



PROFESSIONAL IN PRACTICE

THE FRAMEWORK FOR CONTINUOUS PROFESSIONAL DEVELOPMENT FOR SOCIAL
WORK IN NORTHERN IRELAND

PIP FRAMEWORK SPECIFICATION

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Introduction

- 1 The Northern Ireland Social Care Council (NISCC) was established under the Health and Personal Social Services Act (Northern Ireland) 2001 (the Act) to regulate the social care workforce, (which includes social workers) in addition to regulating social work education and training at both qualifying and post qualifying levels.
- 2 “Social work” has been a protected title since 1st June 2005 and social workers are required by law to register with NISCC in order to be able to practise. NISCC sets standards of conduct and practice for social workers and uses these as a baseline against which a social worker’s conduct and practice is judged.¹ The standards of conduct describe the values, attitudes and behaviours expected of social workers and the standards of practice outline the knowledge and skills required for competent practice.
- 3 Social workers are required to maintain and improve their knowledge and skills as well as develop their practice through supervision, consultation, reflection and analysis. The standards form the basis on which a social worker will account for their continued registration as a condition of regulation.

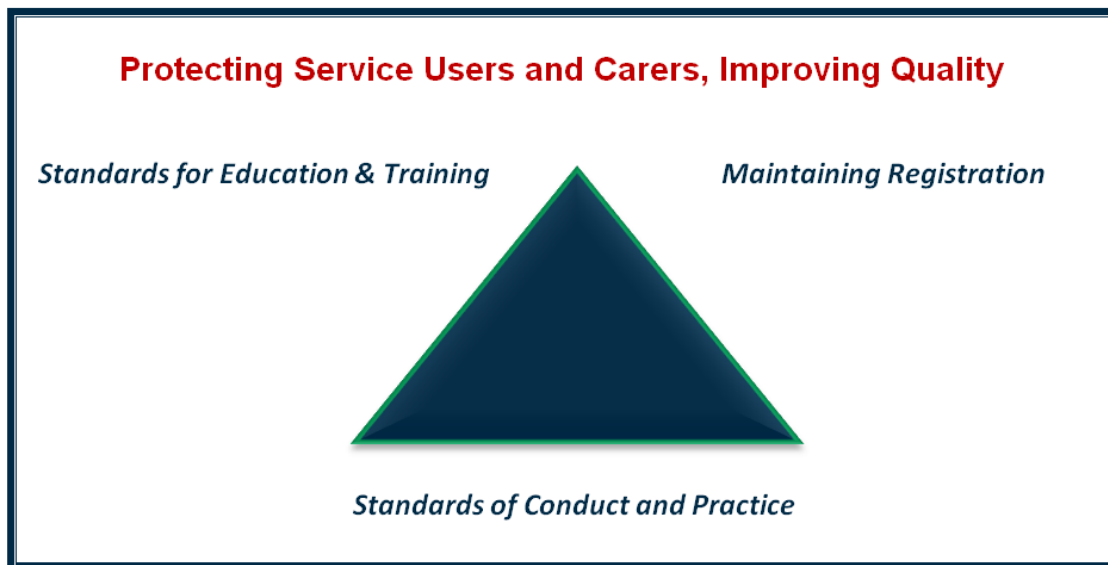
Global Definition of Social Work

Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing.

(International Federation of Social Workers and International Association of Schools of Social Work, 2014)

- 4 The NISCC model of regulation is a triangulation of relationship between: standards for professional conduct and practice; standards for education and training; and maintaining registration that provides assurance and safeguards to service users that the service they receive is delivered by suitably trained and qualified professionals who are required to meet professional standards of conduct and practice:

¹ Standards of Conduct and Practice for Social Workers, NISCC, November 2015.



