

Professional in Practice Partnership Committee

Wednesday 23 November 2022, 10.00a.m.

Via Zoom Call

Confirmed Minutes

Attendance:

Roslyn Dougherty	Chair	Board
Catherine McPhillips		Board
Jane Lindsay		External Assessor
Eileen McKay		BHSCT
Carole Kirk		NHSCT obo Lee Wilson
Marita Magennis		SHSCT
Stephen McLaughlin		WHSCT
Ciaran Traynor		CiNi
Tina O'Reilly		Extern
Maura McMackin		HSC Leadership Centre
Michaela Glover		SPPG
Jennifer Hamilton		UU
Denise MacDermott		UU
Emma Maginnis		UU

In Attendance:

Marian O'Rourke	Director of Regulation and Standards
Gillian McAuley	Professional Adviser
Catherine Maguire	Interim Head of Workforce Development
Mandy Cowden	Professional Adviser
Nicola Lewis	Minute Taker
Clara Resina Del Campo	Administrator

Apologies:

Catherine Sweeney	PBNI
Anne Campbell	QUB
Elaine Somerville	SEHSCT
Lee Wilson	NHSCT
Theresa Fallon	NIGALA
Adrian Nugent	EANI
Gillian McAllister	YJA

		Action
1.	Welcome	
1.1	Roslyn Dougherty (RD) welcomed everyone to her first PiP Partnership committee as Chair and thanked Catherine	

	<p>McPhillips for her chairpersonship in the last few years. RD welcomed Maura McMackin (McM), representative for the HSC Leadership Centre and Jennifer Hamilton (JH), representative for University of Ulster (UU) who attended the Partnership committee for the first time. The BASW and NIGALA places on the committee remain vacant.</p> <p>Action: GMcA to continue to seek nominations for BASW and NIGALA</p>	GMcA
2.	Declaration of Interest	
2.1	The Chair asked for conflicts of interest. None were noted.	
3.	Chair's Business	
3.1	<p><u>European Social Services (ESS) Award</u></p> <p>The Chair acknowledged the PiP Framework being shortlisted from more than 80 submissions across Europe in the ESS Awards. Marian O'Rourke (MO'R) and Eileen McKay (EMcK) represented the Partnership at the ceremony on 17th November 2022. Both acknowledged the value of being part of an event that celebrated social work and social care in Europe. Making the shortlist was a testament to the commitment and collaboration of all those involved in delivering the PiP Framework and to the social workers who engage with it. On day two of the event MoR took part in a panel discussion on collaboration and talked about the important role of the Partnership in social work education and training in Northern Ireland. EMcK encouraged members to consider the ESS conference in June 2023 with a theme on Technology for Innovation.</p>	
3.2	<p><u>2022 PiP Awards – Themed Approach</u></p> <p>The 2022 PiP Awards ceremony took place online in September. The event used the theme of Equality and Diversity. The June 2023 event will hopefully be in person. Members are asked to consider ideas for a theme and discuss with their PiP Reps.</p>	
3.3	<p><u>Social Worker, SHSCT</u></p> <p>The Chair noted the attack on a social worker working in SHSCT and asked Marita Magennis (MM), to extend best wishes on behalf of the Partnership.</p>	
3.4	<p><u>Changes at Department of Health (DoH)</u></p> <p>MO'R advised that Sean Holland has moved from DoH and the role reconfigured. Aine Morrison is Interim Chief Social Work Officer and Peter Toogood is Interim Deputy Permanent Secretary. The Chair extended congratulations, and will invite Aine to a future Partnership meeting.</p> <p>Action: Invitation to Aine Morrison</p>	NL
4.	Minutes of Previous Meeting / Matters Arising	
4.1	The minutes from 8 June 2022 were agreed as a true and accurate record.	
4.2	<p><u>Employment Agency Contracts (Standing Item)</u></p> <p>MO'R advised the Social Care Council (SCC) issued a letter on behalf of DoH to registrants employed by employment agencies. The letter detailed plans to phase out use of employment agencies by offering staff permanent contracts commencing June 2023. The</p>	

