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Gofal Cymdeithasol **Cymru**
Social Care **Wales**

THE SOCIAL CARE WALES (REGISTRATION) RULES 2018

April 2018

12/02/18

The regulation of the registration and fitness to practise of the social care workforce by Social Care Wales is governed by three types of legal documents, which are **all** applicable to the registration and fitness to practise of registered persons:

- **Regulation and Inspection of Social Care (Wales) Act 2016 (the Act);**
- **National Assembly Regulations;**
- **Social Care Wales' suite of Registration Rules and Fitness to Practise Rules.**

Neither the content of the Act nor the Regulations are contained in these Rules. You should therefore read the content of the Act and the Regulations in conjunction with the Rules to provide a comprehensive understanding of the registration and fitness to practise procedures.

The Act is available at: <http://www.legislation.gov.uk/anaw/2016/2/contents/enacted>.

The Regulations are:

The Social Care Wales (Extension of Meaning of "Social Care Worker") Regulations 2016:

The Social Care Wales (Specification of Social Care Workers) (Registration) Regulations 2016:

The Social Care Wales (Content of Register) Regulations 2016:

The Social Care Wales (List of Persons Removed from the Register) Regulations 2016:

The Social Care Wales (Constitution of Panels: Prescribed Persons) Regulations 2016:

The Social Care Wales (Proceedings before Panels) Regulations 2016:

The Rules are available here: <https://socialcare.wales/collections/social-care-wales-2017-rules?record-language-choice=en-cy>

Social Care Wales, in exercise of its powers under sections 73 (2) and (4), 74(1) and (2), 83(1) and (3), 84(a) (iii) and (b)(ii), 86(1) and (4), 88(1)-(4), 91(2), 92(1), (2) and (3), 106(1) and (2), 107(1) and (2), 113(1) and (2) of the Regulation and Inspection of Social Care (Wales) Act 2016 (“the Act”), and of all other powers enabling Social Care Wales in that behalf, and after consulting in accordance with section 75 of the Act, hereby makes the following Rules:

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PART I

INTRODUCTION

Citation, commencement and revocation

1. (1) These Rules may be cited as the Social Care Wales (Registration) Rules 2018, and shall come into force on 1 April 2018.
- (2) The Care Council for Wales (Registration) Rules 2015(b) (“the 2015(b) Rules”) are hereby revoked save that the 2015(b) Rules shall continue to apply in relation to applications for registration, renewal, returning to or removal from the Register received prior to 3 April 2017.
- (3) The Social Care Wales (Registration) Rules 2017 (“the 2017 Rules”) are hereby revoked save that the 2017 Rules shall continue to apply in relation to applications for registration, renewal, returning to or removal from the Register received between 3 April 2017 and 1 April 2018 (subject to Rules 38(2) and 39(1) of these Rules).

Interpretation

2. (1) In these Rules, unless the context otherwise requires:
 - “**Act**” means the Regulation and Inspection of Social Care (Wales) Act 2016;
 - “**added part**” means a part of the register for each description of social care worker specified by the Welsh Ministers in regulations under section 80(1)(b) of the Act;
 - “**All Wales Induction Framework for Health and Social Care**” means the Social Care Induction Framework setting common standards for induction of social care workers published by Social Care Wales;
 - “**applicant**” means a person applying for registration, restoration, renewal or to return to the register as a social worker, social care worker or as a social work student;
 - “**barred list**” is a list defined in section 117(3) of the Act;
 - “**Care Council**” means one of the bodies keeping a relevant register as referred to in section 111(4) (b), (c) and (d) of the Act;
 - “**Code of Professional Practice for Social Care**” means the code of practice laying down the standards of conduct and practice expected of social care workers published by Social Care Wales under Section 112(1)(a) of the Act;
 - “**degree course**” means an undergraduate or post graduate degree course approved by Social Care Wales in accordance with Social Care Wales’s The Approval and Visiting of Degree Courses in Social Work (Wales) Rules 2017;

“Directive 2005/36/EC” means the Directive on the Recognition of Professional Qualifications, as amended by EU Directive 2013/55/EU;

