes your job situation



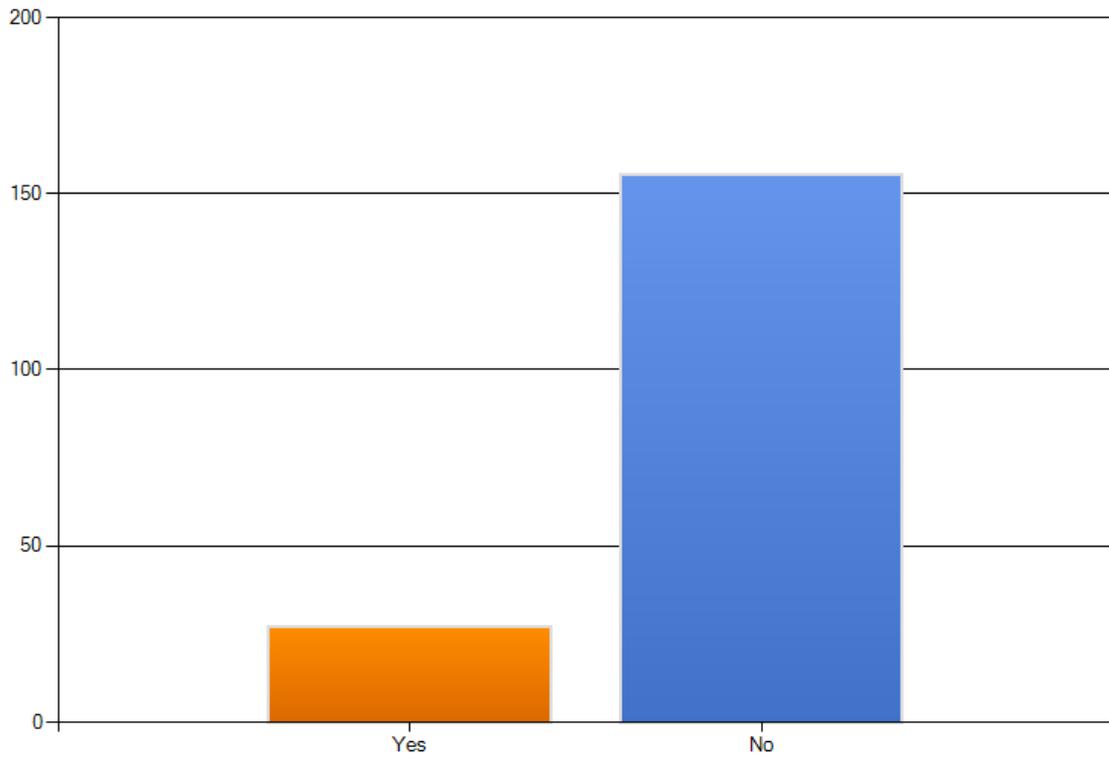
Which category best describes your work situation



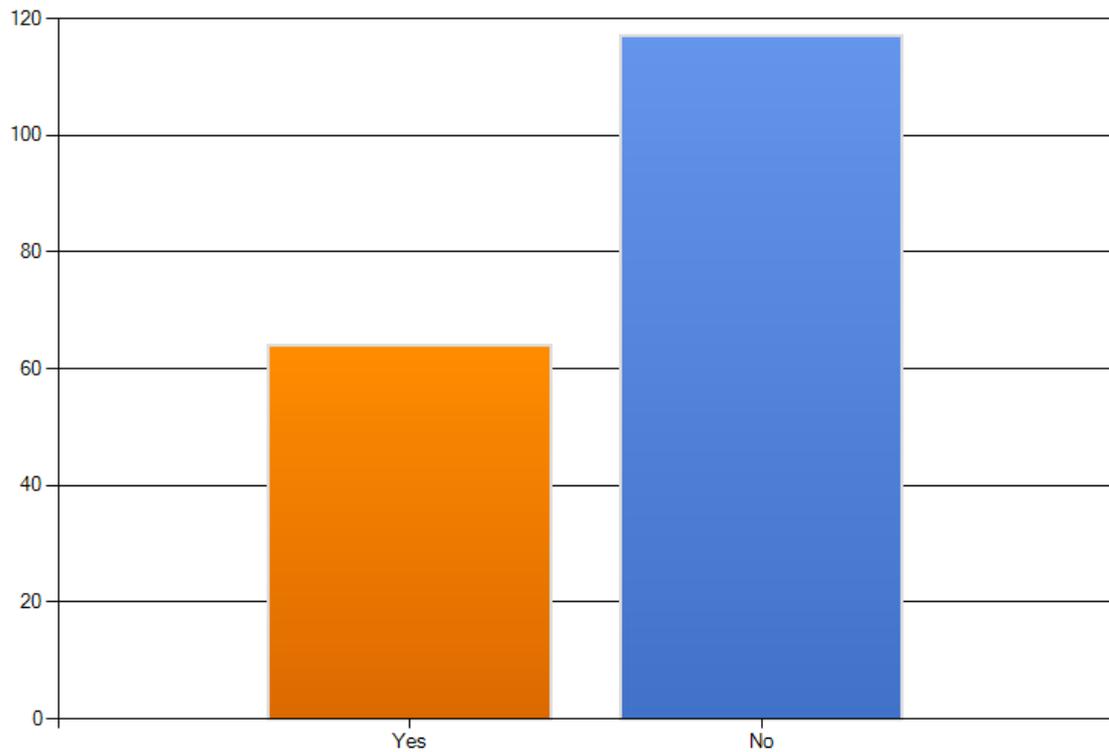
If relevant do you know if your organisation links the AYSE scheme with the modular Post Qualifying Award at a partner university?