5. Under the authority of the Act, NISCC is responsible for setting rules to govern registration of the workforce and approval of social work education and training. The Northern Ireland Social Care (Registration) Rules 2016 establish the requirements for entry to the register and for maintaining registration. Social workers are required to renew their registration on a three year basis.
6. Social workers must complete a minimum of ninety hours of Post Registration Training and Learning (PRTL) during the registration period in order to remain on the register.
7. Under section 10 (1) of the Act NISCC has the authority to set rules for approval of social work education and training at qualifying level² and at post qualifying level.³ These rules are made with the consent of the Department of Health and govern the manner in which social work education and training is developed, delivered and recognised.

² Rules for the Approval of the Degree in Social Work, NISCC, January 2012

³ Rules for the Approval of Post Qualifying Education and Training for Social Workers and the Recognition of the Attainment of Standards of Proficiency, NISCC, 2020

Overview of Professional in Practice – The Framework for Continuous Professional Development for Social Work in Northern Ireland

8. The Rules for the Approval of Post Qualifying Education and Training for Social Workers and the Recognition of Attainment of Standards of Proficiency (PiP Rules) establish Professional in Practice The Framework for Continuous Professional Development for Social Work in Northern Ireland (PiP Framework).
9. The aim of PiP is to increase the competence and expertise of social workers in order to enhance the quality of social work practice. It provides opportunity for social workers to build on learning attained in the Degree in Social Work and the Assessed Year in Employment (AYE) and it supports the requirement for all registered social workers to engage in PRTL.
10. The PiP Framework provides a structure (Credit Accumulation Route) to recognise all CPD activity for social workers which includes:
 - An online account to record on-going learning and development
 - A mechanism to gain credit for reflection on learning and demonstration of impact on practice
 - An opportunity to accumulate credits as a means of meeting PRTL requirements thus providing exemption from audit
 - Access to a range of certificated professional awards (PiP Awards) and PiP Requirements(specified standards of proficiency) that demonstrate competence in consolidation, specialist and leadership contexts
 - An opportunity to submit credits for assessment against part of the PiP Awards
 - An opportunity to gain PiP Requirements/Awards in recognition of assessment of learning and development via an approved programme or an individualised pathway
11. NISCC is the awarding body for the professional PiP Awards.
12. The PiP Framework is the successor to the NI Post Qualifying Education and Training Framework (NI PQ Framework)⁴, building on the provision of four professional PiP Awards to a wider structure that provides recognition for all professional development across all social work sectors and for the lifetime of the social work career.
13. The range of professional PiP Awards reflects the continuum of professional development across the career span.

⁴ Northern Ireland Post Qualifying Education and Training Framework in Social Work, NISCC, 2006

Rules for the Approval of Post Qualifying Education and Training for Social Workers and the Recognition of the Attainment of Standards of Proficiency

14. The Rules require the PiP Framework to:
 1. Specify the Standards of Proficiency
 2. Support the professional development needs of social workers at all stages of their career and in all professional settings and contexts
 3. Recognise the attainment of Standards of Proficiency by providing credits, transcripts and certificates of professional PiP Awards in social work
 4. Accommodate the recognition of Standards of Proficiency alongside academic achievement
 5. Be based on a modular structure that is flexible
 6. Be responsive to the professional practice needs of employers;
 7. Be at postgraduate level
 8. Be capable of recognising learning achieved through multidisciplinary training
 9. Comply with any policy, standards guidance and targets set by the Department of Health
15. This Specification sets out how the PiP Framework will meet the above requirements.

Standards for Social Work

16. The National Occupational Standards (NOS)⁵ for Social Work describe baseline standards for social work practice. The NOS inform the Standards of Conduct and Practice for Social Workers and are the foundation standards for the specification of the Degree in Social Work.
17. The Standards of Conduct and Practice inform Standards of Proficiency for the PiP Awards. These Standards of Proficiency are outlined below.
18. Standards of Proficiency for PiP Awards:
 - 1) Practise professional social work underpinned by the Standards of Conduct and Practice and social work values

