

Post Qualifying Framework for Social Work Practice

February 2019



Post Qualifying Framework for Social Work Practice: Why now

To provide social workers with:

- choice and opportunity in accessing high quality, relevant learning throughout their career
- a structure to post qualifying learning that is flexible and responsive to different ways of progressing a career in social work
- advanced knowledge and skills to take on complex work and new roles.

To build confidence in the professional contribution of social workers and social work

To promote a culture of collaborative, continuous learning and improvement

Post Qualifying Framework for Social Work Practice: Why now

National Workforce Plan:

- supporting recruitment and retention by building confidence in Social Work as a career
- supporting workforce planning by articulating the skills and contribution of social work within the integrated health and social care sector.

Review of Social Work Education (RSWE):

- brings together existing work on revised SiSWE, NQSW and continuous learning requirement
- builds on research commissioned through RSWE and reviews of other UK frameworks.

Post Qualifying Framework for Social Work Practice: Outcomes

People using social work services

- Supported by skilled and confident workers **to achieve the outcomes that matter to them.**

Social workers

- Recognition of their skills and professionalism **to increase their professional accountability and confidence in decision making.**

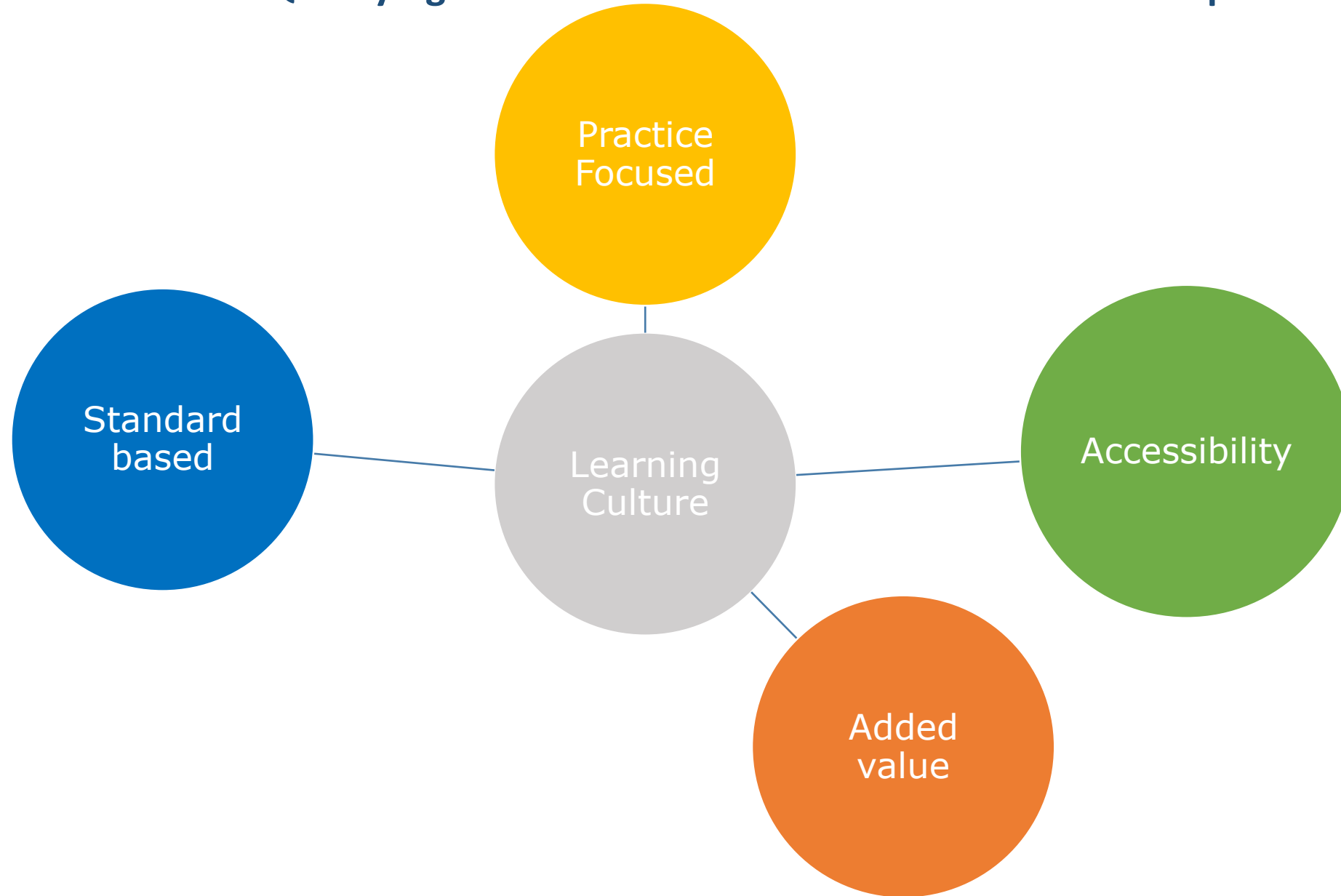
Managers

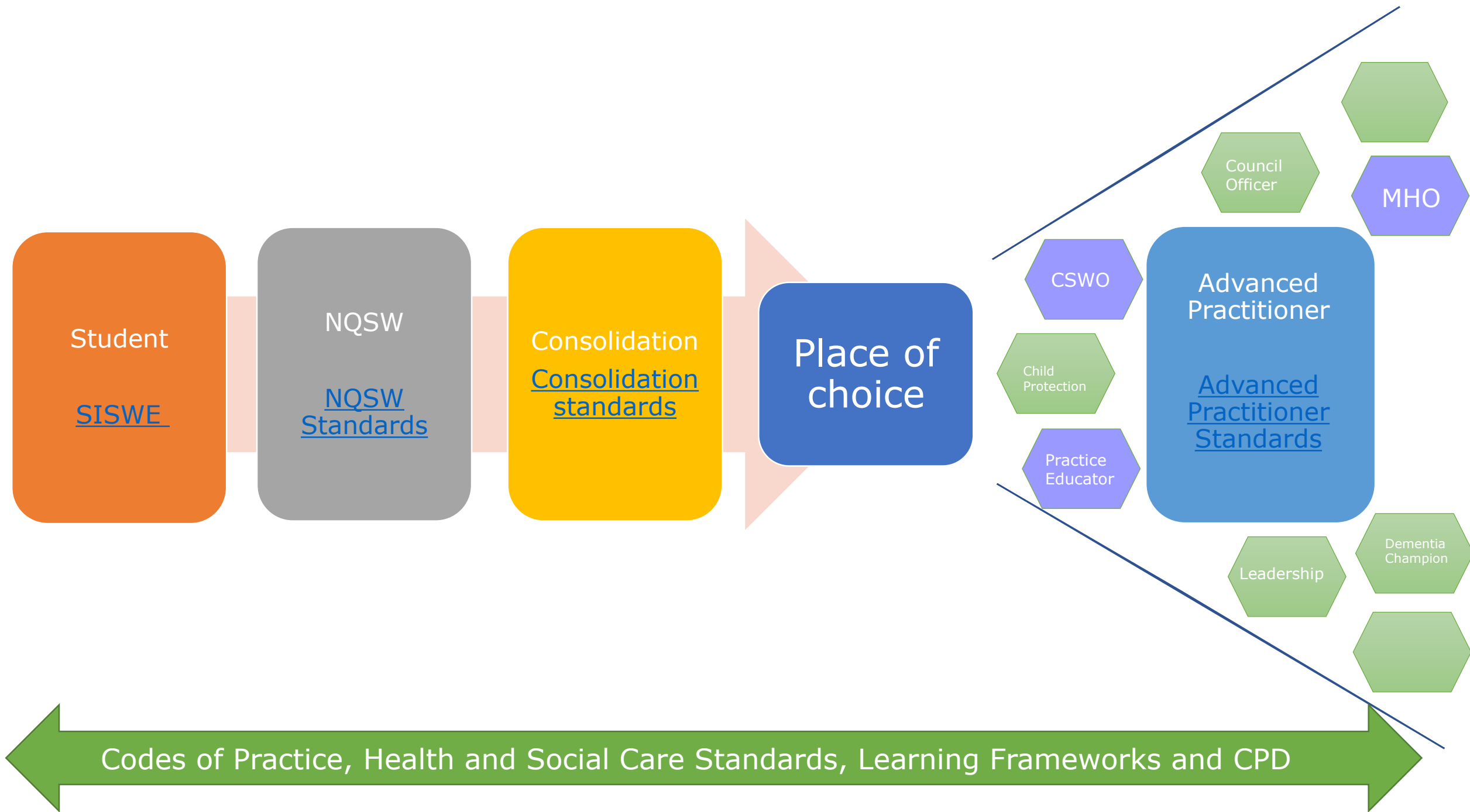
- Better articulation of skills within teams **to inform workforce planning at service level.**

