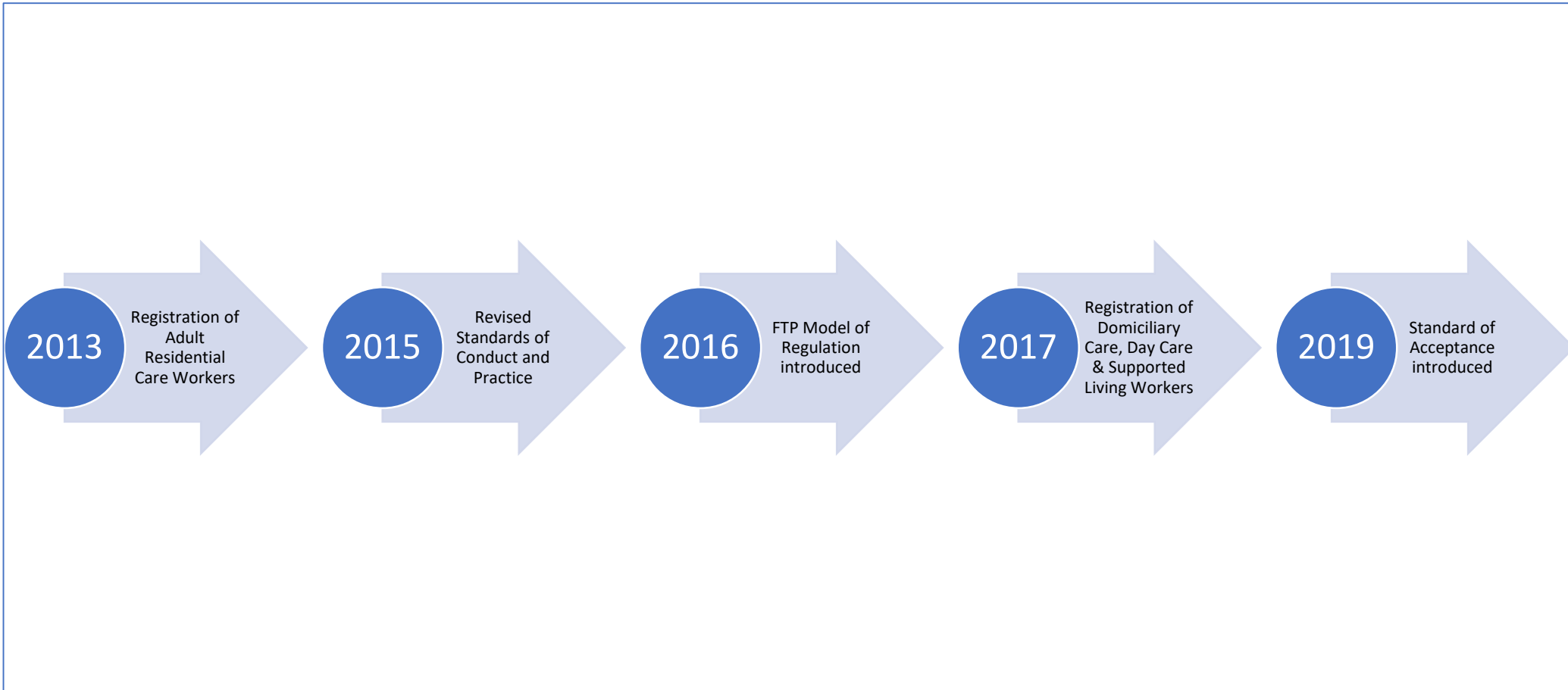


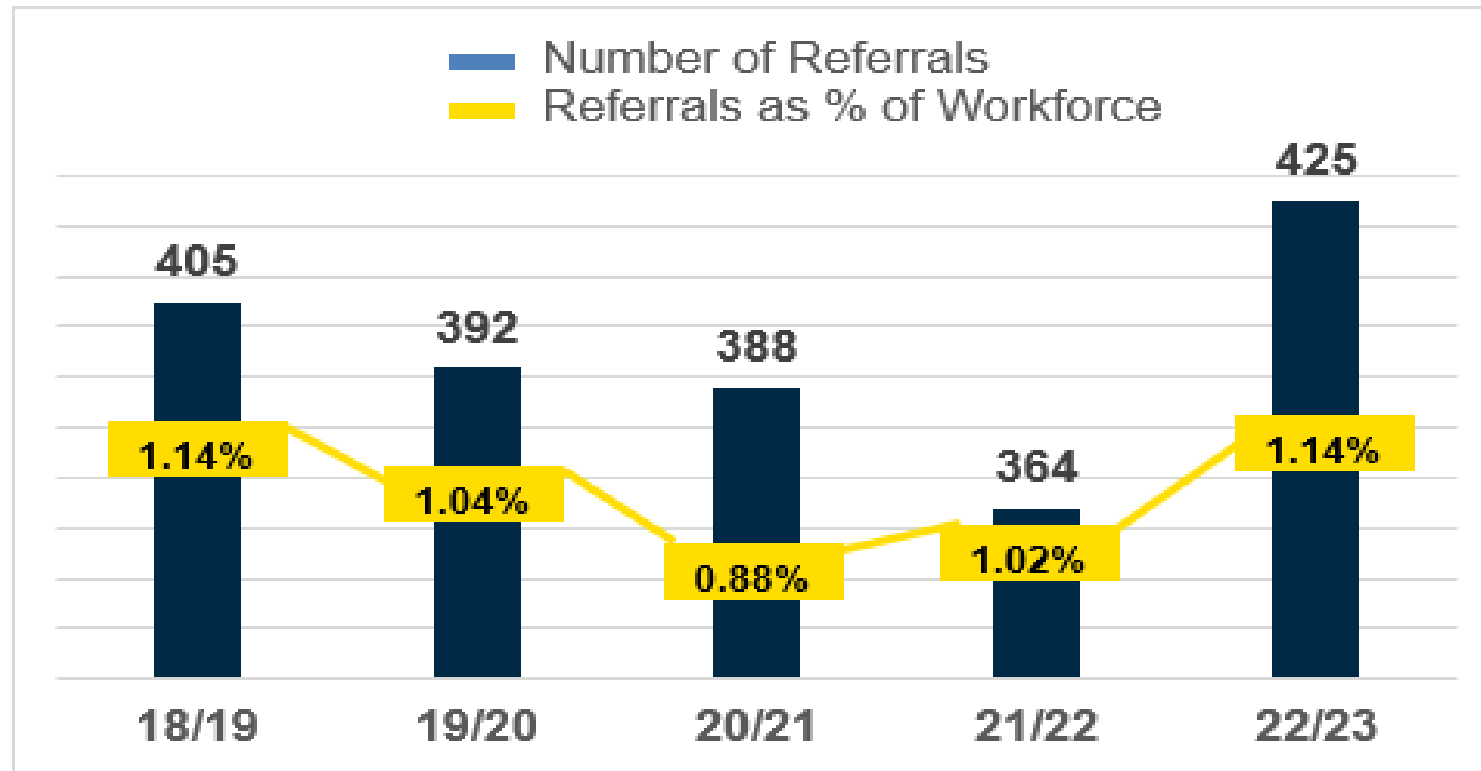
A 10 Year Analysis of Fitness to Practise Referrals of SCW's

What can we learn?