⁵ National Occupation Standards for Social Work, UKCES, 2011

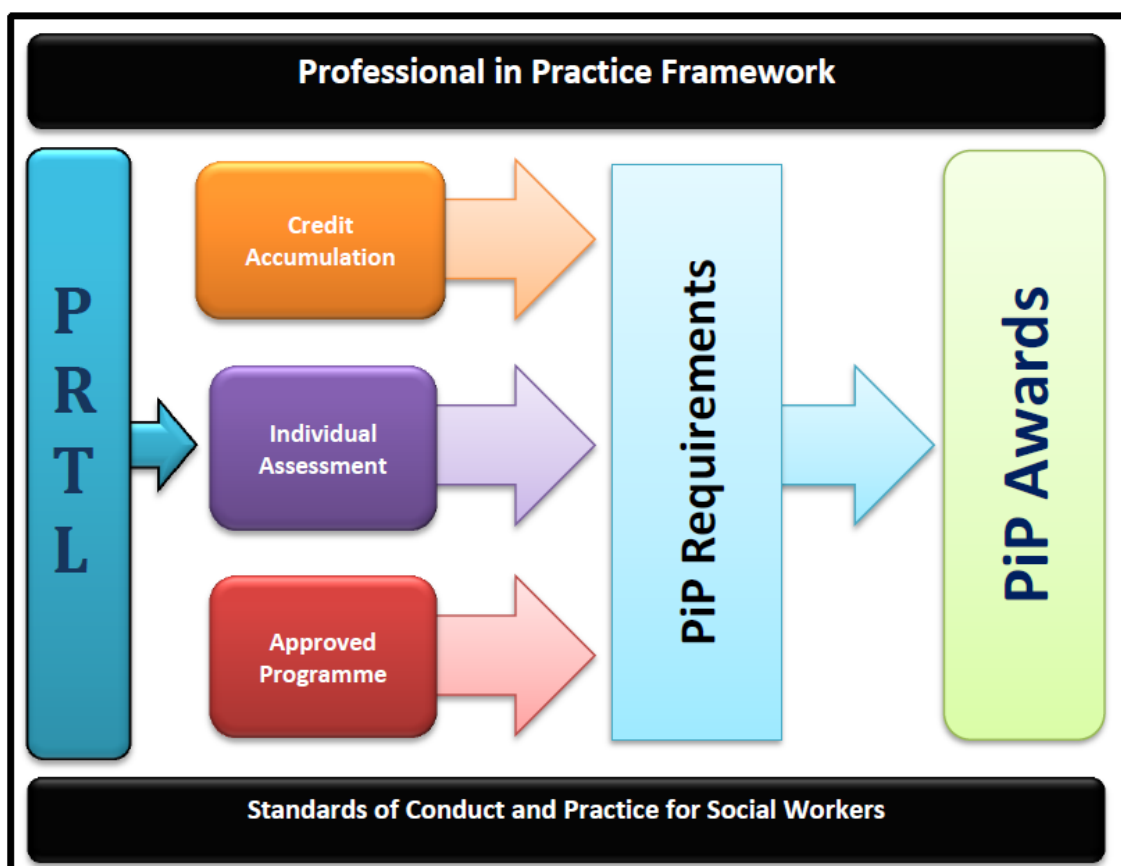
- 2) Maintain professionalism through development and application of knowledge and research
 - 3) Continue to develop competence/proficiency in own area of practice
 - 4) Continue to develop reflective practice and critical analysis
 - 5) Continue to develop engagement and participation with service users and carers
 - 6) Continue to develop the assessment and management of risk
 - 7) Work to achieve change
 - 8) Continue to develop self and others
 - 9) Work effectively across networks
19. The Standards of Proficiency are used to formulate competence/capability requirements for each of the professional PiP Awards.