“electronic process” means a process approved by Social Care Wales for the electronic exchange of information between SCW and an applicant, registered person, employer, regulatory body, university or Welsh Government, including the electronic submission of an application or confirmation of information submitted in connection with an application;

“employer” includes employment agencies, the self-employed, and any employer of a social worker or social care worker (working in the capacity of a social worker or social care worker) of whom Social Care Wales is aware;

“entry” means the particulars entered onto the register as specified in rule 3 of the Social Care Wales (Content of the Register) Rules 2017;

“equivalent register” means a register held by the Health and Care Professions Council, the Northern Ireland Social Care Council or the Scottish Social Services Council;

“Fitness to Practise Rules” means The Social Care Wales (Fitness to Practise Hearings) Rules 2017;

“indefinite suspension order” means an order made by a fitness to practise panel under section 154(10) of the Act;

“interim suspension order” means an order suspending a registered person’s registration under the Interim Orders Rules;

“manager” means a person who manages a place at or from which a regulated service is provided in Wales;

“notice” means information relating to a registered person’s registration issued by the registrar or the registered person (or their representative);

“part of the register” means the part of the register for social workers or the part of the register for each description of social care workers specified in regulations under section 80(1)(b) of the Act or the part of the register for visiting social workers or visiting social care managers from relevant European States;

“register” means the register kept by Social Care Wales under section 80 of the Act;

“registered person” means a person who is registered in the social worker part, an added part or the visiting European social worker part or visiting European social care manager part of the register, and it includes a person:

- (a) whose registration would have lapsed under section 87(1) of the Act, but for the fact that subsection (2) of that section applies to the person;
- (b) in respect of whom a suspension order has effect;

- (c) in respect of whom an interim suspension order has effect;
- (d) in respect of whom an indefinite suspension order has effect;

“registrar” means the person appointed in accordance with section 81(1) and (2) of the Act;

“registration” means the entry in the register relating to a particular registered person;

“regulated service” means:

- (a) a care home service, as defined in section 2 of the Act;
- (b) a secure accommodation service, as defined in section 2 of the Act;
- (c) a residential family centre service, as defined in section 2 of the Act;
- (d) an adoption service, as defined in section 2 of the Act;
- (e) a fostering service, as defined in section 2 of the Act;
- (f) an adult placement service, as defined in section 2 of the Act;
- (g) an advocacy service, as defined in section 2 of the Act;
- (h) a domiciliary support service, as defined in section 2 of the Act;
- (i) any other service comprising the provision of care and support in Wales as prescribed in Regulations by the Welsh Ministers;

“regulatory body” means a body in the United Kingdom or elsewhere that has responsibility for the regulation, audit, inspection, licensing or review of social care, health or education provision, or the regulation or licensing of a social care, health or teaching profession;

“relevant body” means:

- (a) the Health and Care Professions Council;
- (b) the Nursing and Midwifery Council;
- (c) the Scottish Social Services Council;
- (d) the Northern Ireland Social Care Council;
- (e) a body outside of the United Kingdom which is responsible for the regulation of activities which would, in Wales, be regulated by SCW;
- (f) a prescribed body;

“relevant European State” means an EEA State or Switzerland;

“relevant social work” means social work which is required in connection with any health, education or social services provided in Wales;

“service provider” means a person registered under section 7 of the Act to provide a regulated service;

“Social Care Induction Framework for Wales” means the Social Care Induction Framework setting common standards for induction of social care workers published by Social Care Wales which was replaced by the “All Wales Induction Framework for Health and Social Care” from 1 April 2018

“Social Care Wales” means the body corporate known as Social Care Wales and which was previously known as the Care Council for Wales;

“social care worker” means, for the purposes of these Rules, any person who falls within any of the following descriptions of social care worker:

- (a) a person who manages a place of work at or from which a regulated service is provided; or
- (b) a person who in the course of their employment with a service provider, provides care and support to any person in Wales in connection with:
 - (i) a care home service within the meaning of Part 1 of the Act which is provided wholly or mainly to children, or
 - (ii) a secure accommodation service within the meaning of paragraph 2 of Schedule 1 to the Act provided by that provider;

“social worker” has the meaning ascribed by section 79(1)(a) of the Act, namely a person who engages in relevant social work in Wales;