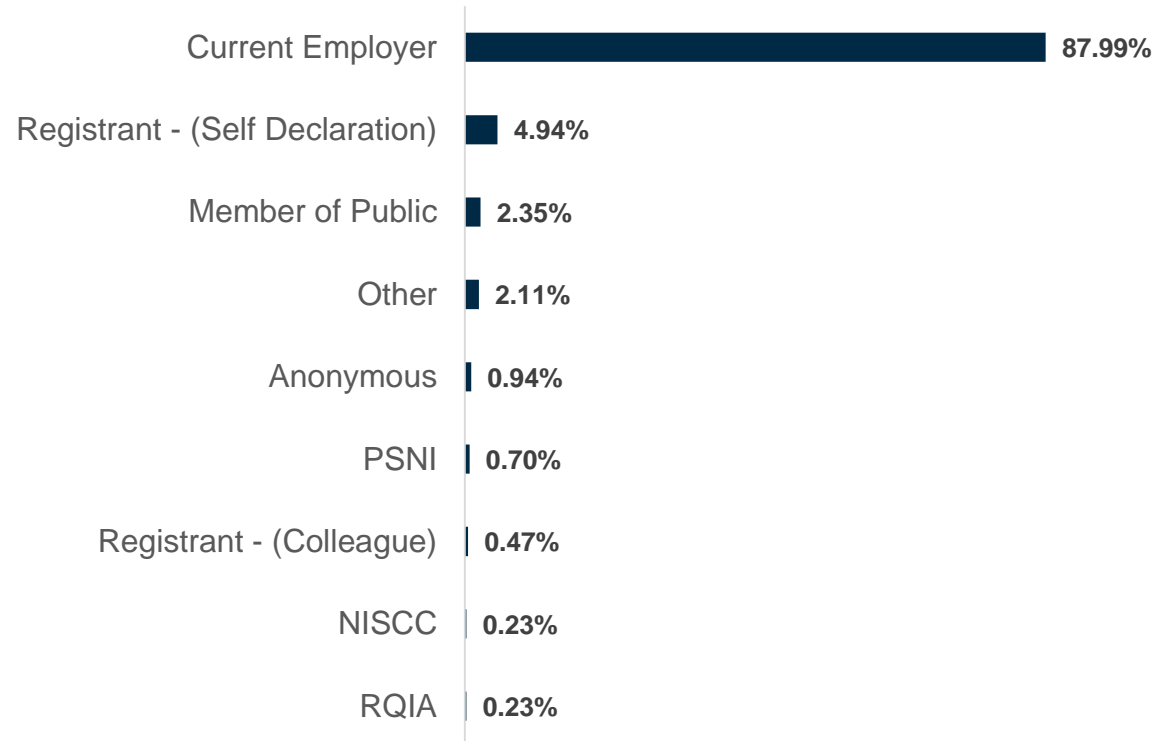
Staging Posts along the way



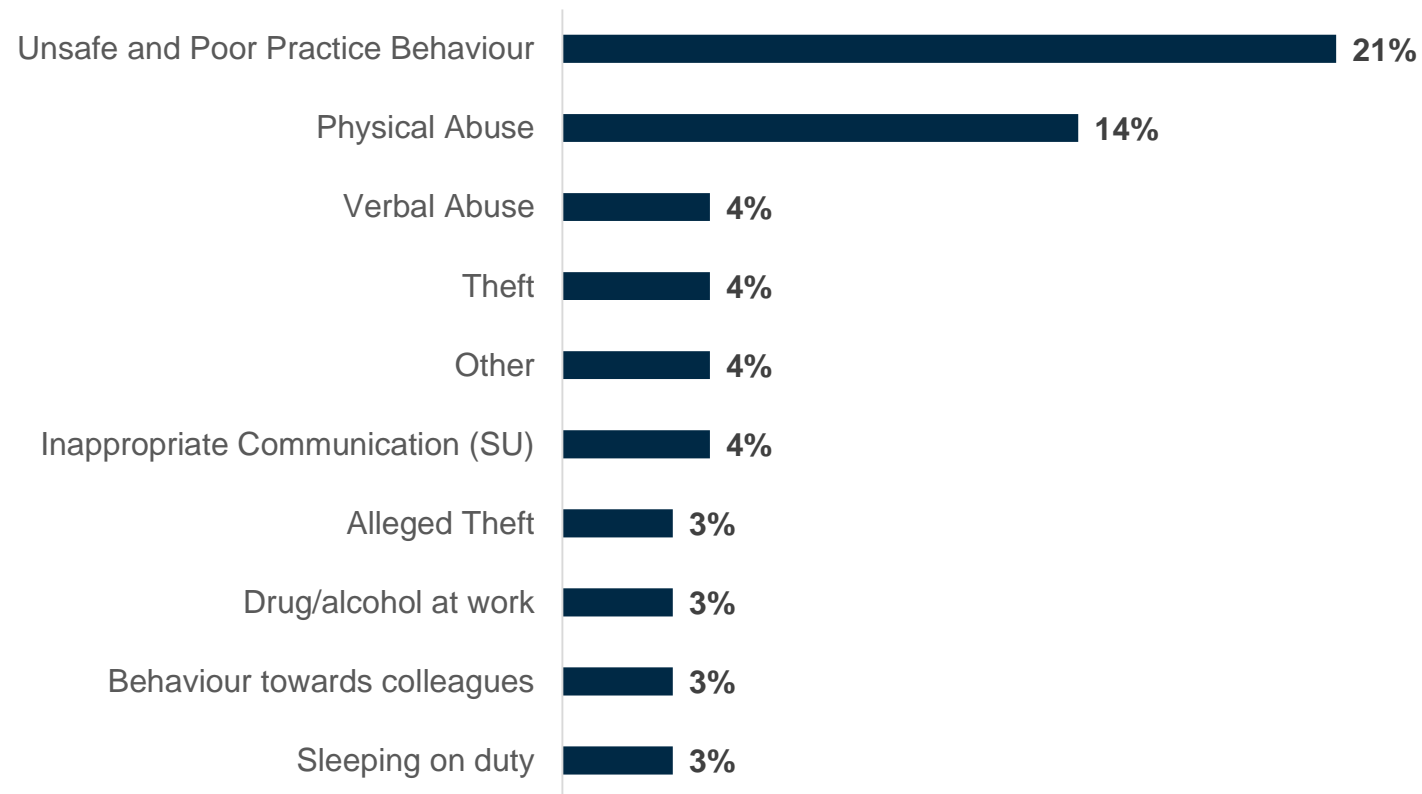
Referral rate as % of Social Care Workforce (2018-23)