	<p>move seems to have been welcomed on Social Media. MM stated that some Trusts may face more challenges than others given numbers of staff impacted. She noted a general acceptance to this positive direction of travel.</p> <p>Jane Lindsay (JL) queried if this would lead to an increase in employment of bank workers and the need for targeted CPD for these workers. EMcK advised Trusts are looking at bank contracts, but too early to say if this will result in a significant increase. Mitigations are being sought for hard to fill posts including, increasing the number of Senior Practitioners; consideration of the skill mix of staff; and creating Band 4 Social Work Assistant posts and other non-social work posts. She confirmed meetings will continue with DoH to agree a way forward.</p> <p>MM commented that that this may well be a good opportunity to invest in bank staff regionally. Catherine McPhillips (CMcP) noted her support of the work being done. Denise MacDermott (DMacD) advised Michael Burns is meeting Ulster University in December 2022 to explore how the journey from student to qualified social worker is supported, referencing the longitudinal study on Newly Qualified Social Workers (NQSW) commissioned by the Scottish Social Services Council. https://www.nqsw.sssc.uk.com/newly-qualified-social-workers-in-scotland-a-five-year-longitudinal-study/</p>	
4.3	<p><u>Part-achievement within the PiP Framework</u> GMcA provided an update on work to identify social workers who have achieved part PiP Awards. HSCTs had requested data on staff who logged ≤100 credits and are eligible to claim a Requirement(s) using the Credit Accumulation Route (CAR). This information is available on request. The PiP team are reviewing for GDPR compliance. GMcA stated that work to support social workers with part achievement to complete awards will continue This work will be taken forward by the Information and Development (I&D) Forum which is due to meet in December 2022. Action: A further update to be provided to the Partnership on progress at the next meeting.</p>	GMcA
4.4	<p><u>APEL Leadership Requirements for PiP Assessors</u> GMcA provided an update on work ongoing with Ciaran Traynor (CT) to develop a mechanism for assessors to claim Leadership Requirements. GMcA and CT have reviewed the APEL arrangements and agree that with minor adaptation they could meet this standard. GMcA advised on a lead in time and a pilot for October 2023 IAR point. The I&D Forum will operationalise. Decision: PiP Partnership approved the proposal</p>	
5.	Review of Credit Accumulation Route	
5.1	<p><u>Feedback from September Partnership Workshop</u> Catherine Maguire (CM) provided feedback on the workshop, advising the purpose had been to present work undertaken with Employer Representatives and seek agreement to commence redevelopment of the route. CM stated there had been a strong</p>	

	<p>appetite for designing a route that continues to offer flexibility, innovation, accessibility and clear links to registration but that is streamlined and user friendly.</p>	
5.2	<p><u>Proposal Paper for Decision</u> GMcA spoke to the proposal paper shared prior to the meeting. The paper outlined the proposal to work collaboratively using a design thinking approach to ensure that the future route creates something that employers need and want to see, and social workers would find easy to use. GMcA outlined plans to identify stakeholders and users to be involved in the re-design and outlined project timescales. Maura McMackin (MMcM) stated that she currently uses the CAR, and found the proposal paper informative and would be interested in contributing to the next stage of the work. Members welcomed the proposal, and agreed that the linear, phased approach would bring significant improvements and make the route more accessible. CT urged caution in implementation to ensure a streamlined process. Decision: PiP Partnership approved the proposal.</p>	
6.	Information and Development Forum Update	
6.1	<p><u>Draft Plagiarism Policy for Initial Professional Development Programme Pilot</u> As Chair of IPD Programme, EMcK reported, from the IPD Management Board, issues were raised by the UU representative in relation to GDPR and how students' information from Turnitin would be used/shared to invoke the draft IPD Plagiarism Policy, which sits outside of the UU's policy.</p> <p>EM advised that she had limited oversight of the draft IPD Plagiarism Policy but notes that it was specific to UU yet does not have jurisdiction in the University context. A lengthy discussion followed about the role of universities, employers and regulator in relation to plagiarism that could potentially lead to a disciplinary or fitness to practise (FtP) concern. It was agreed that while these incidents are small in number it is important to have an agreed process in place. EMcK and other members identified the need for communication between a university and employer where plagiarism raises questions as to ethical and professional practice. MM highlighted the need for capacity to have conversations with social workers where levels of plagiarism might not meet the threshold for a FtP referral, but they still required to be advised about implications early in their career. JL advised other professional regulators will have similar arrangements.</p> <p>JH recognised the need for an agreed process. The Chair agreed MO'R, CM and JH would follow up the discussion and any work to be completed should be brought to I&D Forum. MO'R noted absence of Queen's University who will need to be involved too. EMcK confirmed the pilot will pause until discussions are complete. EM shared UU policy, and stated that 2.10 of the Policy provides for communication with professional bodies whom it</p>	