Principles underpinning Professional in Practice

20. The following principles underpin the PiP Framework:
- a) Professional in Practice supports the regulation of social workers and compliance with the Standards of Conduct and Practice
 - b) Professional in Practice is for social workers in all sectors and settings throughout the lifespan of their career
 - c) Professional in Practice recognises the continuum of professional development and supports social workers in taking responsibility for maintaining an up-to-date knowledge and evidence base for their practice
 - d) Engagement in the framework supports improvement in the quality of social work practice and consequently services delivered to service users
 - e) NISCC endorsed and approved professional development is based on the needs of social workers and their employers
 - f) Professional development outcomes support social workers to meet the standards of practice required by employers

Structure of Professional in Practice Framework

21. The PiP Framework is the CPD framework for social workers registered with NISCC or with another regulator recognised by NISCC for the purpose of gaining access to the PiP Awards. Social Workers have access to the framework with creation of a NISCC Online account and completion of registration.
22. Social workers have personal responsibility for their application to register and for meeting PRTL requirements to maintain their registration. Employers have a responsibility to support registrants to meet NISCC's eligibility criteria for registration and its requirements for post registration training and learning.
23. The PiP Framework is structured to be accessible to all registrants by providing a range of flexible routes to recognise professional learning and development. This may range from on-going CPD activity, e.g. attendance at conferences, reading, or in-house training, that supports social workers to meet their Standards of Conduct and Practice, to more formalised learning, e.g. academic courses and accredited training.



PiP Framework Supporting Registration Requirements

24. The PiP Framework supports social workers to meet their registration requirements. Each social worker can log all their learning and development activity on their NISCC online account. Credits may be achieved by logging a record of the learning with a brief reflective analysis. Additional credit may be accumulated by recording the impact of the professional development, verified by a line manager. The system uses a time formula to calculate and allocate credit.⁶ Credits, when verified by a line manager, may be used as a PRTL record.
25. Credits may be used to meet part or all of the 90 hours PRTL required for maintaining registration. A minimum of 100 credits is recognised as having met PRTL requirements and provides exemption from audit.⁷
26. The PiP Framework recognises all professional development both formal and informal, by providing a mechanism to gain credit for reflection on professional learning and development and demonstrating impact on practice. A formula for logging activity and gaining credit is outlined in Appendix One. The accumulation of 100 credits for recorded and verified learning and reflective practice over a 3 year registration period will be recognised as the Registrant having met their PRTL requirements and thus will render them exempt from PRTL audit.⁸
27. NISCC provides certificated professional awards (PiP Awards) that comprise a number of PiP Requirements. The PiP Requirements describe a range of standards of proficiency in social work practice that, combined, lead to the achievement of a PiP Award. The PiP Awards are outlined in Appendix Two.
28. PiP Credits may be submitted for assessment against any of the PiP Awards for pre-selected PiP Requirements. A maximum of two thirds of a PiP Award may be achieved using this method of assessment. The process is managed within the Northern Ireland Social Care Council.
29. The PiP Awards may be accessed via a number of routes to achievement:
 - Credit Accumulation Route – (part achievement)
 - Individual Assessment Route
 - Approved Programme Route
 - Work-Based Learning Route

The above routes may also be combined to achieve a full PiP Award

⁶ 1 hour of learning + reflective analysis = 2 credits + verified impact = 3 credits

⁷ General Guidance for Social Work Registrants Post Registration Training and Learning (PRTL), NISCC, August 2017

⁸ General Guidance for Social Work Registrants Post Registration Training and Learning (PRTL), NISCC, August 2017

Credit Accumulation Route

30. The Credit Accumulation Route offers recognition of ongoing learning and development that normally takes places on a day to day basis in short timescales. Using the NISCC online account social workers may, over a period of time, log a wide range of activity, some of which may link to particular themes within the Standards of Proficiency and which may allow them to demonstrate competence for a PiP Requirement/s.
31. Social workers may thus use accumulated credits to claim part of a PiP award.
100 credits that include demonstration of the impact of learning and development may be submitted by the registrant for assessment against a selected professional requirement within the Consolidation or Specialist award.
200 credits that include demonstration of impact of the learning and development may be submitted by the registrant against a selected professional requirement within the Leadership and Strategic Award.
32. All claims for recognition of professional credits against PiP Requirements must include explanation of how/why the submitted credits meet the specified standard.
33. A minimum of 1 PiP Requirement and a maximum of two thirds of a PiP Award may be claimed using credits in this way.

