

Matrix showing the variations of requirements for the postqualifying education and training in social work for the four UK countries

Prepared by SWAP (Higher Education Academy Subject Centre for Social Policy and Social Work), with assistance from the Northern Ireland Social Care Council (NISCC), Scottish Social Services Council (SSSC), Care Council for Wales (CCW) and the General Social Care Council (GSCC)

	England	Northern Ireland	Scotland	Wales
Governance	<p>Care Standards Act 2000</p> <p>Rules: <i>GSCC Approval of Postqualifying Courses Rules, 2005</i></p>	<p>Health & Personal Social Services (NI) Act 2001</p> <p>Rules: <i>Rules for the Approval of PQ Education and Training in Social Work in NI</i>. These rules will be amended in due course.</p>	<p>Regulation of Care (Scotland) Act 2001</p> <p>Rules/Guidance: All new approved course will fall under <i>Rules and Requirements for Specialist Training for Social Service workers in Scotland 2005</i></p> <p>The SSSC has developed rules for specialist training course. The first course to be approved will be the Practice Learning Qualification (Social Services)</p>	<p>Care Standards Act 2000</p> <p>Rules: Approved by the National Assembly for Wales March 2007</p> <p>Where the CCfW wishes to be more prescriptive about level, volume, learning outcomes or assessment methods 'Specified Named Course Requirements' can be set. So far these are being established for Approved Mental Health Professional training, Practice Assessment and Learning and Child Care.</p>
What is the new provision for PQ social work training?	<p><i>Post-qualifying framework for social work education and training (2005)</i></p>	<p><i>Northern Ireland Post Qualifying Education and Training Framework in Social Work (2006)</i></p>	<p>SSSC launches the <i>Continuous Learning Framework</i> in December 2008. This model is a</p>	<p><i>Modular Framework for PQ Learning & Development in Social Work (2005)</i> and embodied in the Rules.</p>

			continuum of professional development for the entire social services workforce, within which post qualifying education will be approved.	
Links to Post Registration Training and Learning? (PRTL)	At the point of renewing registration, individual registrants are required to produce evidence of PRTL achieved. The requirement is 90 hours or 15 days (guidance is available on the GSCC website). Learning gained through PQ awards provides positive evidence of PRTL. PQ awards are not a specific requirement for PRTL.	By 2010, PRTL for social workers will be linked to agreed accredited PQ training and/or qualifications (PSS Development and Training Strategy 2006-2016).	All post qualification learning and development is relevant to PRTL. Registered social workers are required to complete 15 days over the 3 year registration period, of which 5 days must focus on working effectively with colleagues and other professionals to identify, assess and manage risk to vulnerable people. All newly qualified social workers must complete 24 days or 144 hours of PRTL within the first 12 months from date of registration of which 5 days must focus on working effectively with colleagues and other professionals to identify, assess and manage risk to vulnerable people. Re-registration must take place on or before 14 month anniversary.	All social workers are required to demonstrate 15 days or 90 hours of PRTL. Guidance on this is available from the CCfW website. PQ provides one way of demonstrating this, but it is not a requirement at present.

How will training be commissioned?	A National Social Work Partnership Board has been established to oversee planning by Skills for Care and the Children's Workforce Development Council at a national level. At a local level employer driven partnerships with universities have been developed. Arrangements to meet the needs of national organisations have also been developed.	NI PSS Development and Training Strategy has set priorities. Employers and Higher Education Institutes (HEIs) will develop programmes to meet priorities.	Any future training will be placed within the Rules and Requirements. Any commissioning process would be agreed in consultation with the Scottish Executive. The Sector Skills Agreement and the process re skills gaps should enhance the potential for employers to commission what they feel are the gaps out-with those courses that the SSSC might approve.	The Rules require that PQ courses will only be approved where an HEI is in partnership with an employer of social workers. Employers can therefore commission the development and delivery of specific programmes that meet their needs. The 4 regional social care partnerships increase the viability of these arrangements. The CCfW will support this through a national strategic partnership for social work education and training comprising employer representatives, universities and the Welsh Assembly Government.
What closing date has been set for closure of existing arrangements?	27 September 2008 was the final date to register awards achievement with the GSCC under the old framework.	Registrations stopped on 31 March 2007, except for PQ1 continued for another year. The final date for awards is 30 September 2010.	March 2008	The date for final registration was July 2008. The PQ Consortium for Wales closes at the end of December 2009.
Will PQ consortia continue to operate after this date?	No. PQ consortia or award programmes will continue after November 2008.	Yes. The PQ Partnership will be incorporated into NISCC. New arrangement to be worked out over next 18 months.	No	No

