

What does the Care in Practice Framework mean for you and your staff?

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Social Care Reform



The department set the following deliverables:



Qualification Based Register (QBR)

Develop and deliver to the Office of Social Services (OSS) a proposal for the introduction of a QBR for the social care workforce register.

Career Pathway for Social Care

Reporting to the OSS the Social Care Council (SCC) will develop and deliver a career pathway framework for the registered social care workforce in Northern Ireland.

Continuous Learning Framework

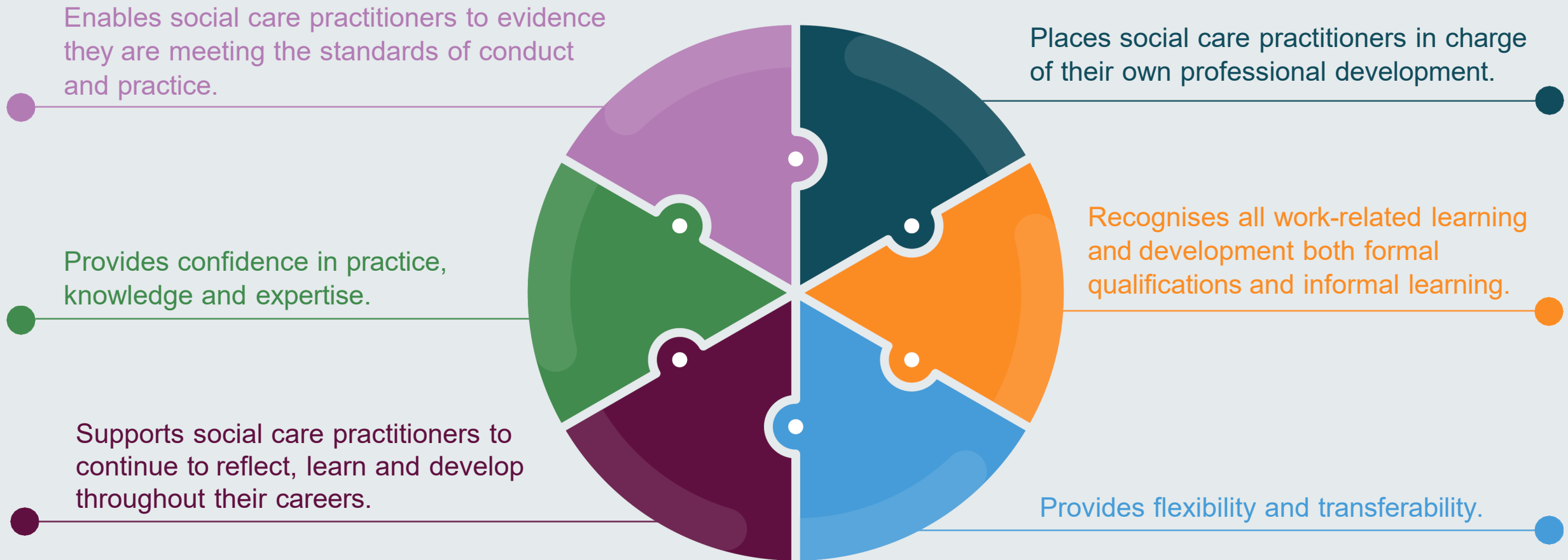
Develop and deliver a continuous professional learning and development framework for the registered social care workforce, aligned to the SCC registration requirements.

