

SOCIAL WORK REFORM: A SHARED RESPONSIBILITY

A TOOLKIT FOR NEWLY QUALIFIED SOCIAL WORKERS (NQSWS)

THE COLLEGE OF
SOCIALWORK
The voice of social work in England



Co-produced by the organisations on the Social Work Reform Board, including the Department of Health (**DH**) and the Department for Education (**DfE**).

BY, FOR AND WITH **SOCIAL WORKERS**

As a newly qualified social worker you:

play a pivotal role in promoting and developing the social work profession;

should continue to build on your knowledge, skills and experience throughout your professional career;

are a key player in social work reform – embrace the possibilities that this presents, to bring about positive change for social work.

BACKGROUND TO THE REFORMS

**TASK FORCE
RECOMMENDATIONS**

**SOCIAL WORK REFORM
BOARD (SWRB) WORK**

**TAKING THE
RECOMMENDATIONS
FORWARD**

RECOMMENDATIONS
TASK FORCE

SWRB WORK

FORWARD
RECOMMENDATIONS

THE NEW LANDSCAPE

HEALTH AND CARE PROFESSIONS COUNCIL (HCPC)

PUBLIC PROTECTION

Independent regulator.

Sets and requires minimum threshold standards of practice conduct and competence.

Sets standards of education and training.

Protecting public from poor practice and conduct.

Compulsory registration.

STRONG PROFESSION

THE COLLEGE OF SOCIAL WORK (TCSW)

CHAMPIONING SOCIAL WORK

Champion of best practice and high standards.

Representing the profession to media and public.

Driver of excellence.

Endorser of education and training programmes.

NEWLY QUALIFIED SOCIAL WORKERS

KEY INFORMATION

STANDARDS

Welcome to the profession – professional identity and responsibility for development of self and profession.

The profession now has agreed standards to work to at all career stages designed to help you plan and manage your career development via the [Professional Capabilities Framework \(PCF\)](#)

REGULATION AND REGISTRATION

Social workers in England must be HCPC registered in order to practise.

Social workers in England must meet the HCPC standards for conduct, performance and ethics, standards of proficiency relevant to their scope of practise, and the standards for CPD.

Social worker is a protected title, and it is an offence to misuse it.

TOOLS FOR NQSWs **TAKING THE REFORMS FORWARD**

**ASSESSED AND SUPPORTED YEAR
IN EMPLOYMENT (ASYE)**

ASSESSED AND SUPPORTED YEAR IN EMPLOYMENT (ASYE)

SUPPORT

- for newly qualified social workers.
- for employers.

ASSESSED

- through capability statements at ASYE level in the Professional Capabilities Framework (PCF).

YEAR

- approximately twelve months of ongoing growth and development.

Further information can be found at www.skillsforcare.org/asye

NEWLY QUALIFIED SOCIAL WORKERS

KEY INFORMATION

ASYE

Your first year of practice will be an Assessed and Supported Year in Employment (ASYE).

ASYE

It will help you to further develop the skills and knowledge you developed during your degree.

It will prove to your current and future employers that you are ready for a career in social work.

NEWLY QUALIFIED SOCIAL WORKERS

KEY INFORMATION

ASYE

Skills for Care and DfE will provide information and support to employers to enable them to provide appropriate support and assessment throughout your first year in employment.

ASYE

During ASYE, employers will be expected to provide NQSWs with:

supervision:

- weekly for the first six weeks of employment,
- fortnightly for six months,
- monthly thereafter,
- a case load which is appropriate to their newly qualified status,
- a professional development plan and time for development.

NEWLY QUALIFIED SOCIAL WORKERS

KEY INFORMATION

ASYE

[Skills for Care](#) and [DfE](#) will provide information and support to employers to enable them to provide appropriate support and assessment throughout your first year in employment.

ASYE

Your employer will provide support with regular assessments throughout the year.

When you complete the year, your employer will pass or fail you.

If you pass, your employer, with your agreement, will inform TCSW who will issue you with a certificate to show that you have passed.

NEWLY QUALIFIED SOCIAL WORKERS

KEY INFORMATION

SUPPORT

TCSW will support you to work to the highest possible professional standards, and support you to record your CPD in line with the regulator's standards via its e-portfolio service (members only).

TCSW [endorsement scheme for CPD providers](#) and provision enables you to find and use training providers that you can trust.