<p>What form do the new arrangements take?</p>	<p>HEIs develop and deliver PQ courses in partnership with employers and stakeholders through Regional Planning Networks. The GSCC approves HEIs to offer awards, sets specialist standards and approves courses that meet the requirements. Once approved, courses are monitored annually and reviewed at least every 5 years by the GSCC.</p>	<p>The new arrangements are under review.</p>	<p>Employer-led continuum of professional development. The 4 Scottish Social Services Learning Networks provide a forum for employers and stakeholders to identify shared learning needs and develop creative solutions..</p>	<p>The CCFW approves programmes under the general Rules and any Specified Named Course Requirements that may apply.</p> <p>Programmes are required to be developed and delivered through a partnership of HEIs, employers and service users and carers.</p>
<p>What academic level has been set?</p>	<p>3 levels for PQ Award:</p> <ol style="list-style-type: none"> 1. Specialist Social Work: Hons degree or Graduate Diploma (H level) 2. Higher Specialist Social Work: Post Graduate Diploma (M level) 3. Advanced Social Work: Minimum Level M -Masters 	<p>The entire Framework is at M level. There are opportunities for both academic and professional awards.</p>	<p>Specialist training will be available from SCQF 7 – SCQF 11(M Level). PLQ (SS) is based on these levels and the new MHOA award is set at Level 11.</p>	<p>All programmes will consist of or comprise modules capable of being built into qualifications at level 6 or level 7, specifically a:</p> <ul style="list-style-type: none"> • Graduate Certificate in Post Qualifying Social work(PQSW) • Graduate Diploma in PQSW • Post Graduate Certificate in PQSW • Post Graduate Diploma in PQSW • Masters Degree in Post Qualifying Social work <p>In the case of Specified Named Courses, they must</p>

				comply with the requirements published by the CCfW.
Is there a module that provides for consolidation of practice?	Yes. Consolidation must be demonstrated against generic and specific award requirements at Specialist Social Work Award level, as a first module.	No. This should be covered during the Assessed Year in Employment (AYE) before candidates enter the NI PQ Framework. After the AYE, candidates can enrol for an Initial Professional Development Programme or similar training provided by employers.	There is a range of programmes for this purpose including child and adult protection	Guidance has been produced on " <i>Making the most of the first year in practice</i> " for both social workers and employers (the latter produced by the Care and Social Service Inspectorate for Wales) The Care Council guidance is available here . The employers' guide is here . Some HEIs are developing modules for consolidation of practice but there no specified requirements.
Can other social service/care and professional groups access the framework?	Yes. Access is a key principle and modular basis widens access to learning and academic achievement but not to a professional award in social work. Inter Professional Education is a key principle and joint courses are likely to take place between professional groups.	Enrolment for a PQ award is restricted to Registered Social Workers. There are arrangements for the accreditation of multi disciplinary programmes so that the social workers attending those programmes can obtain a PQ award	The Continuous Learning Framework applies to the entire social services workforce. New specialist courses, e.g. MHOA will allow modular access for those not pursuing the full award. In the Practice Learning Qualifications the rules allow for access by other professionals although the award they receive will have a different title. This is due to legislation only allowing SSSC to approve	Yes in some instances but potential candidates will need to check the selection criteria with the individual HEI. Generally, wide access is encouraged, but only social workers can be awarded a Post Qualifying award in Social Work. Some programmes such as AMHP will specifically target a wider range of professional groups.

			courses for social services workers who are either registered or for whom the register is open.	
AP(E)L Accreditation of prior (experience) Learning	Creative and flexible use of AP(E)L is encouraged to promote relevance to practice contexts and access. All current GSCC awards and PQ1 certificates must be fully recognised. PQSW is equivalent to new specialist award for progression to higher level awards.	AP(E)L is an essential element of the NI PQ Framework. Guidance has been developed by the PQ Partnership.	Any new developments under the Rules will need to fit within SCQF and to include RPL (Recognition of Prior Learning), Recognition of Prior (Informal) Learning and credit transfer	AP(E)L arrangements are required by the Rules for Approval. All modules must have a statement of level and credit value as defined by the Credit and Qualification Framework for Wales. A system of mutual recognition is being encouraged.
What standards will awards be based on?	UK National Occupational Standards for Social Work, Codes of Practice, QAA guidance, nationally agreed standards for specialist areas and specialist standards produced by the GSCC for Practice Education, Mental Health social work; Social Work with adults; Children, young people, their families and carers; and for Leadership and Management.	The NISCC and the NI PQ Partnership have published Accreditation Requirements. These can be downloaded from the NIPQETP website, www.nipqetr.com .	For SSSC approved awards, specialist standards will be written. The CLF includes a set of personal capabilities that are described across four stages of progression, enabling the monitoring of improvements in standards of practice.	All modules must reflect current research and evidence, the service user and carer perspective, current legislation and policy, the Welsh context of Social work and the inter-professional context. Modules must indicate the relevant NOS. Additionally modules must reflect the Social Care Codes of Practice, provide the ability to learn and be assessed in Welsh, and the Quality Assurance requirements.