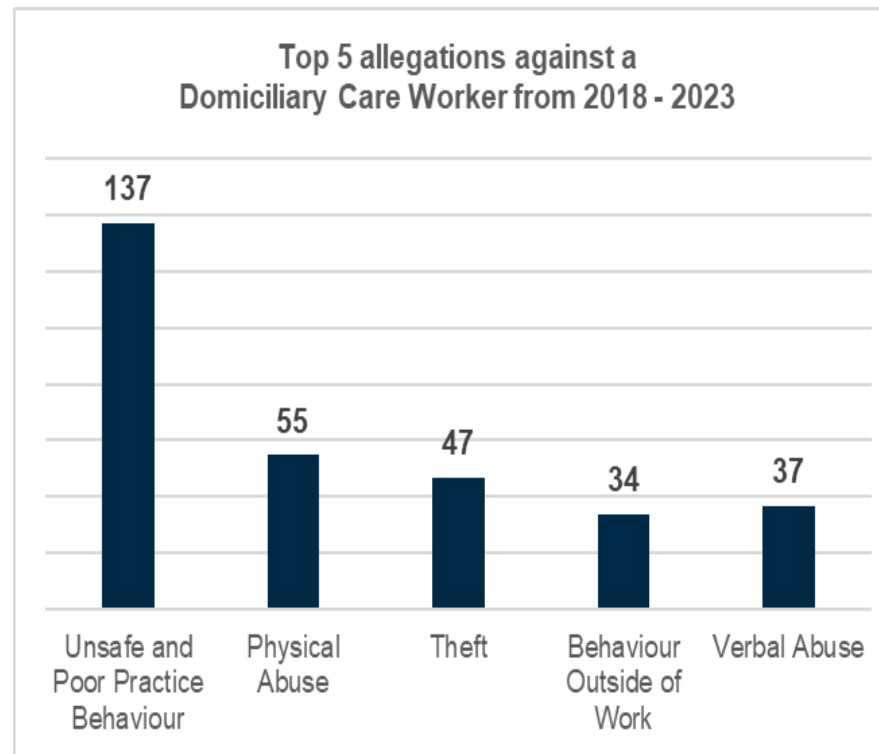
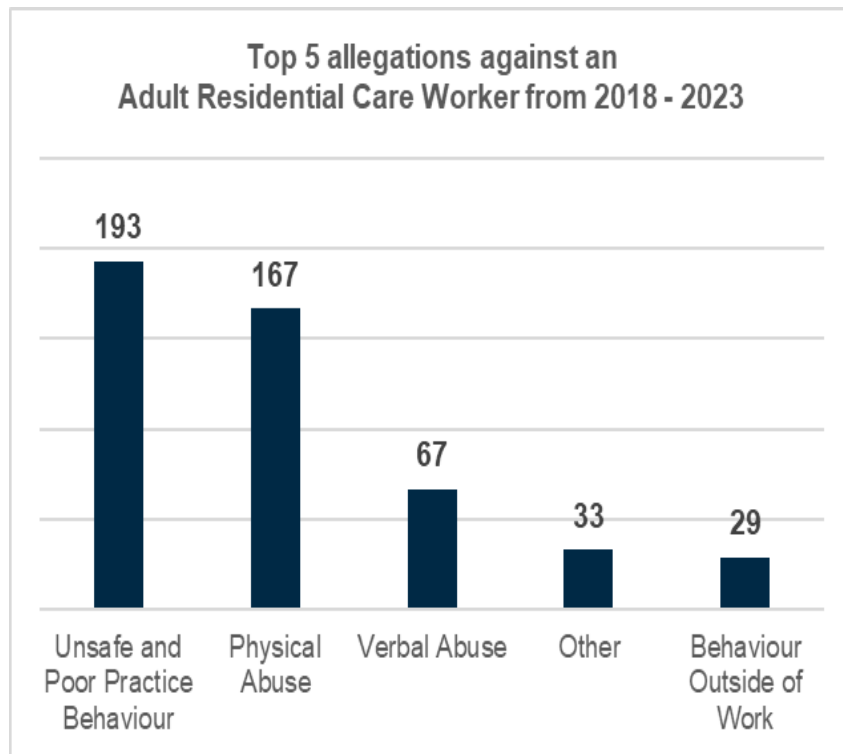
Referral Sources