“social worker part” means the part of the register for social workers;

“social work student” means:

- (a) a person participating in a course approved by SCW under section 114(1)(a) of the Act;
- (b) a person participating in a social work qualifying programme elsewhere in the UK approved by a Care Council, or
- (c) a person participating in a social work qualifying programme approved by a Care Council where part of the programme is undertaken in Wales, who is or wishes to become registered in the social worker part of the register;

“Specification of Social Care Workers Regulations” means The Social Care Wales (Specification of Social Care Workers) (Registration) Regulations 2016, as amended by the Social Care Wales (Specification of Social Care Workers) (Registration) (Amendment) (Regulations) 2018;

“suspension order” means an order made by a fitness to practise panel for suspension of the registered person’s registration under the Fitness to Practise Rules;

“training requirement for social workers” for the purposes of section 84(a)(iii) of the Act, a person meets the training requirements for social workers if he or she:

- (a) has completed training specified in Schedule 1; or
- (b) has completed training or assessed practice deemed by Social Care Wales or by a Care Council to be equivalent;

“training requirement for social care workers” for the purposes of section 84(b)(ii) of the Act a person meets the training requirement for social care workers in respect of social care work of a particular description if he or she:

- (a) has completed relevant training specified in Schedule 2; or

- (b) holds another social care qualification deemed by Social Care Wales or by a Care Council to be equivalent;

“undertakings” means undertakings that the registered person has agreed to comply with under sections 126(3)(d), 136(1), 152 (5) and (6), 153(4), 154(5) or 155(7) of the Act;

“university” means the university or higher education institution providing the degree course approved by Social Care Wales under section 114(1)(a) of the Act for persons wishing to become social workers;

“visiting European social worker part” means the part of the register for visiting social workers as defined in section 80(2)(c) of the Act from relevant European States;

“visiting European social care manager part” means the part of the register for visiting social care managers as defined in section 80(2)(d) of the Act from relevant European States.

- (2) In these rules, unless the context otherwise requires:

- (a) words in the singular include the plural, and words in the plural include the singular;
- (b) any reference to a numbered rule or part is a reference to the rule or part bearing that number in these rules, as the case may be;
- (c) any reference in a rule or a part to a numbered paragraph, is a reference to the paragraph bearing that number in that rule or part;
- (d) any reference in a paragraph in a rule or a part to a numbered sub-paragraph is a reference to the sub-paragraph bearing that number in that rule or part.

PART II

APPLICATION FOR REGISTRATION

Form and manner of application

3. (1) An application for registration shall be made to the registrar in a form approved by Social Care Wales and available from Social Care Wales's website.
- (2) Where the applicant is a social worker or social care worker (other than a student), for the purposes of endorsing the application, it must be countersigned (or confirmed by electronic process):
 - (a) where the applicant is in employment, by an employer; or
 - (b) where the applicant is self-employed, employed by a family member or not in employment, by a previous social care employer or other person acceptable to the registrar as being fit to provide such an endorsement.
- (3) An application must be signed by the applicant or confirmed by the applicant by electronic process.
- (4) An application must be submitted to the registrar in writing or by electronic process.

Information to be provided to the applicant

4. (1) The application shall contain a warning to the applicant:
 - (a) about the consequences (including removal from the register) of providing false or misleading information; and
 - (b) that failure to inform Social Care Wales of any material changes in the information provided, as soon as reasonably practicable (including, where the applicant is a social care worker beginning a different description of social care work to that specified in his or her application, if the means by which the applicant originally satisfied the training requirement for social care workers does not meet the training requirement for the new description of social care work; and, where the applicant is a social work student, a change of degree course, or non-participation in the degree course), may be considered by Social Care Wales as serious misconduct for the purpose of section 117(1)(b) of the Act; and
 - (c) that upon registration with Social Care Wales, all applicants (including social work students) should comply with the Code of Professional Practice for Social Care issued by Social Care Wales and any failure to comply with any standard in the Code may be taken into account in proceedings under the Social Care Wales's Fitness to Practise Rules.