Individual Assessment Route

34. The Individual Assessment Route provides registrants with the opportunity to submit pieces of work for assessment against any specified PiP Requirements within any of the PiP Awards.
35. The Individual Assessment Route provides maximum flexibility for social workers who wish to gain recognition within the PiP Framework for a substantive piece of work by offering a range of assessment methods including:
 - Assignment
 - Verbal Presentation
 - Direct Observation
 - Portfolio of Evidence
 - In-Service Training Schedule
 - Accreditation of Prior Learning (APL)
36. Guidance is available on each of the methods of assessment for registrants using the Individual Assessment Route.

Approved Programme Route

37. The Approved Programme Route provides the opportunity for education and training programmes to seek approval from NISCC to confer PiP Requirements/Awards as an outcome of completion of their course. Programmes seeking approval must comply by the standards and specifications set by NISCC.
38. Programmes/modules are approved for specified PiP Requirements from the appropriate award/s. Completion of modules as well as full courses is recognised in the PiP Framework through transcripts and certificated awards. The registrant and their employer decide whether to complete full programmes or select a range of appropriate modules according to practice need.
39. Academic programmes seeking approval must be at postgraduate level. Professional programmes must demonstrate that their training is commensurate with the Standards of Proficiency for social work practice.

Work-Based Learning Route

40. The Work-Based Learning Route provides registrants with the opportunity to gain recognition within the PiP Framework for employer-led in-service training.
41. It allows course providers to integrate PiP assessment at the point of delivery and confer competence against PiP Requirements aligned to the PiP Awards.
42. Providers of courses apply to have their provision recognised within the Work-Based Learning Route by carrying out a mapping exercise which details the alignment between learning outcomes from the course and the relevant PiP Award and Requirements.
43. The assessment methodology outlines how registrants are expected to demonstrate achievement of the learning outcomes.

Professional PiP Awards in Social Work

44. The Professional in Practice PiP Awards in Social Work are:
 - NI Consolidation Award in Social Work – Appendix 2
 - NI Specialist Award in Social Work – Appendix 3
 - NI Leadership and Strategic Award in Social Work – Appendix 4
 - NI Advanced Scholarship Award – Appendix 5
45. The following underpinning statements apply to all PiP Awards:
 1. Critical reflection must be integral to all work to be considered for the PiP Awards
 2. A social work value base will be evident throughout all work to be

considered for the PiP Awards

3. Personal responsibility and initiative for independent learning to enhance continuous professional development must be demonstrated
4. Successful postgraduate study is characterised by a number of criteria:
 - (i) It must demonstrate a thorough and systematic grasp of the issues in relation to a particular field of inquiry
 - (ii) It must show independence of thought and originality. The candidate must move beyond familiar ideas to develop thinking and application
 - (iii) Methodological rigour must be evident. This is shown in the way that problems are analysed and dealt with in a systematic manner
 - (iv) Critical judgement must be applied to complex and demanding scenarios. This necessitates the weighing up of different arguments and courses of action
46. The PiP Awards recognise competence across specified Standards of Proficiency. The PiP Awards are achieved through a modular approach allowing for recognition of part achievement, i.e. each professional requirement, as well as full PiP Awards.
47. It is possible to move between PiP Awards, mixing requirements from the Specialist and the Leadership and Strategic PiP Awards to make up either award. Transfer of requirements between these PiP Awards can only apply to one third of the award.
48. A registrant can achieve all four or more than one of each of the PiP Awards as they are separate entities. The same piece of work cannot be used for a second requirement or a second award but it is possible to build on and develop work for the first requirement or award to lead to achievement of a second.
49. The PiP Framework is pitched at postgraduate academic level and may create opportunity for access to academic achievement as determined by an academic institution. The PiP Awards are commensurate with a postgraduate level of practice to reflect the required graduate entry to the profession.
50. Full attainment of the professional PiP Awards is recognised by way of a NISCC certificate. Transcripts of achievement are issued to recognise part achievement of an award.