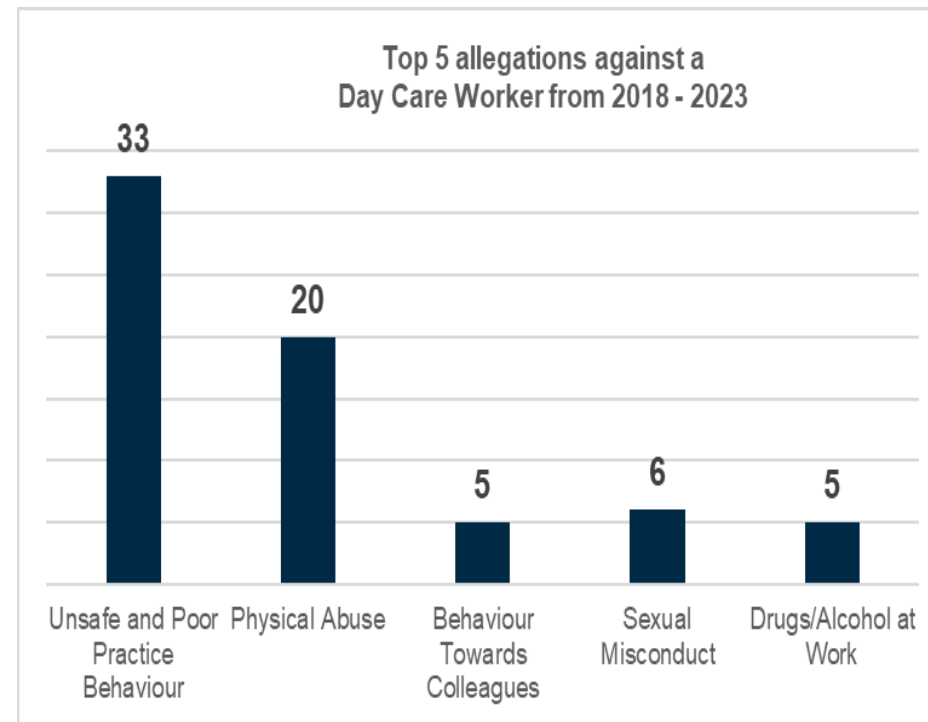
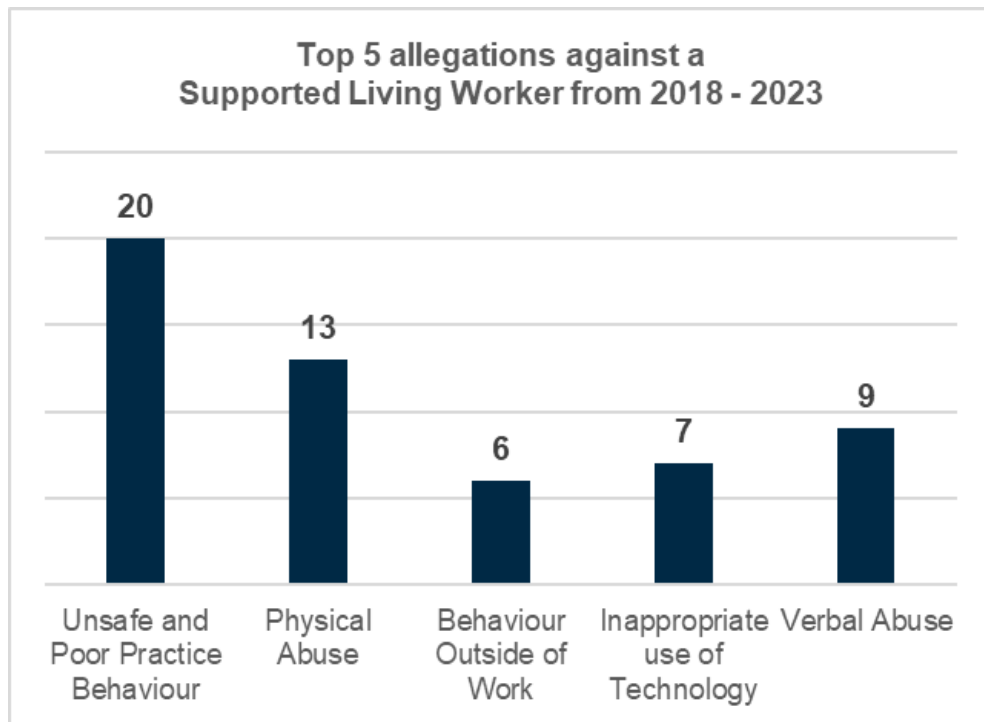
Most Commonly Reported Allegation Type



