

## Professional in Practice Partnership Committee

Wednesday 8 June 2022, 10.00 a.m.  
Via Zoom Call

## Unconfirmed Minutes

**Attendance:**

Catherine McPhillips (CMcP)  
RD Dougherty (RD)  
JL Lindsay (JL)  
MacD MacDermott (DMacD)  
Anne Campbell (AC)  
Daniel Quinn (DQ)  
EMcK McKay (EMcK)  
Ciaran Traynor (CT)  
Marita Magennis (MM)  
Carole Kirk (CK)  
Tina O'Reilly (TO'R)

**Chair**

Board  
Board  
External Assessor  
UU  
QUB  
WHSCoT obo Stephen McLaughlin  
BHSCT  
CiNi  
SHSCT  
NHSCT obo Lee Wilson  
Extern

**In Attendance:**

Marian O'Rourke (MO'R)

GMcA McAuley (GMcA)  
MC Cowden (MC)  
Neha Brijendra (NB)  
Nicola Lewis (NL)

Interim Director of Regulation and Standards  
Professional Adviser  
Professional Adviser  
Administrative Assistant  
Minute Taker

Anne McGlade (AMcG)

Strategic Performance and Planning Group

**Apologies:**

Theresa Fallon (TF)  
David Wylie (DW)  
Adrian Nugent (AN)  
Catherine Sweeney (CS)  
GMcA McAllister (GMcA)  
Michaela Glover (MG)  
Elaine Somerville (ES)  
Stephen McLaughlin (SMcL)  
Lee Wilson (LW)

NIGALA  
BHSCT  
EANI  
PBNI  
YJA  
SPPG  
SEHSCT  
WHSCoT  
NHSCT

		Action
1.	<b>Welcome</b>	
1.1	The Chair welcomed everyone to the meeting via Zoom and provided an update on changes to the committee membership which now includes Marita Magennis, SHSCT, and David Wylie, BHSCT. Maura McMackin, HSC Leadership Centre will join the committee in September 2022. Daniel Quinn informed the PiP	

	<p>Partnership that he has replaced Joan Byers in the WHSCT and was attending on behalf of Stephen McLaughlin.</p> <p>Martina Jordan, BASW is now no longer in post, her replacement will join the committee when appointed.</p>	
<b>2.</b>	<b>Declaration of Interest</b>	
2.1	The Chair asked for conflicts of interest. None were noted.	
<b>3.</b>	<b>Chair's Business</b>	
3.1	<p><u>New Chair</u></p> <p>The chair informed the PiP Partnership that this would be her final meeting as Chair, as the next time the Partnership meets will be in September for a Workshop. She advised the committee that RD (currently Deputy Chair) will take over as Chair of the PiP Partnership Committee in September 2022.</p> <p>A deputy chair will be appointed in due course.</p> <p><u>Children's Services Review</u></p> <p>The chair reported that the Social Care Council's Board had met with Professor Ray Jones who is leading the independent review of Children's Services in the HSC Trusts.. The discussion focused on current challenges for recruitment and retention as well as needs within the career structure and education at both qualifying and post qualifying levels.</p> <p>Professor Jones will be leading a Lunchtime Seminar on 28<sup>th</sup> June 2022 to hear views from registrants and members of the Partnership are welcome to join.</p>	
<b>4.</b>	<b>Minutes of Previous Meeting / Matters Arising</b>	
4.1	The minutes from February 2022 were agreed as a true and accurate record.	
4.2	<p><u>Agency Staff Update</u></p> <p>EMcK, on behalf of the HSC Trusts, provided an update on the proposal to withdraw support and funding for Recruitment Agency staff in adhering to their re-registration requirement of attaining 2 Requirements of the PiP Specific Award. Advice has been sought from Procurement and Human Resource departments within the Belfast and South Eastern Trusts and a decision has been taken that the changes will not be introduced until the renewal of</p>	

contracts with Recruitment Agencies for the 2023/24 financial year due to the complexities of making changes to contracts mid-year. EMcK agreed to share an update email from ES after the meeting for information. No changes to the support given to Agency staff working in Trusts will be implemented until new contracts are in place.

MO'R advised for the item to remain on the agenda and discussions take place with Trusts as to the best time for the Social Care Council to engage with recruitment agencies to outline and agree responsibilities for agency staff.

**Chair / NL**

4.3 Outcome from PiP Approval Panel

**Single Marking Proposal**

GMcA provided an update on the proposal from UU to move to a single marking model for a number of their approved programmes.

The proposal had been brought to the Approval Panel on Wednesday, 13<sup>th</sup> April 2022.

GMcA advised the Panel took the decision to approve a pilot of some of the proposed changes. The pilot will take place within the first module of the Initial Professional Development Programme (SWK704) commencing in September 2022 with conditions. A review and evaluation of the pilot will be undertaken by the University, IPD coordinators and Agency PiP Reps with outcomes presented to the Panel.