Care in Practice (CIP) - Supporting continuous learning and career development

Northern Ireland

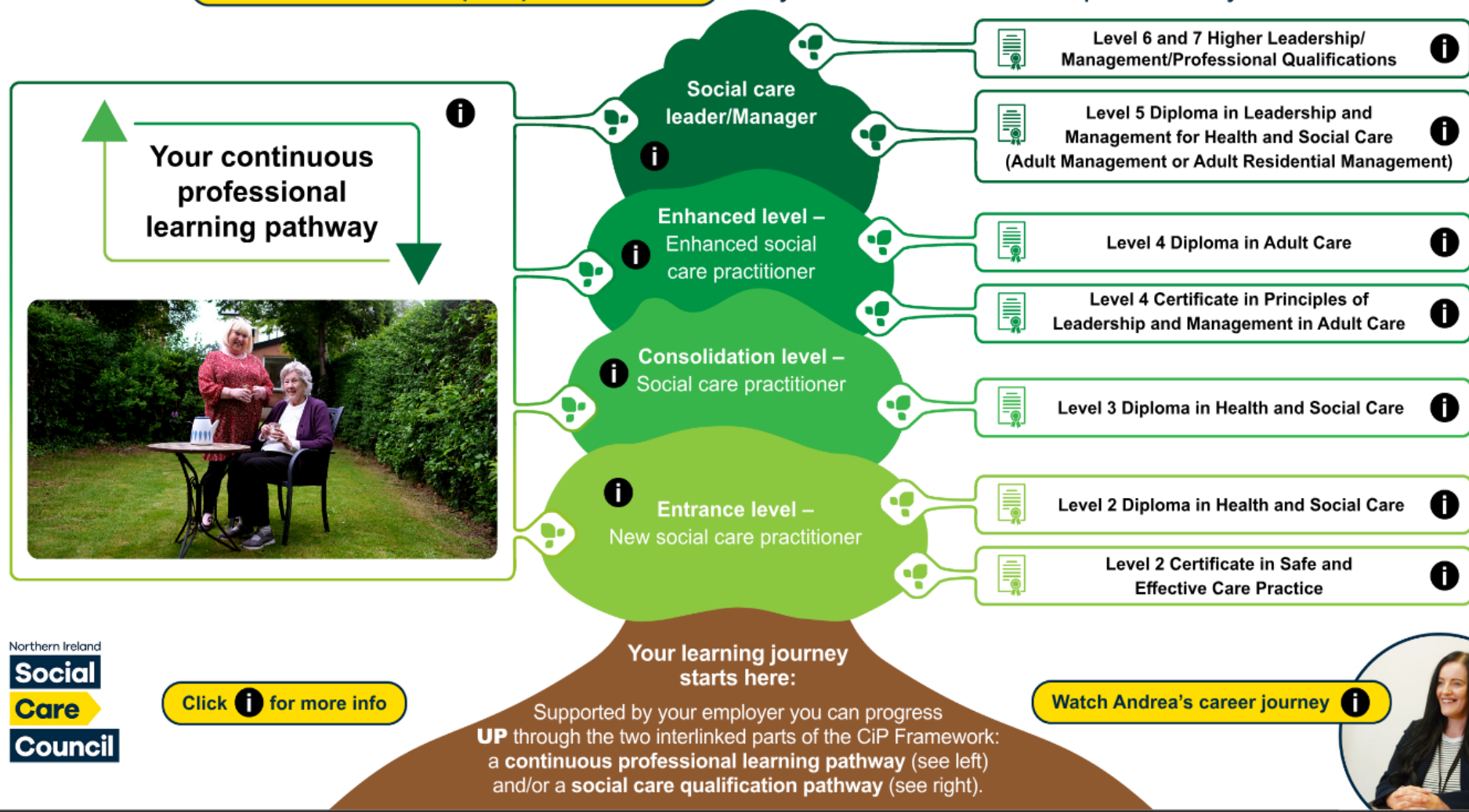


The care in practice (CIP) framework is designed to enable social care practitioners to engage in career long learning and development using their practice experience, knowledge and skills to work across complex environments at different levels within the health and social care system.



Care in Practice (CiP) framework

Why is this framework important to you? 



Care in Practice (CiP) framework

Why is this framework important to you? [i](#)

Your continuous professional learning pathway



Social care leader/Manager [i](#)

Level 6 and 7 Higher Leadership/ Management/Professional Qualifications [i](#)

Level 5 Diploma in Leadership and Management for Health and Social Care (Adult Management or Adult Residential Management) [i](#)

Enhanced level – Enhanced social care practitioner [i](#)

Level 4 Diploma in Adult Care [i](#)

Level 4 Certificate in Principles of Leadership and Management in Adult Care [i](#)

Consolidation level – Social care practitioner [i](#)

Level 3 Diploma in Health and Social Care [i](#)

Entrance level – New social care practitioner [i](#)

Level 2 Diploma in Health and Social Care [i](#)

Level 2 Certificate in Safe and Effective Care Practice [i](#)

Your learning journey starts here:

Supported by your employer you can progress **UP** through the two interlinked parts of the CiP Framework: a **continuous professional learning pathway** (see left) and/or a **social care qualification pathway** (see right).