Referrals by Job Role

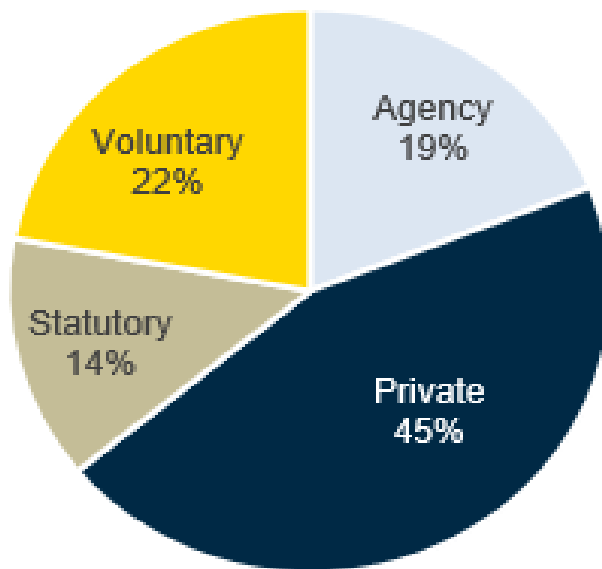


Referrals by Job Role

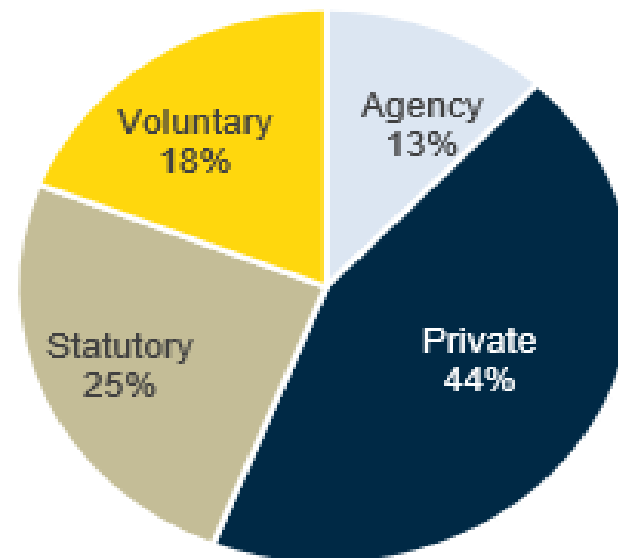


Employment Sector of SCW Referrals

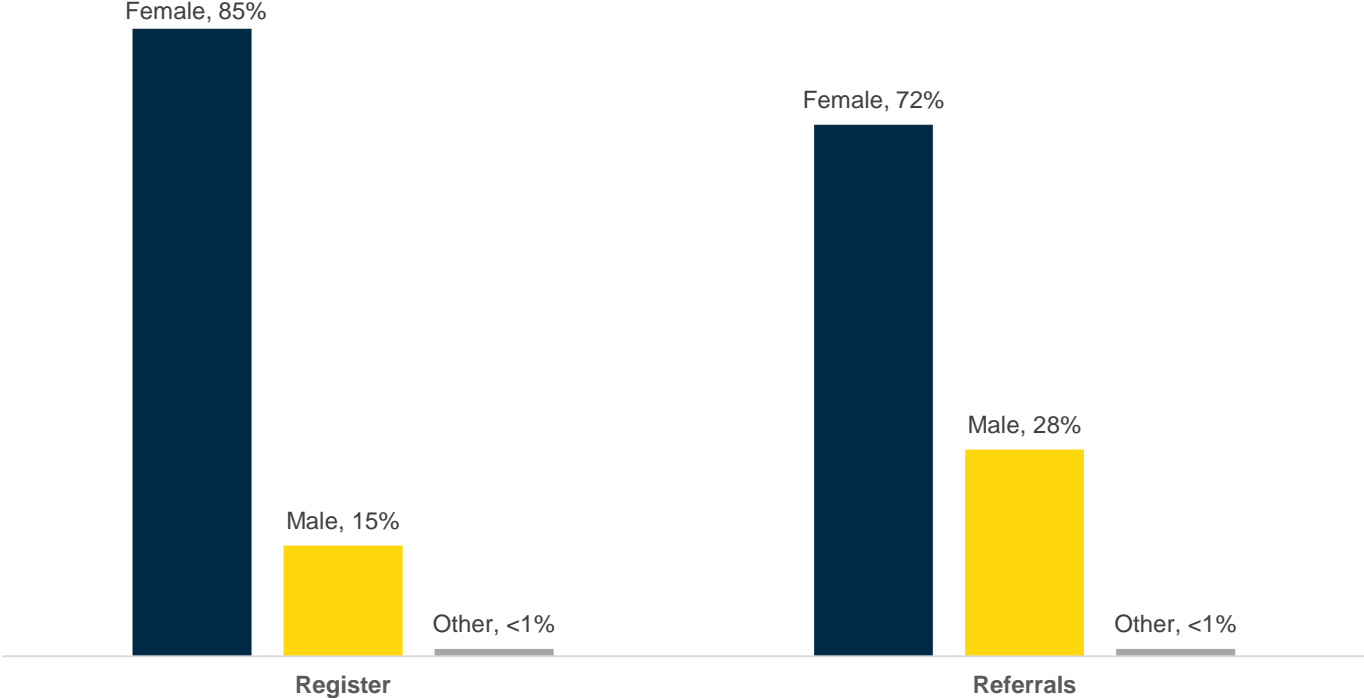
Social Care Worker Referrals
by employment sector
1 Apr 2022 - 31 Mar 2023
(n=425)



Social Care Register
by Employment Sector
31 Mar 2023
(n=37148)