Information to be provided in the application by the applicant

Name, address, part of register etc

5. (1) An applicant must provide the following information in an application for registration:
- (a) the applicant's personal details, including full name, name under which the applicant intends to practise, any previous or other name/s, date of birth, contact details including postal and email addresses and telephone number;
 - (b) the part or parts of the register in which registration is sought;
 - (c) the name and address of the applicant's current social work or social care employer or employer(s) (if any);
 - (d) a statement that the applicant has read and understood the Code of Professional Practice for Social Care and an undertaking to abide by the Code;
 - (e) (if required) evidence of the applicant's identity satisfactory to Social Care Wales;
 - (f) where an applicant is self-employed, employed by a family member or not in employment the registrar may require that applicant to provide endorsements in a form specified by the registrar for the purposes of rules 3(2)(b), 7(1)(a)(i) and 7(1)(f), and where this is required, the character references must be signed (or confirmed by electronic process) by a person who is:
 - (i) unrelated to the applicant by birth or marriage;
 - (ii) not conducting a personal relationship, or living with, the applicant; and
 - (iii) who has known the applicant for a period of at least two years.

Evidence that the applicant is appropriately qualified

6. (1) An application for registration must include evidence that the applicant is appropriately qualified in accordance with the requirements of this rule.
- (2) Where an applicant has such other qualifications, knowledge or experience relevant to registration as are prescribed in regulations made under section 91(1)(c) of the Act the applicant may be required to provide evidence of such qualifications, knowledge or experience.

Social workers

- (3) Where the applicant is a social worker, the applicant must provide evidence as to:
- (a) either:
 - (i) the successful completion of a course approved by Social Care Wales under section 114(1)(a) of the Act or a social work qualifying programme elsewhere in the UK approved by a Care Council, for persons wishing to become social workers; or

- (ii) the satisfaction of a training requirement for social workers referred to in Schedule 1;
 - (b) name of the course provider;
 - (c) name of the body that awarded the qualification(s);
 - (d) date of award of the qualification(s);
 - (e) the dates of the course;
 - (f) name in which the qualification(s) is/are held.
- (4) Where the applicant is a social worker to whom paragraph 1 of Schedule 6 applies, the applicant must provide evidence of meeting the return to practice requirements of paragraphs 2 or 3, as the case may be, of that Schedule.

Social care workers

- (5) Where the applicant is a social care worker, the applicant must provide evidence as to:
- (a) either:
 - (i) the successful completion of a course approved by Social Care Wales for persons wishing to become social care workers; or
 - (ii) the satisfaction of a training requirement for social care workers in respect of the description of social care work in which he or she wishes to work referred to in Schedule 2;
 - (b) name of the course provider;
 - (c) name of the body that awarded the qualification(s);
 - (d) date of award of the qualification(s);
 - (e) the dates of the course;
 - (f) name in which the qualification(s) is/are held.
- (6) Where the applicant:
- (a) is a social care worker who is required to register with Social Care Wales; and
 - (b) has not completed the training requirement for social care workers in respect of the description of social care work in which he or she wishes to work,

evidence of completion of training in accordance with the All Wales Induction Framework for Health and Social Care signed (or confirmed by electronic process) by the applicant's employer, or, where the applicant is not in employment, signed (or confirmed by electronic process) by a former employer.¹

- (7) Where the applicant:

¹ The full requirements will depend on the sub-part of the register to which the worker is applying and when they are applying. From April 2020, all workers applying to register who do not have the required qualification will need to complete the All Wales Induction Framework for Health and Social Care and the Level 2 core qualification.

From 1 April 2018, all new workers will need to complete the All Wales Induction Framework for Health and Social Care. However, any new Residential Care Worker starting the Social Care Induction Framework for Wales on or before 31 March 2018 will be able to use this for their registration application until 30 September 2018.

- (a) is a manager of a care home service for adults/domiciliary service manager;
- (b) is a First Level Registered Nurse; and
- (c) does not hold a Level 5 Diploma in Leadership for Health and Social Care Services (Adults' Residential Management) Wales and Northern Ireland,

evidence of completion of a Level 5 NVQ in Management and Leadership (QCF) (assessed in a health or social care setting).