PiP Partnership Structure

51. The PiP Framework is developed and delivered within a partnership model of regulation. The Council has established the Professional in Practice Partnership

(PiP Partnership) as the committee responsible for the PiP Framework.

The PiP Partnership is chaired by a member of Council and reports directly to Council. Its membership comprises senior representatives from the key social work employers in the statutory and non-statutory sectors in Northern Ireland and from the higher education sector. Written agreements between the Chief Executive of NISCC and the Chief Executive/Director of partner organisations are in place confirming support and resource to the partnership structures.

- 52 NISCC executive staff direct, advise and support the Partnership in its strategic and operational delivery of the Framework.



Appendix One : Credits for Recognition of Professional Learning and Development

Credit Accumulation Formula “2 + 1”

Social workers (claimants) can gain credits from reflection on learning:

1 hour of learning activity + a brief reflective analysis = 2 learning credits.

Additional credit can be claimed by demonstrating impact:

1 credit per hour of learning.

1 hour of learning activity + a brief reflective analysis = 2 learning credits + record of impact = 3 credits.

Impact means demonstrating application of your learning on the following (choose 1 or more as appropriate):

- Service Users and Carers
- Self (development of new skill/knowledge or further development of existing skill/knowledge)
- Service (e.g. developing and implementing a new service)
- Supplementary Activity (teaching/training, leadership within social work locally or nationally)

Appendix Two: NI Consolidation Award in Social Work

The NI Consolidation Award in Social Work enables practitioners with an entry level qualification in social work to develop the range of knowledge and skills associated with competence “in depth” in a specific area of work. The aim of this award is to develop and enhance knowledge beyond qualifying level to produce well rounded practitioners, confident and competent in a particular area of work. This will help prepare for movement into more specialist working.

The NI Consolidation Award will be appropriate to staff who:

- Are recently qualified and, if appropriate, have successfully completed the AYE
- Have moved into a new area of practice and need specific knowledge of their new field
- Are re-entering practice after a period of absence or require refresher training

The NI Consolidation Award in Social Work comprises 3 underpinning Requirements and 6 PiP Requirements which describe the range of professional competence at this level associated with the Standards of Proficiency. The underpinning Requirements must be integrated within the PiP Requirements. When all 6 Requirements are met the Consolidation Award is achieved.

Standard of Proficiency	Competence Requirement
Practise professional social work underpinned by the Standards of Conduct and Practice and social work values	Underpinning Requirement: A. Demonstrate a systematic understanding of their own practice and a critical awareness of current issues and challenges in the context of NISCC Standards of Conduct and Practice, professional ethics, the principles of diversity, equality and social inclusion in a wide range of situations.
Continue to develop self and others	Underpinning Requirement: B. Use evaluation to systematically develop and improve their specific practice, including implementing effective practice in inter-professional and inter-agency contexts.

Continue to develop reflective practice and critical analysis	Underpinning Requirement C. Take responsibility for continuing professional development making use of professional and managerial supervision, consultation and other professional support as appropriate to identify and address issues; develop, implement and evaluate plans; and continue to advance knowledge and understanding in order to improve practice.	
Continue to develop competence in own area of practice	1	Develop and consistently sustain in-depth competence within their specific area of practice to agreed national, occupational or recognised agency standards, applying knowledge and experience of relevant service provision with confidence
Maintain professionalism through development and application of knowledge and research	2	Demonstrate systematic and appropriate application of relevant legislation/policy, theories, research and methods of practice that include a range of skills
Continue to develop the assessment and management of risk	3	Demonstrate consistent and sustained sound judgement and decision making in the context of complexity, risk, uncertainty, conflict and/or contradiction
Continue to develop engagement and participation with service users and carers	4	Systematically apply knowledge and understanding of service user and carers issues to actively contribute to social support strategies that promote choice, independence and empowerment and which involve service users and carers (where appropriate)
Work to achieve change	5	Effectively and efficiently manage and be accountable for own work and demonstrate a capacity to plan for and respond to change
Work effectively across networks	6	Demonstrate confidence in, and promote understanding of, own professional role within networks across organisational and professional boundaries and support others as appropriate to the candidate's level of learning