Gender Profile of Referred Individuals



Sanction Type Imposed

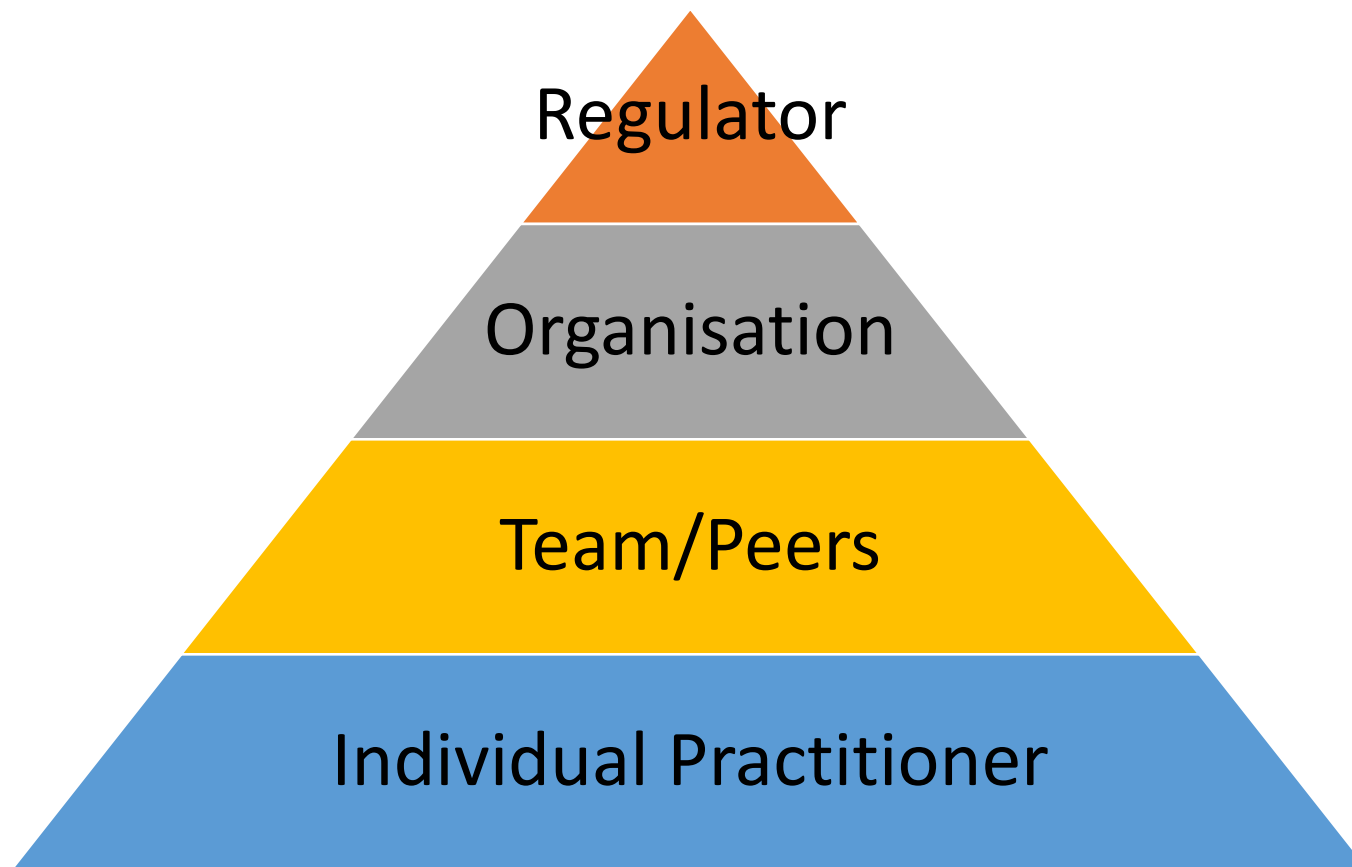
Consensual Disposal Sanctions (n=108)	% of disposal type		Committee Sanctions (n=142)	% of disposal type
Removal by Agreement	15%		Conditions of Practice Order	2%
Undertakings	15%		Removal Order	67%
Warning	70%		Suspension Order	14%
			Warning	17%