Are you aware that it is possible to undertake ASYE if you are not in a post that has the title social worker, but has sufficient elements of social work in it?



Are you aware that the Government have made available £2000 to employers for each ASYE candidate?



Comments made on the survey of views re ASYE

All the following are direct quotes. Some are identifiable, so please do not use the survey until identification is removed. Thanks Joe Godden

Where is this being advertised?

It has been incredibly difficult getting a post as a newly qualified SW and impossible to get agency work. This is just going to make things worse.

I am still looking for social work jobs. Where could I do this ASYE if I am not employed as a social worker?

To whom it may concern Also after subsequently reflecting carefully on the ASYE scheme, I have decided not to be involved with the scheme at this time. This decision is based on a review of the current structure and requirements of the ASYE scheme, and reflective accounts from other practitioners about the scheme nationally. Although I agree that practitioners should inform their practice by updating their knowledge base and employ critical reflection, and that newly qualified social workers should have support in their first year - My personal opinion for support would be by better enforcement of a protected case load and quality reflective supervision. I agree that to receive some form of accreditation, for not only the first year but also subsequent years, as a practitioner would be acceptable. This may be in the form of reflective account of the work completed by the practitioner, supported through evidence, which may be mapped against the PCF. However I am not in favour of being assessed yet again as if on a university placement. This is because I have eight years' experience within social services, three years in a "Community Mental Health Team", as a residential care officer, three years in adult services completing community care assessments, six months with a "Children with Disabilities Team", and six months in the "Older Person and Long Term condition Team. Since qualifying and gaining my MSc Social Work I have worked for six months in the Hospital Discharge Team within the local authority, which is a highly pressurised and busy team with no respite. To be assessed again, to prove one's self again is not acceptable to me. I personally do not see any benefit of the ASYE scheme at this time in its current form. In fact it would seem to have the opposite effect, by adding pressure to the newly qualified practitioner by being assessed yet again. My current position is this; I am registered as a social worker with the HCPC, I am employed as a social worker with a local authority, I am not required by the local authority to participate in the ASYE scheme as part of my contract of employment, I am not required by law to participate in the ASYE scheme, so therefore I declined to be involved with the scheme in its current form. Thank you. Yours truly, Paul Addison

I don't understand why there are such differences. The scheme I am on is very involved and intense, Another NQSW who qualified for me is not participating in any scheme as her Local Authority team couldn't afford it?????

As a student I have not been given any guidance as to what type of jobs i should be applying for, (For example: care manager, care coordinator etc.) that enables me to 'tick box' my first year.

I am a PMA for the ASYE. It concerns me that we are using the PCF instead of the HCPC standards. It is these standards that govern registration. The College of SW seems to have taken over.

Have just attended two day training course with professionals from other local authorities. It appears that each LA is interpreting the ASYE support role differently and have been told to take an ASYE without any training or knowledge of what the role consists of. I have been offered training + recent two days, so have so have a fairly clear understanding of implications of support role for ASYE.

I have written a critique of certain elements of the ASYE as part of an MA, if you are interested in reading please contact me facelessocialworker@gmail.com

Although I am aware there are standards for supervision, CPD and caseloads, I don't know the details of what is expected

I do not feel I am learning anything very useful through the programme- I completed an MA last year

I am a 3rd year SW student. At this point, I have no knowledge about the ASYE. I am hoping that this will be explained by my university within our employability sessions. Whilst I understand that SW is undergoing major changes, I feel that my university has not provided sufficient information in this area. Whether this is restricted to my own university or it is a wider consequence of the rapid changes taking place is unclear but as a 3rd year student, due to qualify in the near future, I would have hoped to be better informed at this stage.