	<p>clarifies may have their own approach/policy/procedures in this respect.</p> <p>https://www.ulster.ac.uk/_data/assets/word_doc/0005/251456/PI_agiarismPolicy-and-Procedures.docx</p> <p>Action: JH &MO'R to agree next steps and update Chair of IPD Programme</p>	JH, MOR
6.2	<p><u>PiP Information Sharing Working Group</u></p> <p>GMcA provided an update on the work of the group to look at how employers and the SCC share information, the rationale for this, and what safety mechanisms need to be put in place. The next meeting of the group will take place in December.</p>	
6.3	<p><u>Management Positions – 2 PiP Requirements Data</u></p> <p>GMcA provided an update on an item raised by I&D Forum in relation to social workers gaining management positions prior to having satisfied their mandatory two PiP Requirements condition and the challenges that this posed. There was a sense that numbers are relatively small. She advised this will continue to be discussed at the I&D Forum. to ensure employers have mitigations in place where needed.</p> <p>GMcA reported mitigations are in place to support employers who check the Public Facing Registrar (PFR) as part of their recruitment process. This is in response to the PFR system requiring an update to accurately report status on achievement of the mandatory PiP Requirements.</p>	
7.	Individual Assessment Route (IAR) Update	
7.1	<p>GMcA provided an interim update on the October 2022 IAR point which will be discussed at Assessment Panel on 30 November 2022. She commented that IAR has become heavily focused on social workers who need to satisfy their mandatory two PiP Requirement condition, with 23 out of 24 submissions being for the NI Consolidation Award. She invited the panel to offer suggestions on how to strategically promote this route to all social workers.</p> <p>CMcP stated the need to attract more social workers to pursue or develop specialised areas of practice. EMcK suggested the Approved Programme Route's programmes at specialist level may be having an impact on those who would otherwise choose to use the IAR and saw scope to look at gaps such as the three-day supervision programme and other in-service provision.</p> <p>CT commented that people tend to only do what they must do, are resourced to do. MM stated that if a reflective approach was taken it may help to reframe the view that learning and development is a cornerstone of best practice and a professional responsibility.</p> <p>EMcK highlighted opportunities of career pathways linked to training and qualifications requirements. She highlighted that the previous criterion for Senior Practitioners to have achieved two specialist requirements within their first three years of post and setting similar targets might be beneficial.</p>	