- (8) Where the applicant is a manager of a regulated service as specified within regulation 3(2)(a) of the Specification of Social Care Workers Regulations and has outside the United Kingdom undergone a training course in relevant social care, and that course is:
- (a) recognised by Social Care Wales as being of a standard sufficient for registration, or
 - (b) is not so recognised, but the applicant has undergone such additional training or has completed and passed Social Care Wales's aptitude test or has completed and passed a period of assessed practice as may be required by Social Care Wales,

the applicant must provide evidence of the successful completion of the course, or of the additional training, or of Social Care Wales's aptitude test, or of the period of assessed practice as may be required by Social Care Wales (as the case may be).

- (9) Where the applicant:
- (a) is a social care worker by virtue only of falling within the descriptions in either regulation 3(2)(d)(i) or (ii) of the Specification of Social Care Workers Regulations;
 - (b) applies for registration on a date before 1 April 2020; and
 - (c) has not completed the training requirement for domiciliary care workers as specified in Route A in Schedule 2,
- (i) evidence of a Level 2 Award for Social Care Induction (Wales) and a Statement of Competence signed by a registered manager; or
- (ii) for applicants with three or more years' experience of working in the sector, a Statement of Competence signed by the registered manager and supported by evidence of relevant knowledge and skills.

- (10) Where the applicant:
- (a) is a social care worker by virtue only of falling within the descriptions in either regulation 3(2)(d)(i) or (ii) of the Specification of Social Care Workers Regulations;
 - (b) applies for registration on a date on or after 1 April 2020; and
 - (c) has not completed the training requirement for domiciliary care workers as specified in Route A in Schedule 2,

evidence of completion of the Level 2 Core Qualification and evidence of completing the All Wales Induction Framework for Health and Social Care signed (or confirmed by electronic process) by the applicant's employer, or, where the applicant is not in employment, signed (or confirmed by electronic process) by a former employer.

Social work student

- (11) Where the applicant is a social work student:
- (a) the name and address of the course provider which is providing or is to provide the degree course; and
 - (b) confirmation that the applicant is:
 - (i) undertaking a degree course in Wales, that has been approved by Social Care Wales under The Social Care Wales (Approval and Visiting of Degree Courses in Social Work (Wales)) Rules 2017 or
 - (ii) undertaking a social work qualifying programme elsewhere in the UK, that has been approved by a Care Council; or
 - (iii) undertaking a social work qualifying programme approved by a Care Council where part of the programme is undertaken in Wales; and
 - (c) confirmation that the applicant has accepted an offer from the degree course provider in Wales or the qualifying programme provider elsewhere in the UK, as the case may be.

Evidence of fitness to practise

7. (1) The application must provide evidence, to the satisfaction of the registrar, that the applicant's fitness to practise is not impaired and shall, in this regard, provide in connection with the application:
- (a) where the applicant is a social worker, social care worker or social work student, evidence, to the satisfaction of the registrar, as to the applicant's:
 - (i) character and competence, as they relate to the applicant's fitness to practise the work expected of a social worker or a social care worker in respect of the description of social care work in which the applicant wishes to practise (including endorsements from an employer or, where the applicant is self-employed, employed by a family member or not in employment, from a social care employer or other person acceptable to the registrar as being fit to provide such an endorsement);
 - (ii) physical and mental fitness to practise in social work or in the description of social care work in which the applicant wishes to practise;

- (b) details of any criminal convictions, formal cautions issued by the Police (other than protected convictions or cautions) and any pending criminal proceedings in which the applicant has been formally charged);
- (c) the applicant's professional details (if any), and whether the applicant has applied to register and was refused, or is registered, or was previously registered, including reasons for leaving a register, with a UK or non-UK regulatory body;
- (d) details of any determination by a relevant body relating to the applicant's fitness to practise;
- (e) a declaration that the applicant is not included in a barred list;
- (f) (if requested by the registrar) a completed form, required documents and appropriate fee, for the purpose of obtaining an enhanced criminal record certificate, known as enhanced disclosure, under Section 115(1) of the Police Act 1997.