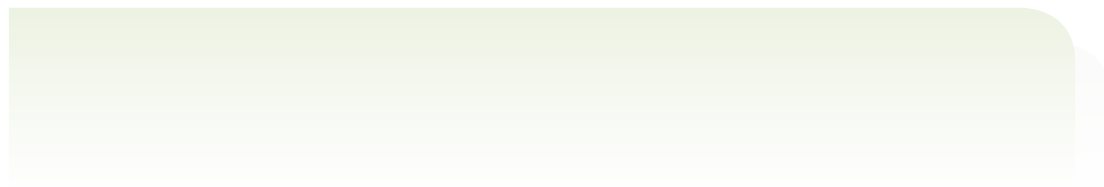
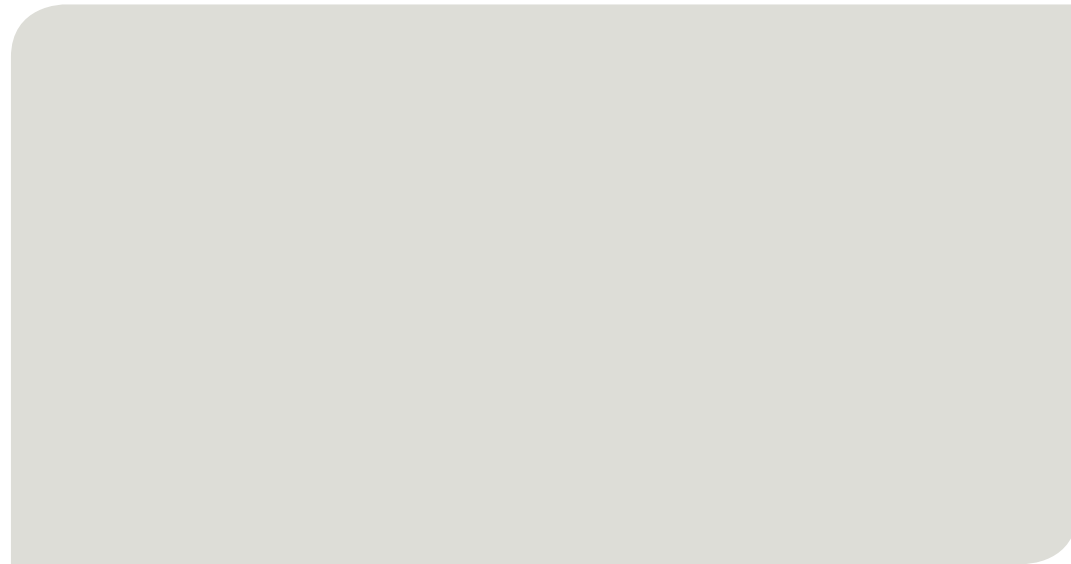
SUPPORT

TCSW's faculties and [communities of interest](#) provide a gateway to professional discussion and development opportunities and resources for specialist areas of social work.