Click [i](#) for more info

Watch Andrea's career journey [i](#)

Northern Ireland

**Social
Care
Council**



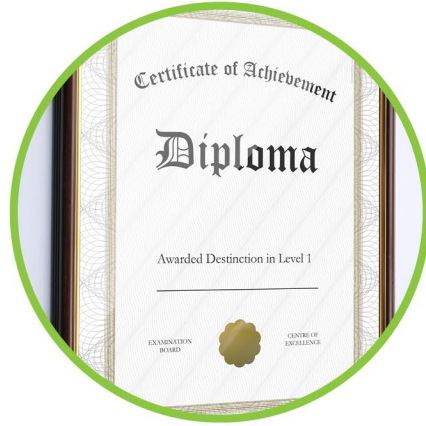
A photograph of two women smiling and looking at each other outdoors. The woman on the left has short brown hair and is wearing a yellow top. The woman on the right has short grey hair and is wearing a light-colored floral top. They are standing in front of a blue building with large windows and some purple flowers in the foreground. In the top right corner, there is a small black circle with a white 'X' inside.

Social Care Workforce Reform

Our social care workforce vision: A thriving, resilient values-based social care workforce continuously evolving to provide the best care and support to service users now and in the future.

The CiP framework is for everyone who is a registered social care worker. Social care practitioners provide high quality, safe and effective social care practice across a diverse and complex range of needs. This is however dependent upon a valued and supported workforce, who are appropriately trained, skilled and rewarded for their work and the vital impact that it has on people's lives. This framework supports our vision for your career progression.

Find out more: [social care workforce reform.](#)



The continuous professional learning pathway is the ongoing development that includes the integration of values, practice skills and competencies, capabilities and knowledge throughout a social care practitioners career. The type and focus of this learning will vary depending on the work setting, nature of the role, learning needs and experience of the practitioner. The detail will be agreed in an individualised learning and development plan that is reviewed and updated at regular intervals.

This can include:

- Life, work and learned experience.
- Having conversations, listening, observing, reading, questioning, reflecting, mentoring and coaching (this can be with peers and/or managers).
- Attending in-house and other service specific training and workshops.
- Self-directed learning and research.
- Completing digital learning relevant to practice to supplement and complement employer training and development, for example, the Social Care Council's [Learning Zone](#) or the [Social Care Institute for Excellence \(SCIE\)](#) resources.
- Supervision/one-to-ones.
- Completing qualifications.

You are a new social care practitioner entering the social care workforce

As part of the continuous professional learning and development journey, employers must provide a new social care practitioner with appropriate induction including supporting them to complete the **Level 2 Certificate in Safe and Effective Practice**.

Employers should develop for their new staff member an individualised **Learning and Development Plan**. At this level continuous professional learning is captured as part of the induction and the learning and development planning process.

The entrance level qualification will ensure that a new social care practitioner has the required knowledge of the [Standards of Conduct and Practice for Social Care Workers](#), underpinned by the supporting values below and as assessed in practice.

- Respecting the rights, dignity and inherent worth of individuals.
- Working in a person-centred way.
- Treating people respectfully and with compassion.
- Supporting and promoting the independence and autonomy of service users.
- Acting in the best interests of service users and carers.
- Upholding and promoting equality, diversity and inclusion.
- Ensuring the care, you provide is safe and effective and of a high quality.



Andrea's career journey

I am a Registered Manager with a Care at Home agency. I have been working with my employer for 20 years. I have partner and a 21-month-old year old son.

When I came into the social care sector I did not have any qualifications as I had left school early. I started as a **Care Assistant in 2003**. I completed induction as part of mandatory in-house training, this included: safeguarding, infection control, behaviours that challenge, basic life support, fire safety, health and safety awareness, food hygiene, communication, reporting and recording.

I did want to undertake a qualification and I completed the **NVQ Level 2 in Health and Social Care in 2008** (no longer available) alongside English and Maths. I also undertook blood sugar training, challenging behaviour, medication training to support my continuous learning and development. The training was completed in-house and provided by a nurse. I attended a class each month with a tutor in-house who supported me to complete my NVQ Level 2 Health and Social Care.

You are a social care practitioner wanting to consolidate your practice.

A social care practitioner once they have completed the **Level 2 Certificate in Safe and Effective Practice** and their **induction** will be required to continue to learn and develop their knowledge, skills and practice through continuous professional learning and/or qualifications. This consolidates your experience, knowledge and skills to develop confidence, competence and capability in social care.



Andrea's career journey

I became a **Key Worker in 2008**. I undertook keyworker training to support me in the keyworker role. This training helped consolidate my experience, knowledge, skills to develop my confidence, competence and capability in social care. The training included: dealing with client concerns, staff concerns, ensuring the allocated run was completed to a high standard.

I think for me I have always had a passion for caring. I had excellent rapport with social care staff and they always looked upon me for advice and guidance. I enjoyed supporting staff and helping them gain skills and knowledge within the role. I was content at this level for several years.