Partnerships

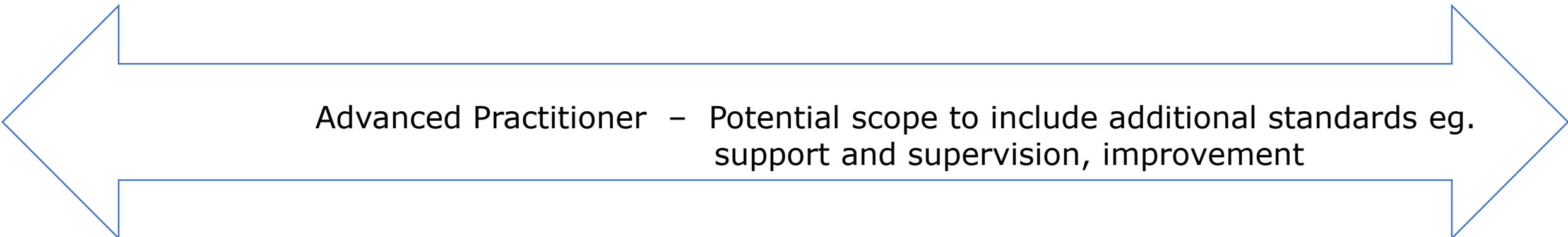
- Improved understanding of the contribution of social work to integrated workforce **to inform Partnership / National Workplan.**

Post Qualifying Framework for Social Work Practice: Principles





Consolidation and Advanced Practitioner



Advanced Practitioner – Potential scope to include additional standards eg. support and supervision, improvement

Consolidation – standards

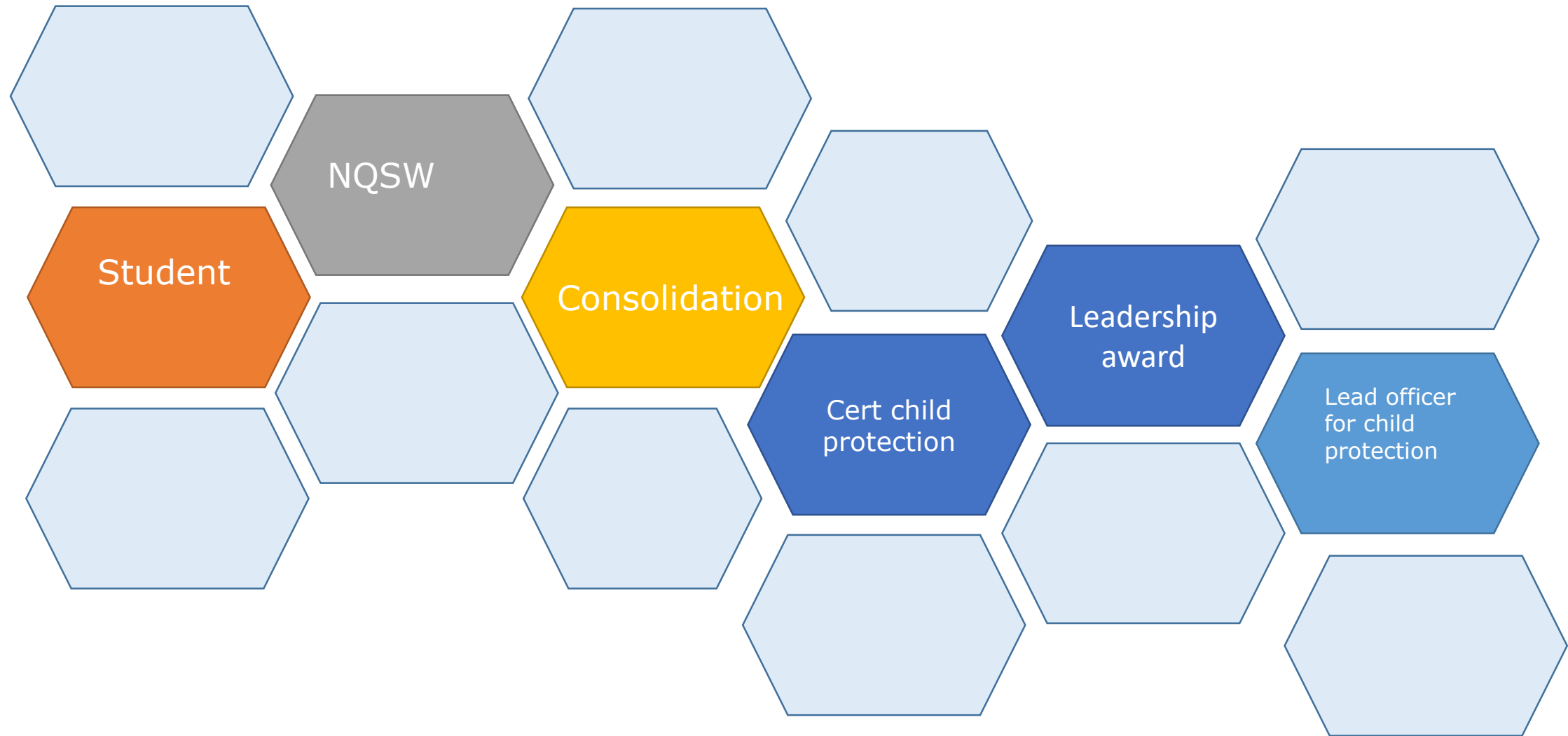
Newly qualified social worker – standards 1 – 6