Appendix Three: NI Specialist Award in Social Work

This award is appropriate to those involved in complex decision-making requiring high levels of professional responsibility and accountability. Registrants undertaking this award develop high levels of specialist knowledge, skills and expertise in their work.

The Specialist area of work is wide ranging and may include therapeutic or specialised interventions, projects or team management, education, training and development, research and development.

The NI Specialist Award in Social Work comprises 9 Requirements which describe the range of professional competence at this level associated with the Standards of Proficiency. When all 9 Requirements are met, the NI Specialist Award is achieved.

Achievement of PiP Requirements within the Specialist area may be used towards the Leadership and Strategic Award and vice versa. A maximum of 3 PiP Requirements within the Specialist area may be used in this way. See also paragraph 43.

Standard of Proficiency		Competence Requirement
Practise professional social work underpinned by the Standards of Conduct and Practice and social work values	1	Apply independent critical judgment to systematically develop their own practice and that of others in the context of the Standards of Conduct and Practice, professional ethics, the principles of diversity, equality and social inclusion in a wide range of situations.
Continue to develop self and others	2	Demonstrate a substantially enhanced level of competence in a defined area of professional practice, professional management, professional education or applied professional research to agreed national, occupational or recognised agency standards
Continue to develop reflective practice and critical analysis	3	Demonstrate a well-developed capacity of using analysis and evaluation to continuously develop and enhance own performance and contribute to the performance of professional and inter-professional groups, teams and networks

Continue to develop competence in own area of practice	4	Demonstrate a well-developed capacity to analyse, evaluate and apply relevant and current research evidence including service user research
Maintain professionalism through development and application of knowledge and research	5	Using a range of skills and methods of intervention, work effectively and creatively and with initiative in a context of risk, uncertainty, conflict and contradiction where there are complex challenges. Make informed and balanced judgements in the context of relevant policy and legislation
Continue to develop the assessment and management of risk	6	Use a critical knowledge and understanding of service user and carers' issues to develop and implement service user and where appropriate carer rights and participation in line with the goals of choice, independence and empowerment
Continue to develop engagement and participation with service users and carers	7	Take responsibility for influencing key aspects of complex change processes, including those involving other professions or other agencies
Work to achieve change	8	Support, mentor, supervise or manage others including contributing to practice learning opportunities, enabling self and others to identify and explore issues, improve and develop and share best practice
Work effectively across networks	9	Develop and implement effective ways of working in networks across organisational and professional boundaries, having confidence in own professional role and taking responsibility for identifying, analysing and resolving complex issues, promoting partnership and collaboration, thus ensuring the delivery of integrated and person-centred services

Appendix Four: NI Leadership and Strategic Award in Social Work

This award is appropriate to those registrants who demonstrate high levels of competence within a field that is recognised within and out with their agency context. Registrants undertaking this award have moved beyond the detail of their own practice and need opportunities to explore a wider perspective where they can influence developments and influence others. This will include those social workers who are pushing and testing the boundaries of their field and contributing at a significant level to the development of thinking and provision of service in that field.

The NI Leadership and Strategic Award in Social Work comprises of 9 Requirements which describe the range of professional competence at this level associated with the Standards of Proficiency. When all 9 Requirements are met the NI Leadership and Strategic Award is achieved.

Achievement of PiP Requirements within the Leadership and Strategic Award may be used toward the NI Specialist Award and vice versa. A maximum of 3 PiP Requirements within the Leadership and Strategic Award may be used in this way. See also paragraph 43.