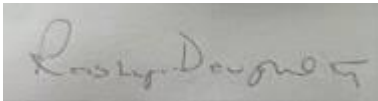
	<p>MO'R noted the importance of the Partnership having space for strategic conversations to provide leadership on learning and development. and suggested a meeting to focus on strategic priorities for incentivising the workforce. and supporting their development.</p> <p>Action: Partnership Strategic Priorities Workshop to be planned for 2023</p> <p>A discussion took place via the chat function on zoom in relation to the HSC Stronger Together Programme which is seeking to use the IAR but not achieving outcomes. GMcA noted the 29 currently enrolled could be great ambassadors for the programme.</p> <p>Action: MMcM to meet with EMcK and Mandy Cowden (MC) to discuss way forward and report back.</p>	<p>MO'R / RD</p> <p>MMcM / EMcK / MC</p>
8	Approval Panel Update	
8.1	<p><u>Counselling Studies and Health Communication - The Fundamentals of Cognitive Behavioural Therapy Module</u> In the absence of Anne Campbell, Chair, GMcA provided an update from the Approval Panel. One module of the Counselling Studies and Health Communication was due for re-approval and to align timelines members took the decision delay and align the review to the broader programme re-approval date. An extraordinary meeting in December or Chairs Action will be agreed, to expediate this.</p> <p><u>Work-Based Learning Route</u> The governance structure for the Work Based Learning Route is currently being reviewed and updated.</p> <p><u>Re-Approval of MSc Professional Development</u> GMcA provided an update in relation to plans for the Joint Re-Approval of the UU MSc in Professional Development. She advised that the Re-Validation/Re-Approval Panel is scheduled for 21st March 2023. Work is underway to agree panel membership and appoint expert readers.</p> <p>In response to a query from the Chair as to any challenges in meeting tight timescales DMacD stated all was on course to have the approval paperwork ready for submission by 7th February 2023. The Chair enquired if Partnership members will have sight of the documentation prior to submission and a comprehensive discussion ensued where a number of members stressed the importance of co-production in development of proposed changes and improvements to the suite of programmes that come under the MSc Professional Development umbrella.</p> <p>Michela Glover (MG) sought clarification as to the level of engagement with all those involved in programmes, raising concern in particular about the Research and Evaluation Methods (REM) Programme and the importance of service user involvement. A wide-ranging discussion ensued with regard to</p>	