EMcK reported she had received email communication from the Deputy Chair of the Approval Panel and sought clarity on next steps. DMacD advised a meeting had taken place on 12<sup>th</sup> May 2022 with UU, the Deputy Chair of the Approval Panel, and all PiP Agency Representatives except for PBNI who gave apologies. The meeting was to discuss the pilot in relation to the 50/50 split, Quality Assurance processes, access for external examiners, for employer partners, and use of Turnitin. Action points were agreed and shared via SharePoint for all Agency Reps to agree and sign as per condition of Approval Panel. DMacD advised of an issue with BHSCT accessing SharePoint which has now been addressed. To date five signatures been received and MacD will provide an update on those still outstanding before sending to Chair and Deputy Chair of the Approval Panel. Members discussed the matter further.

DMacD outlined a further meeting on 25 May 2022 with UU, the Deputy Chair of Approval Panel and all PiP Agency Representatives to discuss evaluation of SWK704 and the five-year revalidation and reapproval of UU programmes due in March 2023. DMacD advised of a new area not included in previous

revalidations was the Sustainable Development Goals which may require Agency Reps to attend training.

DMacD clarified that the recent communication in relation to use of Turnitin for current IPD submissions was in response to GDPR compliance, cyber security risks and revised UU policy which does not allow for attachments to be sent via email, and therefore requires markers to open and view feedback via Turnitin. DMacD advised the Committee that the following mitigations have been put in place in light of the Approval Panel Decision: Academic markers are not annotating scripts, the structure for feedback remains the same and can be accessed by logging in to Turnitin.

DMacD advised that the use of Turnitin by employer markers is not a skills issue, but an issue with Trust firewalls and outlined plans to support markers with this which includes, markers offered UU email accounts and “A Codes” which will give full access to suite of programmes including SharePoint and Turnitin, and availability of laptops which can be borrowed from university.

JL aired caution in giving full access where markers may also be students of UU.

### **Palliative Care Programme**

The programme made a submission to the Approval Panel on Wednesday, 13<sup>th</sup> April 2022.

GMcA advised the programme was given full approval for five years with conditions to be met before the programme can commence in September 2023. This is an international programme with 5 funded places for NI.

MO’R welcomed the addition of this course to the suite of programmes available to social workers in light of the work of the DoH’s regional Bereavement Network to improve bereavement support across NI.

4.6

### PiP Credit Accumulation Route Update

GMcA gave a detailed summary of future plans in the Business Report under item 5.1.

4.7

### Social Work and Social Care Research and Continuous Improvement Strategy Update – Anne McGlade

Anne McGlade, Social Care Research Lead joined the meeting and shared a presentation on the Research and Continuous Improvement Strategy and the link to the Research Methods Programme at UU. A copy of the presentation will be shared with the minutes for information.

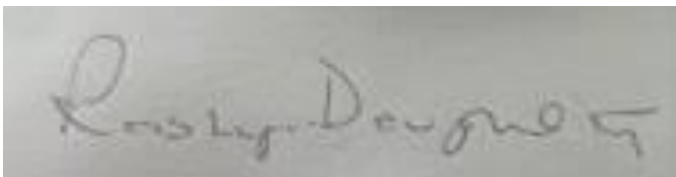
AMcG welcomed questions and comments from the group.

	<p>AC and CT raised comments in relation to repositories for research and the need for broader collaboration in order to better include the voluntary sector.</p> <p>AMcG clarified that the strategy is not just for the statutory sector where it once may have been. She confirmed there is voluntary sector representation from CiNi on the research community network and invited more representation.</p> <p>DMacD highlighted the challenge of getting applications for the Research Methods Programme, as COVID has had an impact on numbers. She commented on the need to look at ways to encourage people to embrace research.</p> <p>RD commended the strategy's progression moving beyond the statutory sector. She highlighted the importance of recognising that QI and research are two different things and the need to keep enthusiasm and commitment from staff on the ground.</p> <p>MM stated that work was needed to encourage and support curiosity within social work staff on the ground. She questioned if research could be better integrated into the profession, taking learning from other professions such as medics where it is more integrated to practice and mainstreamed in service development.</p>	
<b>5.</b>	<b>Business Report</b>	
5.1	<p>GMcA and MC shared a presentation outlining the 2021 – 2022 Professional in Practice business report. A copy of this presentation will be shared with the minutes for information.</p> <p>The presentation provided the committee with data from the last year on Award progression, Awards by category and employer, IAR, CAR, WBLR and Programme route outcomes, 2 PiP requirement condition and plans for the coming year. The presentation highlighted trends across the past 5 years in relation to engagement with the PiP Framework and achievement of Awards. The impact of changing demographics in the profession on the numbers of Social Workers holding full Leadership and Strategic Awards was explored.</p> <p><b>Actions:</b></p> <p>The Professional Officer will engage with employers with a view to understanding current challenges for Social Workers who have part-achievement within the PiP Framework but have not progressed to completing a full Award. The numbers engaged have remained quite constant over a five-year period with fluctuations in the numbers gaining full/part achievement each year; further understanding and analysis of this is needed to increase the numbers of social workers achieving full Awards.</p>	<b>PiP Team</b>