What can we learn

- Supporting compliance for the 99%; use our Learning Zone resources
- Most referrals relate to poor care practice; not malevolent in intent
- Importance of good induction
- More ongoing support for those most at risk of being referred to FTP
- What to be most alert to in particular service settings
- Understanding the referral thresholds

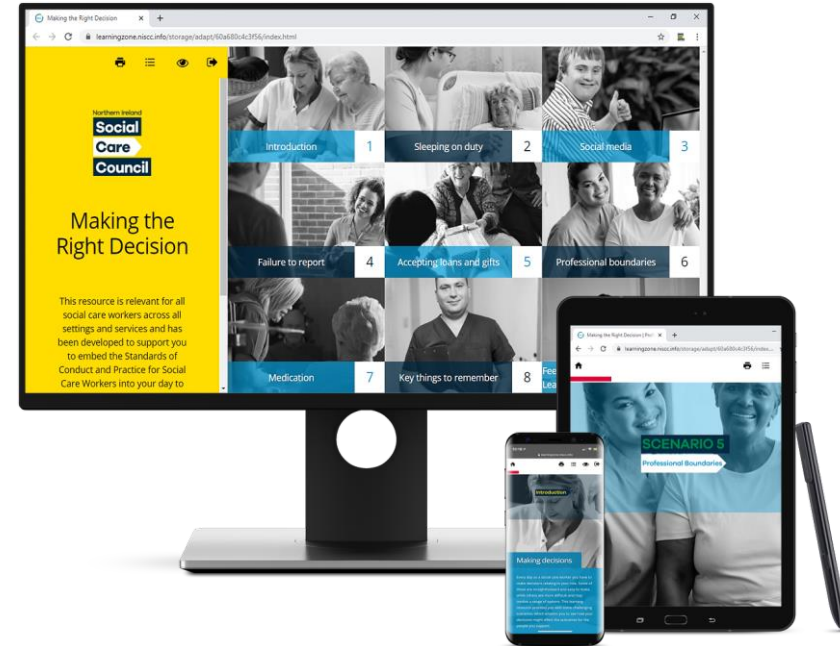


Ensuring Safe and Effective Practice



Keeping Connected

- Learning Zone Resources
- Project Echo
- Sector Engagement



Working together. Making a difference.



Northern Ireland Social Care Council
4th Floor, James House
2 Cromac Avenue
Belfast, BT7 2JA