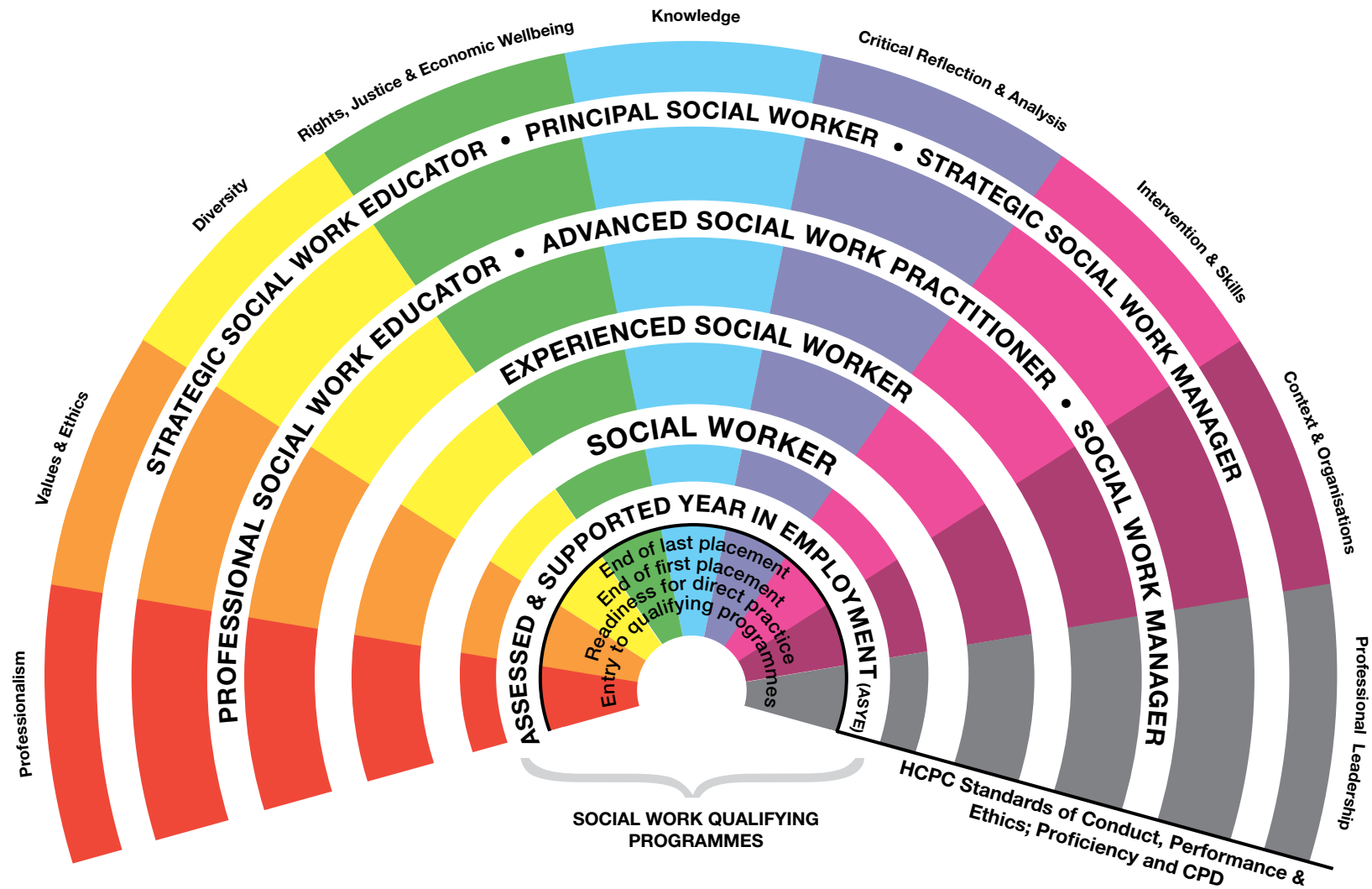
[Knowledge @ The College](#), a practice helpdesk to support you with your practice dilemmas.

TOOLS FOR NQSWS

TAKING THE REFORM FORWARD



TOOLS FOR SOCIAL WORKERS TAKING THE REFORM FORWARD THE PROFESSIONAL CAPABILITIES FRAMEWORK



The PCF forms the basis of design and delivery of the social work degree, and informs the CPD learning needs throughout a social worker's career.