Evidence of intention to practise

- 8. (1) In the case of a social worker, the application must include confirmation, and may be required to include evidence, that, during the period of registration applied for, the applicant intends to practise relevant social work.
- (2) In the case of a social care worker, the application must include confirmation, and may be required to include evidence, that during the period of registration applied for, the applicant intends to practise the work of a person registered in the part of the register to which the application relates.
- (3) In the case of a visiting social worker from a relevant European State, the applicant must complete the declaration pursuant to Article 7 of Directive 2005/36/EC confirming that he or she intends to practise relevant social work in Wales as a visiting European social worker on a temporary and occasional basis.
- (4) In the case of a visiting social care manager from a relevant European State, the applicant must complete the declaration pursuant to Article 7 of Directive 2005/36/EC confirming that he or she intends to practise relevant social care work in Wales as a visiting European social care manager on a temporary and occasional basis.

Fees

- 9. (1) The application must include the appropriate fee or fees as specified in Schedule 3.

Acknowledgement of receipt of an application for registration

- 10. (1) An acknowledgment of receipt of an application for registration shall be provided to the applicant in writing or by electronic process within three days of receipt of the application.

Requirement to provide additional information

11. (1) The registrar may, for the purposes of determining the application:
- (a) where the applicant has omitted to provide information regarding one or more of the matters set out in Rules 5 to 9, request the information from the applicant in writing or by electronic process within the period of 28 days beginning after the day on which the request is made to the applicant; or
 - (b) seek information or evidence additional to that provided by the applicant from both the applicant and any other person or source.
- (2) Where the registrar receives information under paragraph (1)(b) above, the applicant will be informed of the receipt of the information, and the registrar shall give the applicant an opportunity of commenting on that information within the period of 28 days beginning after the day on which the information is imparted to the applicant.

Grant of application for registration

12. (1) In determining that the requirements of sections 83(2)(a) and 84 of the Act ('Appropriately qualified') have been met, the registrar must be satisfied of the matters set out in sub-sections (2), (3) or (4) below.
- (2) Where the application is for registration as a social worker, the registrar must be satisfied that evidence has been provided that:
- (a) either:
 - (i) the applicant has successfully completed a course for social workers approved by Social Care Wales or a social work qualifying programme elsewhere in the UK approved by a Care Council, for persons who are or wish to become social workers; or
 - (ii) satisfies the training requirements for social workers; and
 - (b) where the applicant is a social worker to whom paragraph 1 of Schedule 6 applies, the applicant has met the return to practice requirements of paragraphs 2 or 3, as the case may be, of that Schedule.
- (3) In the case of an application for registration as a social care worker other than a social worker, the applicant has provided evidence that:
- (a) the applicant has successfully completed a course approved by Social Care Wales for persons who wish to become social care workers, or satisfies the training requirements for social care workers for the description of social care work to which the application relates; or
 - (b) where the applicant:
 - (i) is a social care worker by virtue only of falling within the descriptions in either regulation 3(2)(b)(i) or (ii) of the Specification of Social Care Workers Regulations; and
 - (ii) has not completed the training requirement for social care workers in respect of the description of social care work in which he or she

wishes to work, evidence of completion of training in accordance with Social Care Wales's Induction Framework signed (or confirmed by electronic process) by the applicant's employer, or, where the applicant is not in employment, signed (or confirmed by electronic process) by a former employer.²

- (4) Where the applicant is a social work student, that the applicant has been accepted by a course provider to participate in a degree course approved by Social Care Wales under section 114(1)(a).

Refusal of application for registration

13. (1) The registrar must refuse an application for registration if:
 - (a) not satisfied that one or more of the matters set out in Rules 5, 6(1), (3) to (9), 8 or 9, as required, are met; or
 - (b) subject to paragraph (2), the applicant has failed to provide the information requested under Rule 11(1)(a).
- (2) Where the applicant has failed to provide information requested under Rule 11(1)(a) and the information requested is limited to evidence of other qualifications, knowledge or experience under Rule 6(2), the registrar may grant the application for registration, but may not make an entry in the register pursuant to section 91(1)(c) of the Act until such evidence has been provided.
- (3) Where the registrar refuses two applications for registration made by an applicant within a period of 12 months, no further application for registration may be made until two years have passed from the date of the most recent refusal.

