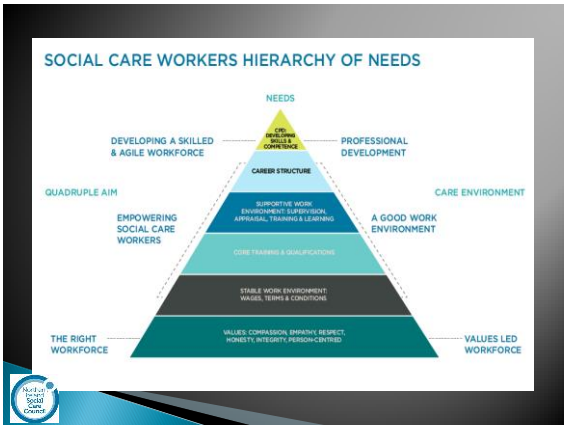


Regulation Supporting the delivery of high quality practice and care





Standards for Employers



'A Good Employer'



Developing The Workforce

- ▶ How NISCC is supporting workforce development:
 - Induction programme
 - Managers Induction Programme
 - Value Based Recruitment
 - CPD Framework
 - Open Badges
 - Adapt Learning Platform
 - PRTL



Induction Programme

- Reviewed Induction standards in 2016 after the publication of the Standards of Conduct and Practice in November 2015
- April 2017 all social care workers must register with NISCC and work to the Standards of Conduct and Practice
- New Induction programme aligned to the Standards
- 7 Modules



Managers Induction Programme

- ▶ Work in Progress
- ▶ Consulted with a range of managers
 - RQIA Roadshows
 - Managers Forum
 - Learners completing level 5 Belfast Met

Managers Induction Programme

1	Leadership and management
2	Governance and regulatory processes
3	Communication
4	Relationships and partnership working
5	Person-centred practice for positive outcomes
6	Professional development, supervision and performance management
7	Resources
8	Safeguarding, protection and risk
9	Manage self
10	Decision making
11	Entrepreneurial skills and Innovation

Towards Safe, Effective and Compassionate Care:

Guidelines Supporting Social Care Workers to meet the NISCC Standards of Conduct and Practice

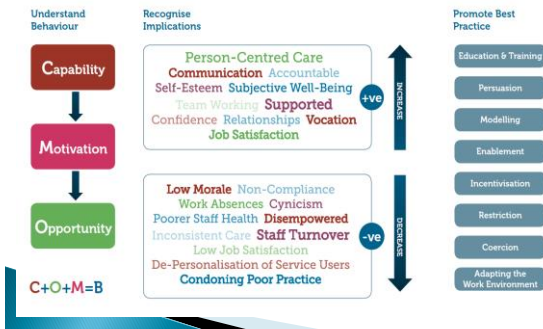
- › NISCC Standards of Conduct and Practice
- › Guidelines and Audit Implementation Network (GAIN)

<https://www.rqia.org.uk/what-we-do/rqia-clinical-audit-programme/>

- › Written in collaboration with the sector
- › Evidence based and practice informed

Towards safe, effective and compassionate care

A 3 step model for influencing behaviour



Value Based Recruitment

- ▶ Right staff
- ▶ Right Attitude
- ▶ Starts at Recruitment
- ▶ Developing a toolkit
 - Identifying Values
 - Embedding Values
 - Recruitment and Selection

- Launching the toolkit later this year
- 2018/2019 Development Retention Toolkit



Qualifications

- ▶ Review of Levels 2, 3 and 5 Diplomas
- ▶ Start date September 2019
- ▶ Working Groups have been established to review/refresh qualifications
- ▶ Work nearing completion



Post Registration and Learning(PRTL)

- ▶ Brings it all together
- ▶ All social care workers must record all PRTL
- ▶ Pilot 2018
- ▶ Working with a small group of employers
- ▶ Developed and refreshed guidance
- ▶ We will use learning from that pilot

- ▶ [PRTL Guidance](#)

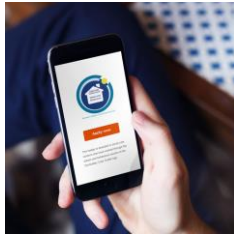


Open Badges

Open Badges are digital records of achievements and skills that are tied to assessment and evidence

Offers more than a paper certificate as it allows you to identify what the learner had to do to get the badge (the knowledge and skills they had to demonstrate)

This year We will begin to badge our own resources, events and will work with employers who want to try out Open Badges



NISCC Domiciliary Care Toolkit: Values and Behaviours



CPD Framework 2018/2019




Work in partnership to create a **learning and improvement framework** to ensure the social care workforce is skilled, confident and competent

- ▶ The elements of a framework includes
- ▶ initiatives that focus on the promotion of social care as a valuable career,
- ▶ Initial minimum standards
- ▶ Induction programmes
- ▶ Development of digital learning
- ▶ In-service training
- ▶ Specialist L&D frameworks
- ▶ Formal qualifications
- ▶ We will bring these elements together into an interactive web-based visual format on NISCC website
- ▶ Initial positive interest from employers

Growth in Referrals



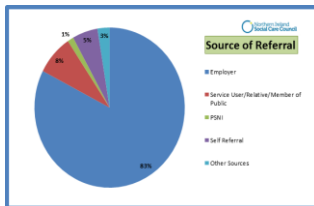
Fitness to Practise Activity 16/17

	Number of Referrals	% of total number of Referrals	% of total number on the Register at 31.03.2017
SW 	39	10%	0.6%
SCW 	339	88%	1.0%
SWS 	6	2%	0.01%

384 referrals



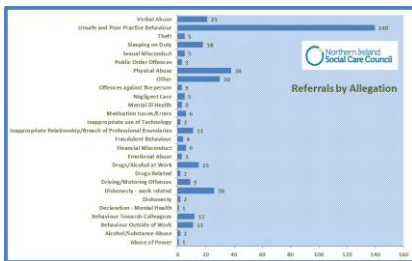
Source of Referral



Referrals by Register Sub Part



Referrals by Allegation Type

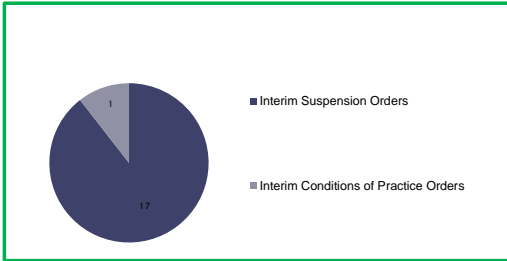


Cases closed at Preliminary Investigation stage

NFA	• 125
Closed with Advice	• 115
Standard of Acceptance not met	• 32



Interim Orders



Northern Ireland Social Care Council

Consensual Disposals

Undertakings	4
Warnings	12
Removals by Agreement	1

Northern Ireland Social Care Council

Fitness to Practise Hearings

Conditions of Practice Order	3
Suspension	3
Removal	5
No current impairment	2
Facts not found	1
Cases withdrawn	2
Total	16

Northern Ireland Social Care Council

Ensuring safe and effective care