Standard of Proficiency		Competence Requirement
Practise professional social work underpinned by the Standards of Conduct and Practice and social work values	1	Use independent critical judgement to take a leading role in systematically developing their own practice and that of others in the context of the Standards of Conduct and Practice, codes of professional ethics, the principles of diversity, equality and social inclusion in a wide range of situations
Continue to develop self and others	2	Demonstrate a substantially enhanced and sustained level of competence in a defined area of work, taking a leading role in developing and promoting good practice drawing on international perspectives to inform this
Continue to develop reflective practice and critical analysis	3	Demonstrate conceptual understanding and a well-developed capacity to take responsibility for the use of critical analysis and evaluation to continuously develop and enhance own performance and that of others

Continue to develop competence in own area of practice	4	Demonstrate a significant contribution to the development, delivery and evaluation of the service provided in a chosen area by demonstrating the ability to research, plan, implement, monitor and evaluate strategies for improvement or change
Maintain professionalism through development and application of knowledge and research	5	Work creatively, innovatively and effectively, taking a leading role in the context of risk, uncertainty, conflict and contradiction or where there are complex challenges and a need to make informed, independent and balanced judgements
Continue to develop the assessment and management of risk	6	Take a lead responsibility, using initiative and self-direction, for managing key aspects of complex change processes, including those involving other professions or other agencies
Continue to develop engagement and participation with service users and carers	7	Support, mentor, supervise or manage others exercising leadership to enable them to identify and explore complex issues and improve practice and service delivery
Work to achieve change	8	Take a leading role in developing and implementing effective ways of working in networks across organisational and professional boundaries, taking responsibility for identifying, analysing and resolving highly complex issues, promoting partnership and collaboration, thus ensuring the delivery of integrated and person-centred services
Work effectively across networks	9	Use critical knowledge and comprehensive understanding of service user and carers' issues to actively promote, develop and implement service user and, where appropriate, carer rights and participation in line with the goals of choice, independence and empowerment

Appendix Five: NI Advanced Scholarship Award

The Advanced Scholarship Award provides the opportunity for social workers to have their learning and development recognised up to doctoral level. The award has been developed to provide an opportunity for social workers to progress their professional development beyond the Leadership and Strategic Award and provides professional recognition for PhDs and for practice which is commensurate with that level of study.

The NI Advanced Scholarship Award in Social Work comprises of 9 Requirements which describe the range of professional competence at this level associated with the Standards of Proficiency. When all 9 Requirements are met the NI Advanced Scholarship Award is achieved.

Standard of Proficiency		Competence Requirement
Practise professional social work underpinned by the Standards of Conduct and Practice and social work values	1	Provide leadership to support a learning culture that drives innovation and excellence in and across organisations, underpinned by strong ethical and cultural competence
Continue to develop self and others	2	Create new knowledge and practice paradigms which support knowledge transfer, improved practice and outcomes across professional and international boundaries.
Continue to develop reflective practice and critical analysis	3	Improve own performance and help shape practice, research and policy through highly developed critical thinking and reflective skills.
Continue to develop competence in own area of practice	4	Review and synthesise information to develop an evidence based approach to service delivery and service improvement which can be monitored and evaluated.

Maintain professionalism through development and application of knowledge and research	5	Generate and clearly communicate new and complex information in a way that contributes to professional understanding of risk and supports evidence informed, balanced judgement and professional decision making.
Continue to develop the assessment and management of risk	6	Anticipate future directions and present robust evidence to influence policy and practice development across professional, organisational and international boundaries.
Continue to develop engagement and participation with service users and carers	7	Use own professional expertise, influencing and supporting others to achieve quality improvement in social work practice.
Work to achieve change	8	Actively seek multi professional collaboration to create alliances and networks that support the development and implementation of effective ways of working which promote the unique value of social work.
Work effectively across networks	9	Demonstrate a strong and sustained commitment to engaging service users and carers in the coproduction, design and delivery of person centred social work with improved and agreed outcomes.