TOOLS FOR NQSWs

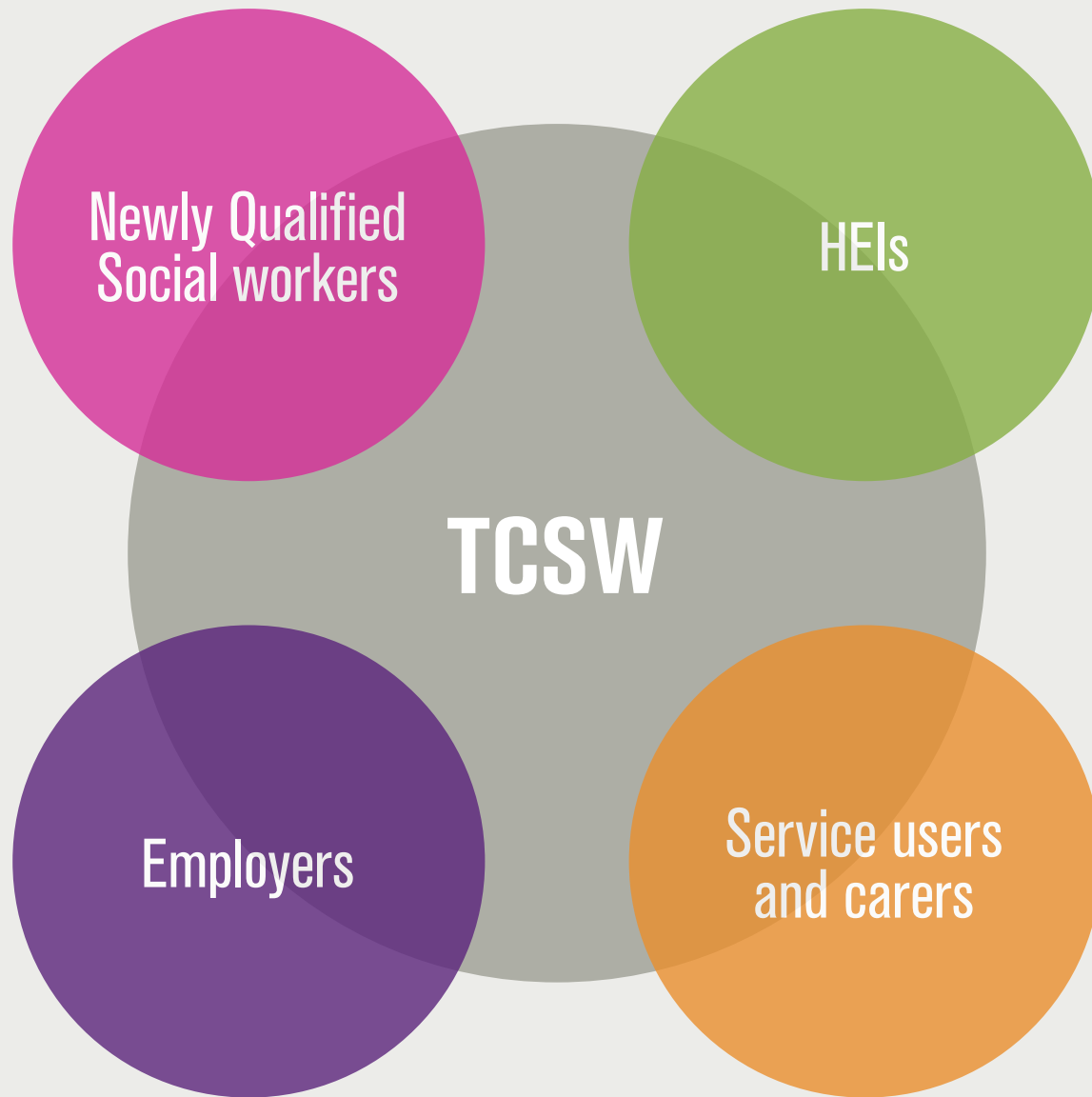
TAKING THE REFORMS FORWARD

ASSESSED AND SUPPORTED
YEAR IN EMPLOYMENT

NEWLY QUALIFIED SOCIAL WORKERS YOU SHOULD...

NEWLY QUALIFIED SOCIAL WORKERS YOU SHOULD...

A SHARED RESPONSIBILITY



THANK YOU - ANY QUESTIONS?

GET IN TOUCH WITH US VIA THE 'CONTACT US'
PAGE ON THE TCSW WEBSITE

DETAILED NOTES

BACKGROUND TO THE REFORMS

DETAILED NOTES

Task force recommendations:

- 15 recommendations.
- Delivered in December 2009.
- Accepted by then government who set up the Social Work Reform Board and The College of Social Work.
- Also supported by the new coalition government in May 2010 and supplemented by the Munro review.

SWRB work

- Reforms to qualifying education.
- Improving partnership work.
- Improving continued professional development.
- The Professional Capabilities Framework (PCF).
- Standards for employers.
- Workforce planning models.

Taking the recommendations forward

- The College of Social Work.
- Education reforms.
- CPD.
- Partnership.
- PCF.
- The Local Government Group.
- Employers Standards.
- Centre for Workforce Intelligence.
- Workforce model.

THE NEW LANDSCAPE

DETAILED NOTES

At its meeting on 19 June 2012, the HCPC Council agreed to introduce a new suitability scheme to deal with concerns about social work students in England.

NEWLY QUALIFIED SOCIAL WORKERS

KEY INFORMATION DETAILED NOTES

Check the HCPC register at www.hcpc-uk.org

Standards of proficiency for social workers in England [\(<http://www.hcpc-uk.org/publications/standards/index.asp?id=569>\)](http://www.hcpc-uk.org/publications/standards/index.asp?id=569)

the standards which describe the knowledge and skills that registrants must have when they complete an approved programme.

Standards of conduct, performance and ethics [\(<http://www.hcpc-uk.org/publications/standards/index.asp?id=38>\)](http://www.hcpc-uk.org/publications/standards/index.asp?id=38)

the standards which registrants and prospective registrants must meet in order to demonstrate that they are of good character.

Standards for continuing professional development [\(<http://www.hcpc-uk.org/publications/standards/index.asp?id=101>\)](http://www.hcpc-uk.org/publications/standards/index.asp?id=101)

the standards which describe how registrants record and update their knowledge and skills throughout their career.