This scheme undermines newly qualified social workers. This is once again about power struggles as to when one was a student and your life is in the hands if a practice educator...we put ourselves and family through hell and back for three years and this extra year is added pressures. it also makes newly qualified social workers insecure....no other profession puts this much pressure or insecurities on their chosen career path.no wonder social workers are seen as the laughing stock amongst other professionals...I agree that a protected case load is needed why can't on-going training just be done. Perhaps if one could choose at university level which direction to go into social work i.e. specialise for example give options in second year there would be no need for this programme. This program insults those who has sacrificed everything in the last three years. It has put me and a few friends off from going into social work...agencies and local authorities just don't want to look at newly qualified social workers. We struggle to find work. But service users do to. This needs to be reviewed...or stop the degree if this is to put people off. newly qualified social workers are not the ones who makes the mistakes but hey lets blame somebody cause that is what happens in social work we find scape goats and we call it accountability and responsibility...i love social work but my passion has been killed by the constant power of over us training or newly qualified social workers is getting ridiculous...practice educators needs a reality check...social work has become one bitchy profession and people need to suck up to managers practice educators to make it...certainly has lost its magic...anyone doing it will be doing it for money...how sad. This is complete suicide of the profession. no one took me serious as a social work student and this program creates inferiority...equality has left social work...it is watch your back or else...this breaks my heart...the dissertation should be replaced it has no relevance i would rather spent that time on placement learning the job...i also think universities and local authorities need you work on the outline of the degree together as they both have very two different ideas about social work...should we learn paperwork at university cause that is all a local authority

want u to be ready for as university focus on values relationship building and theory...this has no ground at local authority...this is a great mess. I see the degree as a waste of time money if things don't change...if the local authority is so worried about mistakes why not start newly qualified workers off by doing early intervention work tier1 and then one can follow specialism from there...more social workers in schools...take a leaf out of Australia book.

Insufficient information and guidance available on 'hands on' delivery of the ASYE

My experience with the ASYE scheme has been a fiasco and I have received advice from BASW because of my concerns. I qualified as a social worker in October 2011 and secured a post as a mental health social worker in September 2012 at which time I was supposed to start the ASYE scheme. Unfortunately my organisation were not geared up for me to start the scheme and six months on they are now ready for this to commence. My grievance is that starting the scheme six months late with an ever increasing caseload compromises the original study time I was allotted and I now find myself feeling very compromised with pressure from my agency to deliver excellence in my practice and commit to the ASYE scheme. This is alongside managing my current caseload of 18 clients which should have been capped at 12 until September 2014. There seems to be no clear guidance as to what will happen if I don't undertake this scheme and also what will happen to people that fail the ASYE! It will be beneficial to newly qualified social workers to have a clear outline before more people like myself find themselves in between a rock and a hard place.

I am interested in providing support to newly qualified social workers in an independent capacity. Can someone signpost me?

I am a member of BASW and TCSW. Despite the tensions with The College of Social Work, there is quite a bit of information on their website about the ASYE programme. I think there should be a link to the information and some partnership to educate members.

I and a colleague are working with experienced social workers who are ASYE assessors and some also have social work students, some only have social work students OR NQSW. There is a major problem due to the time commitment for these staff as they really want to do the best they can for the NQSW but have no restriction in their own workload. Parity between the role of ASYE assessor and Practice Educator is required if it is not going to be tokenistic and totally dependent on local team arrangements. The current national work to create a PEP's equivalent for ASYE assessors is welcome but too late it should have been created before the role and requirement for assessors to undertake the role was required. Assessing is difficult, time consuming, requires thought and the appropriate gathering of evidence to reach informed judgements. The PCF's and SOP's are detailed and complex and do not help individuals to reach consensus of the standards in practice. No structure exists for assessors to share their views and explore any dilemma. The challenge to the profession of the ASYE programme being required where employers have signed up is already creating a two tier structure; those who can access the ASYE and those who cannot. Confusion still exists about those who do not 'pass' the ASYE and their status, in terms of employment and the view the hcpc will take at a fitness to practice hearing. Will these people only be employable in PVI sector if they can continue to practice? There is also considerable miss match between local authority probationary periods and the requirements of the ASYE, in adult services a number of case targets must be met which takes no

account of the ASYE achievements and requirements. Such tight targets don't exist in children's services but some work placements have proved unsuitable for NQSW's such as Adoption teams and Family Centres. This may not be what you were seeking but individuals are being very stressed from the implementation process.