	<p>The PiP Partnership to take a strategic focus on increasing the numbers of social workers working towards and completing their Leadership &amp; Strategic Award which would be beneficial given the changing demographics of the profession.</p> <p>To promote the use of the APL submission method which currently is being underutilised and offers an opportunity for social workers to use both formal and informal learning to gain achievements within PiP;</p> <p>To identify reasons for the low numbers completing verbal presentations via IAR and promote the use of this method;</p> <p>Identify reasons for withdrawals from Approved Programme modules;</p> <p>Review timeframes for receiving approved programme outcomes information;</p> <p>CT put forward a suggestion that markers could be awarded three Leadership Requirements via an APEL submission following participation at four assessment points, using external assessor feedback. It was agreed that this could be further explored and assessment methods and processes consulted on in order to to increase numbers of Leadership Awards and as an incentive for brining on new assessors.</p>	<p><b>PiP Partnership</b></p> <p><b>To be discussed at I&amp;D</b></p>
<b>6.</b>	<b>External Examiner Report</b>	
6.1	<p>JL completed a Quality Assurance review prior to the meeting. She reviewed a sample of submissions from the Individual Assessment Route (IAR), the Approved Programme Route, Work-Based Learning Route and the Credit Accumulation Route. (CAR). These samples spanned a range of Awards including; Consolidation, Specialist and Leadership and Strategic and included both competent and referred submissions.</p> <p>A copy of her report will be shared with the minutes.</p>	
<b>7.</b>	<b>Information &amp; Development Forum Update</b>	
7.1	<p>GMcA reported on 2 matters raised by the Information and Development Forum at the May 2022 meeting for consideration by the PiP Partnership Committee.</p> <p>Career progression into senior roles prior to 2 PiP Requirements achievement for re-registration</p> <p>PiP Representatives are concerned that staff are often being promoted very early in their career, sometimes within their first</p>	

	<p>cycle of registration and before having achieved 2 PiP Requirements of the Consolidation Award. This may have an impact on their suitability to manage staff who are also subject to this condition.</p> <p>MO'R advised this relates to the work of the Social Work Workforce Review Implementation Group and should be considered within the context of ensuring coherent links between the PiP Framework and PiP achievement to career progression of skilled and well-trained staff.</p>	
7.2	<p><u>PiP Individual Assessment Route Allocation Arrangements</u></p> <p>GMcA explained the IAR marking allocation and associated challenges. GMcA advised of the need for flexibility with the quid pro quo allocation arrangement to accommodate small numbers of outliers. Partnership members supported this approach which will be monitored for impact. GMcA stated that the Social Care Council are always looking for, and encourage new markers to come on board.</p>	
<b>8</b>	<b>PiP Award Ceremony</b>	
8.1	The virtual ceremony will take place on Monday, 19 September 2022 at 12noon. Members are asked to note this in diaries and a save the date invitation will be issued.	
<b>9.</b>	<b>Any Other Business</b>	
	NA	
<b>10</b>	<b>Matters for Reporting to the Board</b>	
10.1	The Chair confirmed she will take forward the discussion in relation to numbers of social workers completing Leadership Awards to the Social Care Council Board for their information.	
<b>12.</b>	<b>Dates of Future Meetings</b>	
12.1	Wednesday, 21 September 2022 at 10am – Workshop	

Signed: Chair of PiP Partnership Committee



Date: 30 November 2022

### Action List – 8 June 2022

Item	Owner	Action	Status
4.2	Chair	Workforce / Agency Staff Update to be kept on agenda for further updates from all members.	Open
5.1	PiP Team	Actions from Business Report to be taken forward	Open

### Action List – 23 February 2022

Item	Owner	Action	Status
4.2	Chair	Anne McGlade to be invited to the next meeting of the PiP Partnership Committee.	Closed
4.2	Chair	Single Marking Proposal to be kept on agenda for further updates.	Closed
5.1	SMcAT	Continue to seek nominations for membership from EANI, HSC Leadership Centre and NIGALA.	Ongoing
6.1	AN	Adrian to share presentation for meeting with representatives around Social Work in Schools in UK.	Open
6.1	Chair	Workforce / Agency Staff Update to be kept on agenda for further updates from all members.	Ongoing