The standards require social workers to maintain a record of their CPD, learn in a variety of ways (not just formal learning) and demonstrate benefits to their practice and service users.

HCPC randomly audits 2.5 % of each profession it regulates every two years. The first audit of social workers will take place from September-November 2014.

TOOLS FOR NQSWS TAKING THE REFORM FORWARD DETAILED NOTES

Newly qualified social workers have been receiving specific support for the last four years.

The ASYE commences in September 2012 providing support and assessment for all NQSWS in their employment setting. It is an employer led process.

ASSESSED AND SUPPORTED YEAR IN EMPLOYMENT (ASYE) DETAILED NOTES

Introduce the ASYE through these three key themes - further information is available at www.skillsforcare.org.uk/asye

Support – for newly qualified social workers:

- is provided by their employer.
- is summarised later in the NQSW toolkit.

Support - for employers:

- is provided by Skills for Care (SfC) for employers in adult services, and the Department for Education for employers in services for children and families.
- includes information supported by case studies at www.skillsforcare.org.uk/asye
- funding support of £2,000 per NQSW for 2012/13.

Assessed

- There is an ASYE level within the PCF against which the ASYE assessment is undertaken.
- There is information for employers about the principles of holistic assessment and the PCF provided by TCSW and SfC.

Year

- The support and assessment should normally take place over the first year of professional social work practice.
- Employers can decide to vary this, for example if the NQSW works part-time or goes on maternity leave or has an extended period of ill health.

NEWLY QUALIFIED SOCIAL WORKERS

KEY INFORMATION DETAILED NOTES

- All NQSWs should have a professional development plan which will help them to develop their skills in relation to the particular area of work (specialism) they are in, as well as in relation to the PCF ASYE level.
- Some employers run programmes which include additional training and development linked to the support they offer NQSWs.

NEWLY QUALIFIED SOCIAL WORKERS

KEY INFORMATION DETAILED NOTES

- Many employers run peer support groups, action learning sets, or have mentors/buddies for their NQSWs, in addition to regular supervision.
- Discuss with your employer how your workload and development time will be agreed.

NEWLY QUALIFIED SOCIAL WORKERS

KEY INFORMATION DETAILED NOTES

- NQSWs should discuss with their employers how the ASYE assessment links with the induction, probation and appraisal processes they have in place.

TOOLS FOR NQSWs

TAKING THE REFORM FORWARD

DETAILED NOTES

The PCF

The PCF is the sole framework for social work education and professional development.

The PCF is owned by TCSW is owned by TCSW, is populated up to advanced level in draft in all domains, and is available for testing in practice.

There is a difference between competencies, which have tended to create a 'tick box' culture, and capabilities, which are intended to be more rounded and not necessarily used as assessment criteria.

This shift from competencies to capabilities brings the focus back to professional judgement.

Not occupational – The PCF is not directly linked to pay or grading but is likely to influence the ways in which the workforce is planned and experience needed is used.

The PCF is generic, but 'advice' which is linked to different areas of specialism's is likely to be developed.

THE PROFESSIONAL CAPABILITIES FRAMEWORK DETAILED NOTES

Following consultation, the Professional Capabilities Framework (PCF) has now been finalised and ratified by the Transitional Professional Assembly at The College of Social Work.

[Find out more about the PCF](#)

TOOLS FOR NQSWs TAKING THE REFORMS FORWARD DETAILED NOTES

The CPD approach

- Promotes organisational and personal responsibility for CPD.
- Supports maintaining core HCPC re-registration standards.
- Encourages skill development to the higher level set by the PCF.
- TCSW owns CPD framework and will guide implementation.

The new CPD framework

- Courses are designed and delivered by partnerships of employers, services users, carers and higher education institutions (HEIs);
- Introduces ASYE year.

NEWLY QUALIFIED SOCIAL WORKERS YOU SHOULD... DETAILED NOTES

Talk to your employer about how you will be supported and assessed through the ASYE. Many employers run peer support groups, action learning sets, or have mentors/buddies for their NQSWs, in addition to regular supervision.

Membership of TCSW will enable you to access CPD materials and resources via [TCSW's services.](#)

NEWLY QUALIFIED SOCIAL WORKERS YOU SHOULD... DETAILED NOTES

TCSW's faculties and communities of interest provide a gateway to professional discussion and development opportunities and resources for specialist areas of social work.

TCSW members will be able to record their CPD activity via TCSW's CPD e-portfolio.