

Assessed Year in Employment Audit

Learning Points

April 2019

This was the third audit of the AYE. All registrant's submissions confirmed that they had met the AYE standards and were strong across all employment sectors.

The audit is intended to indicate strengths and development areas in the AYE and learning points will be circulated to employers. This does not detract from the employers responsibility to assess whether the AYE registrant has successfully completed the AYE.

The 2018 audit commenced in September. The audit assessed submissions against NISCC Standards for the AYE. NISCC selected a ten percent sample of registrants for audit who were coming to the end of their AYE (20 registrants).

NISCC professional advisers assessed the audit submissions against the NISCC Minimum Standards for Completion of the AYE.

The strongest submissions contained the following:

- **Personal Development Plans** - had comprehensive PDPs that were dated and regularly reviewed. They were signed by the registrant and their manager.
- **Training and Development Days** - registrants had completed the form detailing the date and duration of the event, included a brief summary of the training and reflected on their learning.
- **Reflective Summaries** - registrants made links to the NOS social work key roles, linked to the NISCC Standards of Conduct and Practice and underpinned their reflection with relevant theory and research. They included case examples and made connections with training and learning they had listed for the year. The audit also demonstrated knowledge of organisation policies and procedures, relevant legislation as well as the Improving Safeguarding and Wellbeing Strategy for social work. Registrants made use of supervision and peer support to reflect on learning, to critically appraise their practice and develop confidence in advocating for service users and

carers. The evidence from audit demonstrated a value base consistent with promoting person centred practice.

Development areas identified that:

- All submissions must be typed, dated and signed by the registrant and their manager.
- The training and development days must be dated, list the event, the duration and evaluate learning.
- Reflective summaries – the submissions benefit from the inclusion of case examples

All registrants were informed that their submission had met the standards.

The professional advisers who assessed the submissions were encouraged by the high standard of the work and how the AYE year, following completion of social work degrees, gave the registrants a valuable opportunity to bed down and develop practice. Registrants clearly valued the additional supervision provided in this year and many were able to further learning on the degree through reading and research that they could then apply and evaluate to their practice.

The completion of AYE enables registrants to be in a strong position to begin their Professional in Practice journey, when they complete the AYE, all registrants have a further requirement linked to their registration that they achieve a minimum of two Professional in Practice requirements before their next renewal point.

The Social Care Council introduced an annual audit of the assessed year in practice (AYE) in 2016. We did this as part of our regulation role and to enable us to develop, listen and protect. We are proud to raise the standards of a professional social work and social care workforce that meets the complex needs of our society. We are proud to promote respect and value for the workforce we regulate

Working together.

Making a difference.

*Guidance materials and recording forms for the AYE are available online at <http://www.niscc.info/assessed-year-in-employment-aye>