Student social worker – standards 1 – 6

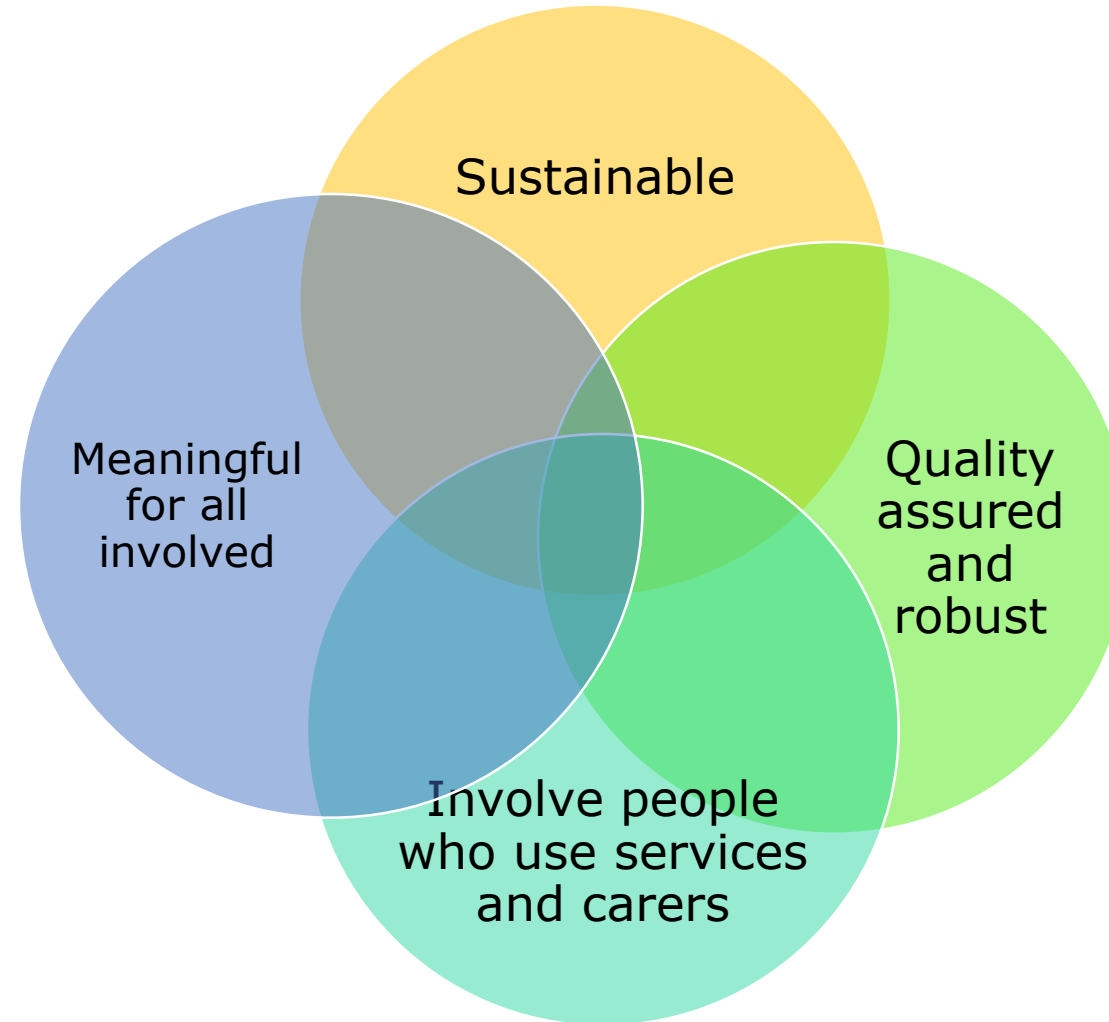
Example of direct practice route



Example of indirect practice



Post Qualifying Framework for Social Work Practice: Peer assessment model





Post Qualifying Framework for Social Work Practice: What we need to attend to

- **Keeping it simple.**
- **Demonstrating value of all levels of standard and achievement.**
- **Accessibility of practice opportunities to demonstrate achievement of standard.**
- **Supervision and support.**
- **Shared expectation of the contribution of advanced social work practice.**

Post Qualifying Framework for Social Work Practice: Questions

How do the distinct groupings/levels within the framework feel?

What will it take for you to engage with this framework?
Opportunities and challenges

Consolidation

- Is this the right language?
- What are the benefits?
- What are the capabilities, skills, knowledge and competencies people would need to demonstrate – what development opportunities would be available?
- How best to link this stage to CPD requirements?

- What future developments would you like to see in Post Registration training and learning?
- Where would they fit with the framework?

Advanced practice

- What do you feel should be included within the scope of advanced practice?
- What skills should be included? What other grouping of advanced practice should there be?
- How would a model of peer assessment for advanced practice standards be developed/run?