



Conditions of Practice Bank

Version 1.1

February 2017

DOCUMENT CONTROL SHEET

Title	Conditions of Practice Bank
--------------	-----------------------------

VERSION HISTORY

Document Version	Date	Status	Reviewed by	Document Revision History
V1.0	Feb 2016	Final	Helen McVicker	
V1.1	Feb 2017	Final	Helen McVicker	Minor amendments

Conditions of Practice Bank

		Public (P) Confidential (C)	Notes
			<p>Committees are referred to the Social Care Council's Indicative Sanctions Guidance.</p> <p>Conditions should normally follow the format set out in this Conditions of Practice bank. However, Committees must always ensure that conditions are suitable for the particular circumstances of the case, and where necessary, should tailor the conditions to meet those circumstances.</p>
A	Standard conditions		These conditions should always be part of a Conditions of Practice Order.
1.	You must notify the Social Care Council within (x) days of any social work / social care appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide NISCC with contact details of your employer.		Committee to insert the appropriate time.
2.	<p>You must immediately inform the following parties that you are subject to a Conditions of Practice Order under the Social Care Council's fitness to practise procedures, and disclose the conditions listed at (1) to (x) above, to them:</p> <ul style="list-style-type: none"> • Any organisation or person employing, contracting with, or using you to undertake social work or social care; • Any agency you are registered with or apply to be registered with (at the time of application); • Any prospective employer (at the time of application); • Any educational establishment at which you are undertaking a course of study connected with social 		Always the last condition. All public conditions should be listed in the brackets.

	work or social care, or any such establishment to which you apply to take such a course (at the time of application).		
3.	You must inform the Social Care Council of any professional investigation started against you and / or any professional disciplinary proceedings taken against you within (x) days of you receiving notice of them.		Committee to insert the appropriate timescale.
4.	(a) you must within (x) days of accepting any post or employment requiring registration with the Social Care Council, or any course of study connected with social work or social care, provide the Social Care Council with the name / contact details of the organisation offering the post, employment or course of study.		Committee to insert the appropriate timescale. The arrangements referred to in 4b will include arrangements for supervision and any health related support.
	(b) you must within (x) days of entering into any arrangements required by these conditions of practice provide the Social Care Council with the name and contact details of the individual / organisation with whom you have entered into the arrangement.		
B	Performance Conditions		
1.	At any time you are employed or otherwise providing social work or social care, you must place yourself and remain under the supervision of a workplace line manager, mentor or supervisor nominated by your employer, such supervision to consist of: <ul style="list-style-type: none"> • [List] 		Committee to define level and nature of supervision.
2	You must work with your line manager, mentor or supervisor to formulate a Personal Development Plan specifically designed to address the deficiencies in the following areas of practice: <ul style="list-style-type: none"> • [List] 		Committee to list the areas which it has determined to be of concern, or areas in which the Registrant needs development.
3.	You must meet with your line manager, mentor or supervisor at least every (x) to discuss the standard of		Committee to set out the minimum frequency of meetings.

	your performance and your progress towards achieving the aims set out in your personal development plan.		
4.	You must forward to the Social Care Council a copy of your personal development plan within 28 days of the date on which these conditions become effective or the date on which you take up appointment, whichever is sooner.		
5.	<p>Within (x) months of the condition coming into effect, you must submit a written reflective account, the content of which must be to the satisfaction of the Social Care Council. Your reflective account should specifically address:</p> <ul style="list-style-type: none"> • [list] <p>and be countersigned by your line manager, mentor or supervisor.</p>		<p>Committee to list the required elements to be included in the reflective account. This may include the following:</p> <ol style="list-style-type: none"> 1. An understanding of why and how their behaviour / practice breaches the Standards of Conduct and Practice 2. An understanding of the actual / potential impact on service user / member of the public / colleague / employer 3. What their subsequent learning has been 4. What they would do differently in the future
6.	You must send a report from your line manager, mentor or supervisor setting out the standard of your performance and your progress towards achieving the aims set out in your Personal Development Plan to the Social Care Council every (x) months and at least 14 days before any review or hearing.		If the Committee considers it necessary for the Registrant to submit such reports to the Social Care Council throughout the life of the Order it should say so and set out the frequency with which such reports are required. A report should always be required in advance of a review hearing or meeting.
7.	You must allow the Social Care Council to exchange, as necessary, information about the standard of your performance and your progress towards achieving the aims set out in your personal development plan with your line manager, mentor or supervisor or any other person who is or will be involved in your training and supervision with any employer, prospective employer, and at any educational establishment.		

C	Practice Restrictions		
1.	You must confine your practice/work to (x).		Committee to specify the work settings etc. that Registrant is permitted to work within, e.g. residential/nursing care.
2.	You must not undertake practice/work with (x).		Committee to specify exclusions e.g. service users under the age of 18 years.
3.	You must not carry out (x).		Committee to specify particular duties etc. that the Registrant should not undertake.
4.	You must only carry out (x) under supervision.		Committee to specify the particular duties for which the Registrant must be supervised.
D	Specified training		
1.	Before you return to practice, you must successfully undertake (x) and provide written evidence to that effect to the Social Care Council.		Committee to specify the specific programme of training / learning the Registrant is required to undertake.
2.	You must undertake (x) within (x) months of the date from which you give these undertakings and provide written evidence of this to the Social Care Council.		
E	Health conditions		These conditions should be included in cases involving health issues. It is only appropriate to impose them in cases where the Registrant has agreed with the process and has access to the support required.
1.	You must place yourself and remain under the care of (specify), attend upon them as required by them, and follow their advice and recommendations.		Committee to specify the name or nature of the healthcare professional/s required, for example, GP, consultant psychiatrist, occupational health practitioner.
2.	You must inform: (delete as applicable) <ul style="list-style-type: none"> • Your GP • Your Consultant Psychiatrist • Your Occupational Health Practitioner • Any other registered medical practitioner or 		

	<p>therapist responsible for your care</p> <p>That you are subject to a Conditions of Practice Order under the Social Care Council's fitness to practise procedures, and disclose these conditions to them.</p>		
3.	<p>You must allow: (delete as applicable)</p> <ul style="list-style-type: none"> • Your GP • Your Consultant Psychiatrist • Your Occupational Health Practitioner • Any other registered medical practitioner or therapist responsible for your care <p>To exchange information about your health, treatment and compliance with this Conditions of Practice Order with each other and with the Social Care Council.</p>		
4.	<p>You must send a report from your (specify) about your health, treatment, and compliance with this Conditions of Practice Order to the Social Care Council every (x) months and at least 14 days before any Social Care Council review hearing or meeting.</p>		<p>Committee to specify the name or nature of the healthcare professional(s) from whom a report is required. If the Committee considers it necessary for the Registrant to submit such reports to the Social Care Council throughout the life of the Order, it should say so and set out the frequency with which such reports are required. A report should always be required in advance of a review meeting or hearing.</p>
5.	<p>You must keep your social work practice / social care work under review and immediately limit your practice / work or stop practising in accordance with advice from your registered medical practitioner or therapist / healthcare professional.</p>		
F	Alcohol or Drug Misuse		
1.	<p>You must limit your consumption of alcohol in accordance with your registered medical practitioner / healthcare professional's advice, abstaining absolutely if they so require.</p>		

2.	You must refrain from self-medication, (apart from over the counter drugs which do not require a prescription), and take drugs only as prescribed for you by your GP or any registered medical / dental practitioner responsible for your care.		
----	---	--	--