Notice of decisions in respect of an application for registration

14. (1) Where the registrar decides to grant an application for registration, the registrar must give notice of the decision in writing or by electronic process to the applicant within seven days of the decision being made.
- (2) Where the registrar decides to refuse an application for registration the registrar must give the applicant notice in writing or by electronic process:
 - (a) of the decision;
 - (b) of the reasons for the decision; and
 - (c) of the right of appeal to the registration appeals panel

² The full requirements will depend on the sub-part of the register to which the worker is applying and when they are applying. From April 2020, all workers applying to register who do not have the required qualification will need to complete the All Wales Induction Framework for Health and Social Care and the Level 2 core qualification.

From 1 April 2018, all new workers will need to complete the All Wales Induction Framework for Health and Social Care. However, any new Residential Care Worker starting the Social Care Induction Framework for Wales on or before 31 March 2018 will be able to use this for their registration application until 30 September 2018.

within seven days of the decision being made.

- (3) Social Care Wales may inform in writing or by electronic process and within seven days of the decision:
- (a) the applicant's last known employer(s) (if any);
 - (b) the university, where the applicant is a social work student;
 - (c) the Welsh Government;
 - (d) any regulatory body.

PART III

Renewal of Registration

Renewal of registration and social work students

15. (1) This rule shall not apply to social work students.

Form and manner of renewal application

16. (1) An application for renewal of registration shall be made to the registrar in a form approved by Social Care Wales and available from Social Care Wales's website.
- (2) Where the applicant is a social care worker, for the purposes of endorsing the application, it must be countersigned (or confirmed by electronic process):
- (a) where the applicant is in employment, by an employer; or
 - (b) where the applicant is self-employed, employed by a family member or not in employment, by a previous social care employer or other person acceptable to the registrar as being fit to provide such an endorsement.
- (3) An application must be signed by the applicant or confirmed by the applicant by electronic process.
- (4) An application must be submitted to the registrar in writing or by electronic process which contains all of the information required by rules 5, 6(1), 7 and 8 so that it is received by Social Care Wales not less than 21 days before the date on which registration will expire.

Information to be provided to the applicant

17. (1) The application for renewal of registration issued by the registrar shall contain the information set out in Rule 4 above.

Information to be provided in the application by the applicant

18. (1) In the application for renewal of registration, the applicant must provide the information set out in rules 5 (name, address etc) and 8 (intention to practise) above.

Evidence of qualifications and training required for renewal

19. (1) Where the applicant is a person whose application for registration was granted under rule 6(6) or (10) the applicant must provide evidence signed (or confirmed by electronic process) by the applicant's employer, or, where the applicant is not in employment, by a former employer, that the applicant has met the training requirement for social care workers for the description of social care work in which the applicant wishes to work.

- (2) Where the applicant is a person falling within rule 6(7), the applicant must provide evidence, signed (or confirmed by electronic process) by the applicant's employer, or, where the applicant is not in employment, by a former employer, that the applicant has completed the Level 5 Diploma in Leadership for Health and Social Care Services (Adult's Residential Management) Wales and Northern Ireland.
- (3) Where the applicant is a social worker to whom Schedule 5 applies, the applicant must provide evidence that the applicant has completed a consolidation programme for newly qualified social workers or has undergone such additional training as Social Care Wales may require or deem equivalent.
- (4) Where the applicant is a social worker or social care worker, the applicant must provide evidence of completion of the post registration training and learning requirements set out in Schedule 4.

Fees

20. (1) The application must be accompanied by the appropriate fee or fees as specified in Schedule 3, including payment of any outstanding annual fee(s) relating to the period since the date on which the applicant was registered.

Acknowledgement of receipt of an application for renewal of registration

21. (1) An acknowledgment of receipt of an application for renewal of registration shall be provided to the applicant in writing or by electronic process within three days of receipt of the application.

Requirement of additional information

22. (1) The registrar may, for the purposes of determining the application:
 - (a) where the applicant has omitted to provide information regarding one or more of the matters set out in Rule 18, request the information from the applicant in writing or by electronic process within the period of 14 days beginning after the day on which the request is made to the applicant; or
 - (b) seek information additional to that provided by the applicant from both the applicant and any other person or source.
- (2) Where the registrar receives information under paragraph (1)(b) above, the applicant will be informed of the receipt of the information, and the registrar shall give the applicant an opportunity of commenting on that information within the period of 14 days beginning after the day on which the information is imparted to the applicant.