You are a senior social care practitioner wanting to enhance your practice and/or prepare for a managerial or leadership role.

An enhanced social care practitioner will want to develop their experience, knowledge and skills to work with greater complexity or a particular programme of care for example: dementia, palliative care, challenging behaviour, autism, homelessness, trauma and/or they may want to develop core skills in leadership and management.

They could be a senior support worker, team leader or assistant/deputy manager and may have responsibility for staff management or supervision and also have responsibility for the following:

- Assessment and care planning.
- Safeguarding.
- Decision-making.
- Learning and development.
- Staff supervision and management.



Andrea's career journey

I became a **Team Leader/On Call Holder in 2010**. I had doubts about applying for the role. I had my annual appraisal with my line manager who encouraged me to apply. I was always good at problem solving and remaining calm, so I knew I could do a more complex and challenging role. I also completed **Team Leader and On Call** training to enable me to be an on-call holder.

I wanted to complete the **Level 5 Diploma in Leadership and Management in Health and Social Care**, however, my current role did not provide enough managerial responsibility to allow me to complete a management level qualification at that time.

I then became a **Care Co-Ordinator in 2015** and started my **Level 5 Diploma in Leadership and Management in Health and Social Care** which I completed in 2017.

I continued to complete in-house mandatory training throughout 2017. This included the **Level 3 Safeguarding and Management** training. This helped me understand my role and responsibilities as well as the importance of supporting staff through the supervision and appraisal process.

In 2019 I completed the **Level 3 in Deprivation of Liberty (DOLs), Speech and Language (SALT), International Dysphagia Diet Standardisation Initiative (IDDSI) and complaints and governance training**. The latter was delivered in-house delivered by a nurse manager during 2019. I also completed an **ICQ Level 3 Award in Education and Training (formerly Train the Trainer)**, which means I train others in safeguarding, speech and language, complaints and performance management.

You are a social care leader or manager wanting to develop your managerial and leadership skills.

Social care leaders/managers should have access to opportunities to develop and attain higher level leadership and management training and qualifications similar to other professionals working in the health and social care system. This level of continuous professional development supports good practice in relation to the following:

- Governance.
- [HSC Collective Leadership Strategy.](#)
- [NHS Healthcare Leadership Model.](#)
- Service and/or strategic accountability.
- Resource management.
- Quality assurance.
- Organisational and workforce development.
- Other professional learning and development/training.



Andrea's career journey

I became a **Registered Manager in 2020** and completed registered manager compliance training, safe workplace training, the Level 3 Safeguarding Champion training, recruitment training, disciplinary and grievance training, management of complaints training, audit training, managing records, Regulation and Quality Improvement Authority/Health and Social Care Trust report training, policy and procedure training along with completing mandatory training as listed above. I also attend regular Social Care Council's Domiciliary Care ECHOs (online workshops) to support my continuous learning and professional development.

I am currently undertaking a **Level 7 Strategic Leadership and Management course**. I started this course in 2021 at my local FE college to further develop my leadership skills but this course was not suited to the Health and Social Care sector. In 2023 I started with another training provider who was delivering a more relevant course for my sector. The course covers governance, business strategy, management of human resources and business leadership.

For me as a leader I will continue to grow my skills and knowledge in the Health and Social Care Sector and ensure strong leadership is delivered to employees to empower them on their own continuous professional learning journey.

Level 2 Certificate in Safe and Effective Care Practice

This is an entrance qualification for those new to social care. The certificate will provide learners with specialist knowledge and skills to enable them to work as an adult social care worker within Health and Social Care services. It will enable learners to gain knowledge and skills in:

- Environmental health and safety.
- Safe moving and handling of individuals.
- Individual safety and protection.
- Safe food handling and dysphagia awareness.
- Emergency first aid and safe medication practice.



Level 2 Diploma in Health and Social Care

The aim of this qualification is to enable learners who maybe new to working in social care to develop their knowledge, skills, competence and practice.

Areas covered will include:

- Communication and information sharing.
- Health and wellbeing.
- Principles and values.
- Continuing Professional development in the context of Health and Social care.

Learners will also be able to choose subjects that relate specifically to their area of service.



The Level 3 Diploma in Health and Social Care

This qualification is designed for people working in Health and Social Care, for example in job roles such as: Senior Care Worker, Senior Health Care Worker and Day Care Officer. Learners will be able to obtain and then demonstrate the skills to work at an operational level in Health and Social Care.