<p>the programme and its position in supporting the needs of the social work system.</p> <p>JH explained the revalidation process within UU in detail, advising internal discussions were to create ideas and gave assurance that external views are sought before agreement. Members highlighted the importance of a partnership approach and the need for joint decision making. Concerns were noted that members either as Chairs of Programmes or as Assistant Directors had not been requested to meet or contribute to date. Members expressed further concern about the pressure of tight timescales with much work to be done in agreeing changes to programmes that are jointly developed, delivered, assessed and managed.</p> <p>Action: UU to circulate work plan completed to date and engagement plan with senior management in partner organisations.</p> <p>JH confirmed this information is available and emphasised that DMacD had already met with an extensive range of people. DMacD expressed surprise at the level of concern being reported given her extensive engagement to date.</p> <p>Following further discussion MM suggested workshopping proposals together given the tight timescales. JH agreed January 2023 to present proposals and seek feedback. EMcK expressed concern about a consultative approach given that these are co-designed and co-delivered programmes. She emphasised whilst students are the customers of the university, it is the employers who decide who goes on the programmes, supports the social workers and pays the fees. EMcK acknowledged the frustration for the university, as co-production is complex. She requested sight of papers in advance of the January workshop and questioned if the March deadline was still attainable.</p> <p>EM explained that each of the programmes was at a different stage of development, with some further along than others. EM advised they are receiving daily updates on progress. She highlighted ongoing discussions with Heads of Service and advised that from UU's perspective they were a long way down the road of completion. DMacD advised a third workshop with Heads of Service is due on 30 November 2022,</p> <p>MG added to the chat function that she agreed that all proposals need to take full cognisance of wider strategic planning and looked forward to the consultation in January and would like to see the scope of consultations already completed.</p> <p>MO'R highlighted the historical success of the Partnership. She advised that its function as the decision-making body responsible for the PiP Framework and its' content must sit alongside members' responsibility for representation of their constituent bodies, expressing concern at the lateness of this conversation in</p>	<p>DMacD / EM</p>
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	<p>the process. MO'R acknowledged the MSc is a suite of programmes that represent a key flagship of the PiP Framework, and therefore important for the Partnership to have a view on proposed changes. She advised members would need time to consider both the strategic and individual context of each programme, as well the overall configuration and how this supports strategic priorities for social work in NI. MO'R confirmed the view of the Council as to a gap in conversations at this level and as the regulator sought the view of members as to whether more time is needed, noting that whilst this was a Joint Revalidation process the Partnership needed to decide if this was meeting their need. Members responded that more time would be welcomed alongside more explicit partnership working.</p> <p>Further discussion ensued with UU representatives expressing concern that the employer partners had not provided feedback of this nature to date and employer representatives reiterating the need for co-production, not feedback, and detailed information on work completed to date. UU staff confirmed their commitment to partnership, collaboration and co-production at all levels, as well as a commitment to evidence-based change that supports social workers to deliver best practice for the benefit of people who use services and for improvement of the system in which they work.</p> <p>Actions: Social Care Council and UU to meet to discuss proposal for a postponement</p> <p>Proposal Papers to be circulated after 30 November Workshop with Heads of Service</p> <p>Partnership Workshop to be delivered in January 2023</p> <p>In drawing the discussion to a close members reiterated their commitment to working together to support a successful outcome whilst also emphasising caution that a short extension may or may not provide enough time for the work to be done depending on the extent of the change agreed.</p>	<p>MO'R / JH</p> <p>DMacD / EM / JH</p> <p>DMacD / EM / JH</p>
9.	2023 PiP Award Ceremony	
	<p>The Chair provided an update in relation to the PiP 2023 Award ceremony which is scheduled to take place in June 2023 as a face to face event. The Chair asked that for suggestions for the theme.</p>	Members
10.	AOB	
10.1	<p>GMcA advised that Annual monitoring was currently underway and a further update would be provided at the next Partnership meeting.</p>	
10.2	<p>EMcK raised an issue from the IPD Management Board re the Single Marking Pilot timescales. EMcK to speak to Anne Campbell as Chair of the Approval Panel, and DMacD and EM to provide dates to meet.</p>	

10.3	CM noted development work in Children's Services on the Framework for Integrated Therapeutic Care, and the opportunity for PiP alignment. Action: CM to take this forward with Elaine Somerville on her return to work.	CM / ES
10.4	The Chair advised members will be requested to declare dietary needs and special assistance needs which will be kept on file for attendance at face to face meetings in the future.	
11.	Matters for Reporting to the Board Chair advised that the minutes of this meeting would be shared at the next Board meeting for information, particularly highlighting the decision to proceed with the re-design of the CAR, and the discussions in relation to the UU/PiP Joint Re-Approval of the MSc in Professional Development.	
12.	Dates of Future Meetings	
12.1	01 March 2023 24 May 2023 6 September 2023 29 November 2023	

Signed:



Date: 01 March 2023

Action List – 23 November 2022

Item	Owner	Action	Status
1.1	Gillian	Continue to seek nominations for membership from NIGALA and BASW.	Open
4.3	GMcA	A further update to be provided to the Partnership on progress at the next meeting.	Open
6.2	JH & MR'O	Next steps to be agreed and update Chair of IPD Programme.	Open
7.1	MO'R & RD	Partnership Strategic Priorities Workshop to be planned for 2023.	Open
7.1	McM, EMcK & MC	Meet to discuss way forward and report back	Open
8.1	EM & DMacD	UU to circulate work plan completed to date and engagement plan with senior management in partner organisations.	Open
8.1	MO'R & JH	Social Care Council and UU to meet to discuss proposal for a postponement	Open
8.1	EM, DMacD & JH	Partnership Workshop to be delivered in January 2023	Open
8.1	EM, DMacD & JH	Proposal Papers to be circulated after 30 November Workshop with Heads of Service	Open
10.3	CM & ES	Work to be taken forward with Elaine Somerville on her return to work.	Open