How will UK agreed national occupational standards be used?	NOS for social work underpin learning outcomes and course curriculum building.	There is a requirement to develop competence to agreed national, occupational or recognized agency standards.	SiSWE based on the NOS form the basis of the SW degree and are integrated fully in the CLF. Reference to NOS will be made where appropriate when approving new specialist training courses	The Rules require an indication of which NOS are relevant at unit level.
Arrangements for Practice Assessment?	Assessment must always be based on actual practice. Registered social workers must be part of the overall assessment. GSCC Code of Practice, relevant specialist standards and 'Guidance on the assessment of practice in the workplace' are vital to practice assessment.	Practice Assessors are trained to assess at M Level	This will be dependent on the course. We would expect all provision to have a strong emphasis on the assessment of practice.	This will be dependent on the course being undertaken but the Rules require a statement showing how assessment in practice is relevant to particular modules.
Practice Education	Enabling others is integral to the framework and must be demonstrated at all levels of the award.	The Practice Teacher Award has been reconfigured to meet the requirements of the NISCC Practice Learning Standards 2006, and the NI PQ Framework.	The Practice Learning Qualification (Social Services) -PLQ (SS)- has four stages equivalent to SCQF levels 7,9,10 and 11.	Specified Named Course Requirements for an initial Practice Assessment and Learning module have been developed and further requirements for a Practice Teaching and Learning course at postgraduate level are being developed.
External Examiners	PQ programmes must appoint at least one external examiner who has a GSCC recognised social	The External Assessment Model will continue to apply.	As in the Rules, examiners acceptable to the SSSC will be professionally qualified	Programme providers must appoint an external examiner to evaluate or appraise the programme.

	work qualification. Annual QA monitoring will include scrutiny of external examiners reports and HEI actions on their recommendations.		and have expertise and experience relevant to the course provision.	The EE is required to produce an annual report on the results of their evaluation.
Making PQ courses relevant - User Involvement	The involvement of people who use services and carers is integral to regional planning networks, programme design and delivery including teaching, assessment and course planning.	Broad statement included in Rules. NISCC Accreditation requirements will ensure programmes include all stakeholders appropriately. A service user involvement strategy has been agreed.	All relevant stakeholders will be involved in the design, delivery and evaluation of the course provision and in approvals. The role of service users is particularly important and this is evidenced in the design of the PLQ, which is structured to enable access and achievement by users and carers. The CLF will assist individuals and employers to ensure that users and carers are fully involved in the planning and delivery of services and in the evaluation of the quality of the service they receive.	Service users and carers must be involved in the development and delivery of the programme. It must also be shown how they will receive induction and on going training to enable their contribution. The CCfW is also piloting service user and carer involvement in the quality assurance of programmes.
End of course recording - transcripts	Students must be given annual transcripts of learning, and for each module completed. On leaving a programme all students must be provided	Transcripts will be an important element of the framework. They will record all accredited learning. A new database has been developed and transcripts	In respect of PLQ this will be supplied by the provider	Students must be provided with a transcript of learning outcomes at the end of a module.

	with a full transcript identifying modules passed and credit acquired. Learning is certified by means of transcripts, essential for a mobile workforce.	will be issued annually.		
International recognition of social work qualifications and PQ	The PQ framework is for all registered social workers including holders of SW qualifications gained overseas.	IRS equivalency issues will have been considered at the registration stage	Needs to recognise the statutory differences while taking this into account. For example, for the MHOA - IRS equivalency issues will have been considered at the registration stage. Anyone registering for a course approved by SSSC either needs to be registered or currently eligible for registration in terms of the Regulation of Care (Scotland) Act 2001 section 44.	Anyone enrolling for a PQ award must be registered with the Council. Where a social worker has a social work qualification recognised in Wales they will have access to PQ courses in social work.
Review and redefinition of social work	A statement in respect of the <i>Roles & Tasks of Social Work</i> jointly prepared has been released and has contributed to further work in delivering the aspirations of Putting People First and the Children's Plan. There will be forthcoming developments of the Adult	A review of public administration led to a change in Board/Trust structure in 2007. Social workers in HSS Trusts are included in the Agenda for Change and the Knowledge and Skills Framework will apply. <i>PSS Development and Training Strategy 2006-2016</i> is a key document for	The Scottish Executive Report <i>Changing Lives</i> from the 21st Review of Social Work identifies future direction under five change programmes: <ul style="list-style-type: none"> • Performance Improvement • Service Redesign • Practice 	Welsh Assembly Government document: <i>Fulfilled Lives, Supportive Communities, The Strategy for Social Services in Wales</i> defines the overall direction. Specific documents relating to the strategy will inform social worker development including <i>The Workforce</i>

	<p>social care workforce strategy and the Children's workforce strategy, both of which preparing visions of social work for the two different workforces. Pilots established to provide a framework for NQSW and the development by DCSF of career pathways for social workers in children's services. Other key factors include the personalisation and safeguarding agendas.</p>	<p>social work education and training. NISCC is consulting on the <i>Roles and Tasks of Social Work in NI</i>. The outcome of this consultation is not yet available.</p>	<p>Governance</p> <ul style="list-style-type: none"> • Leadership • Workforce Development 	<p><i>Action Plan and Stronger Families - the proposals for Integrated Family Support Services</i></p>
--	--	---	---	--