The aim of this qualification is to enable learners working in Health and Social Care, to consolidate and develop their knowledge, skills, competence and practice. Areas covered will include:

- Communication and information sharing.
- Health and wellbeing.
- Principles and values.
- Continuing professional development in the context of Health and Social Care

Candidates are able to choose subjects that relate specifically to their area of service.

This qualification will allow learners to develop skills and knowledge in areas of specialism for example, working in end of life care, working as a support worker for people with dementia or people who have complex needs. Learners will also be able to obtain skills necessary to support and enable health and social care teams to work effectively and to enable their development.



Level 4 Certificate in Principles of Leadership and Management in Adult Care

This qualification aims to provide learners who are new or aspiring adult social care managers with the knowledge required to carry out their role effectively in the workplace and progress in their career

This qualification has been specifically developed for learners in Northern Ireland.

The qualification provides essential knowledge about adult social care as well as leadership and management. Learners taking this qualification will extend their knowledge base so that they become more effective as leaders and managers in their current roles as well as preparing them for career progression within the adult social care sector.



Level 5 Diploma in Leadership and Management for Health and Social Care (Adult Management or Adult Residential Management)

This qualification aims to provide learners with the skills and knowledge needed to manage and lead others in adult health and social care provision in Northern Ireland.

Mandatory Units include:

- Safeguarding and protection.
- Partnership working.
- Professional development.
- Providing a supportive environment for individuals to achieve positive outcomes.
- Complying with quality systems and continuously improving quality.
- Carrying out policy.
- Promoting and developing best practice.
- Team management.

There are 2 pathways in the diploma:

1. The **Adult Management** pathway is suitable for managers or aspiring managers working in domiciliary care, supported living or day care services who are looking to progress their career.

2. The **Adult Residential Management** pathway is aimed at learners in similar roles to those taking the **Adult Management** pathway, but the focus is on management and care in a residential setting and managers who are looking to progress their career in this setting level.

It is also appropriate for managers who have not yet achieved a vocational qualification at this level.

This qualification aims to:

- Focus on the study of health and social care settings.
- Offer breadth and depth of study.
- Provide opportunities to acquire a number of practical skills.

The objective of this qualification is to confirm occupational competence.

This diploma is one of the recognised registered manager qualifications in Northern Ireland.



Level 6 and 7 Higher Leadership/ Management/Professional Qualifications

Currently there is **limited availability and parity of opportunity** at Level 6 and 7 Higher Leadership Qualification level specific to social care.

In order to improve parity of opportunity the Social Care Council will be working with qualification advisers and the social care workforce to develop relevant qualification at Levels 6 and 7 that meet the needs of the social care sector.



Level 2 – Certificate in Safe and Effective Practice

Modules:

- Standard & Values Underpinning Social Care Practice
- Understand Safeguarding in Social Care Services
- Safe Moving and Handling of Individuals in Social Care Services
- Environmental Health and Safety in Social Care Services
 - **Infection Control**
 - **COSHH**
 - **Fire Awareness**
- Understand Safe Medication Practice in Social Care Services
- Safe Food Handling and Dysphagia Awareness in Social Care Services
- Emergency First Aid in Social Care Services

Level 2 – Certificate in Safe and Effective Practice

Development Process:

- Sector Led working Groups to develop Content
- Awarding Organisations Working Group to 'Fine Tune'
- Liaising with CCEA to make sure specification meets their requirements
- Sent to Awarding Organisations in February for qualification development
- Awarding Organisations submit to CEEA in June for accreditation
- Available in September
- Certificate and CiP Framework included in the Department of Health's Social Care Strategy which will be launched late 2024

Pilot of Certificate in Safe and Effective Practice

- Pilot of the Safe and Effective Practice Certificate (S&EPC) as an OCN-NI Endorsed Programme across voluntary, independent and statutory organisations
 - 3 pilot sites – Greater Belfast
 - Trusts, Private and Voluntary sector employers
 - 14 participants started
 - 5 due to start mid May
 - Survey with learners at start, mid-point and end,
 - Training providers and services at the end – will inform employer guidance re delivery and assessment
- Work with Sectorial Partnership to include the S&EPC onto the apprenticeship framework

What else has been progressed in 2023/24

- Engagement with Social Care Managers
- Review of Diplomas (Level 2 and Level 3)
- Mapping RQF qualifications to the L&D needs of C&YP
- Digital Learning resources
- Attracting young people into social care
- Social Care Workforce Reform webpage/FAQs



Questions for Discussion

Do you understand the concept of the Care in Practice Framework (new interactive graphic)?

Do you foresee any potential barriers to its implementation in your organisation?

How do you think the Care in Practice Framework will support and develop your social care workers?