Is this a smart way of getting a social worker in post for a 1 year on the cheap? I suspect employers will pay less for ASYE employees!

Some information on how the ASYE should be implemented in independent organisations would be helpful, e.g. Independent Fostering Agencies.

The local authority which I work for present as value and unsure about how work will be evidenced. My manager and think others are reluctant to allow NQSWs to take study leave and there is just so much pressure to take on more case. They say that you should only have 90% of a case load and are encouraged to take half a day a week study leave therefore you are only at work for 90% of the time. There has been no cohesive plan for me and I have attended two short courses even though I been in my post for 6 months and they took an unreasonable amount of discussion to get permission and the time off because of the cost and the impact on the team's business capability. I am so disappointed and disillusioned.

I have just started my MA year 1 placement, we have been told that there is an assessed year but have not been provided with much details at the moment. However we have been told that we will be receiving a lecture on this next year (UOB)

Whilst we are implementing ASYE with 3 NQSWs in our team the local authority has not been able to provide a planned and structured approach to the ASYE programme. Whilst on a team level we have implemented the support and supervision, across adult social care the structure of the ASYE programme needs to be developed.

I work for an Independent Fostering Agency - no idea how this applies to social work agencies outside LAs.

Do assessors have to be practice assessors or can team managers be the ASYE assessors?

Very patchy in Norfolk despite some efforts from Training Dept

I would like employers, managers and the public know more about social work training, both pre and post qualifying.

I am a team manager in a vol sector health org and my team includes several experienced social workers. We have not so far been included in any communications re this scheme,

I feel it would have been more beneficial if the ASYE programme had been thoroughly thought through before being introduced every couple of weeks things are being updated. There is no consistency across LA.

I have been involved in the ASYE since September and have had no structured support to complete my portfolio, despite requesting this on several occasions. No observations have been implemented, the vast majority of nqsws are carrying case loads of 30+ clients and have no time to complete ASYE

Is there a limit to the time that you have to do your ASYE in after qualifying if I could not find a job within a year would I still be able to do a ASYE when I do then get a job?

Employers and supervisors to be given more in depth training on ASYE and evidence of their commitment in supporting NQSW.

It's very demoralising as a student seeing pretty much ALL SW job ads asking for "2 years relevant experience". Where do we get 'relevant experience' as a NQSW if Local Authority employers don't want to help to train anyone? The NQSW role appears to be very undervalued in local authorities and I would like to see this challenged and addressed. We complete a generic degree and need positive employers who relish the idea of helping to support the next generations of workers.

As a student I would expect to have learned more about this through my University but they have not provided anything (University of ..). I have just recently heard of ASYE whilst on placement.

There seems to be some discussions around whether or not at the end of the first year of employment as to whether or not the worker receives an increment for wages I have been interviewed by rep from D of E re scheme I wasn't given much info initially re course when I agreed to support worker

Registered with then GSCC now HCPC since May 2011 but been working as a support worker.

It is true that if you do not undertake an ASYE within 2 years of you finishing the course you will not be called a qualified social worker?

I'm not aware of any new recruitment involving newly qualified social workers.

I am pleased to see that BASW includes the views of students in this survey, as there seems to be a lack of interest in student views from HCPC in consultation, and especially throughout the changes in the new social work degree placements delivery and requirements.

Has been almost impossible to get information on ASYE despite numerous phone calls. I work for in IFA who has decided not to participate because it was so unclear what the benefits were, how it was organised and if it actually mattered at all.

Does the scheme only apply to statutory job post? Is it possible to sign up on to the scheme after 2 years of qualifying as a social worker?

I only found out about the ASYE programme from my practice teaching updates at a local university. Unfortunately my agency do not seem to do any ASYE mentoring training and I have not been able to find any national training to allow me to support this programme.

The goalposts appear to keep shifting, giving the impression it is being made up as we go along, contributing to a degree of confusion and anxiety.

There are resource issues in the proposals for the ASYE which will be the barrier to achieving a robust system . It totally makes sense to implement this support given the problems of retention in Children & Families Social Work in particular.



I am currently undergoing the ASYE year in the voluntary sector and would be more than happy to contribute information in any way I can. My email address is rebecca.joy.novell@gmail.com. Thanks.

As an ASYE student I still feel the programme is very confused. In the LA where I am employed we all have different assessors and the emphasis seems to keep being we have to pass it - they keep talking about moderators etc. to decide whether we pass which I as an ASYE find quite frightening! I do not feel it's working very well. Taking days off study and protected cases loads is a bit of a joke but in principle I feel it's a good idea.