Refusal of application for renewal of registration

23. (1) The registrar must refuse an application for renewal of registration if:
- (a) not satisfied that one or more of the matters set out in Rules 18 or 20 are met; or
 - (b) the applicant has failed to provide the information requested in Rule 22(1)(a).
- (2) Where the registrar is not satisfied that one or more of the requirements of Rule 19 relevant to the applicant have been met, the registrar may:
- (a) refuse the application for renewal of registration; or
 - (b) if it is considered that there are exceptional reasons for doing so, grant the application for renewal of registration;
- (3) Where paragraph 2(b) applies, the registrar may consider and/or keep under review whether to make a referral under section 118 of the Act for preliminary consideration of an allegation of impaired fitness to practise;

Notice of decisions in respect of renewal

24. (1) Where the registrar decides to grant an application for renewal of registration, the registrar must give notice of the decision in writing or by electronic process to the applicant within seven days of the decision being made.
- (2) Where the registrar decides to refuse an application for renewal of registration the registrar must give the applicant notice:
- (a) of the decision;
 - (b) of the reasons for the decision; and
 - (c) of the right of appeal to the registration appeals panel
- in writing or by electronic process within seven days of the decision being made.
- (3) Social Care Wales may inform in writing or by electronic process and within seven days of the decision:
- (a) the applicant's last known employer(s) (if any);
 - (b) the Welsh Government;
 - (c) any regulatory body.

PART IV

DURATION AND LAPSE OF REGISTRATION

25. (1) Subject to removal under Part VI or under the Fitness to Practise Rules, the registered person's entry in the register will remain effective:
- (a) where the registered person is a social worker or social care worker, for three years from the date of granting of the application for registration or renewal of registration by Social Care Wales; or
 - (b) subject to paragraph (2), where the registered person is a social work student:
 - (i) whilst the registered person continues to undertake the course or qualifying programme;
 - (ii) for the duration of the course or qualifying programme; or
 - (iii) eight years from the date of granting of the application for registration by Social Care Wales, whichever is the earlier.
- (2) Where the registered person is a social work student, Social Care Wales may extend the duration of registration for the purpose of allowing the registered person to complete the degree course.
- (3) Subject to section 87(3) and (4) of the Act, registration lapses:
- (a) save where paragraph 1(b) applies, in the case of a person other than a social work student, at the end of the period of three years from the date of granting of the application for registration or renewal of registration;
 - (b) in the case of a social work student, at the end of the period specified in paragraph 1(b) (i),(ii) or (iii), whichever is the earlier, or, if later, at the end of a period of extension granted under paragraph (2).
- (4) At least 28 days before the expiry of the period referred to in paragraph (3)(a) above, Social Care Wales shall send to the registered person in writing or by electronic process:
- (a) a reminder of expiry of registration; and
 - (b) an application form or the means to apply electronically for renewal of registration.
- (5) Social Care Wales may send the reminder of expiry of registration referred to in paragraph (4) in writing or by electronic process to the registered person's employer or last known employer (if any).
- (6) If an application for renewal of registration containing all of the information required by rules 5, 6(1), 7, 8 and 16 is received by Social Care Wales less than 21 days before the date on which registration will expire, the registration may lapse before consideration of the application for renewal is completed.
- (7) Where the registered person is a social work student, the registrar may require the registered person to provide, within 28 days of the request being made,

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confirmation and evidence that he or she is continuing to undertake the course or qualifying programme.

- (8) In the absence of a satisfactory response from the registered person following a request being made under paragraph (7), the registrar may determine that the registered person's registration has lapsed.

PART V

**DUTY TO NOTIFY THE REGISTRAR
OF CHANGES TO REGISTRATION INFORMATION**

26. (1) A registered person must, as soon as reasonably practicable, inform the registrar in writing or by electronic process, of any changes in the information recorded in the register in respect of that person.
- (2) The changes requiring notification relate to the information provided upon application for registration or renewal of registration and include the information required in rules 5(1)(a) and (c), and rules 7 and 8.
- (3) Where the notification requests an amendment to the person's name in the register, the registrar may request the production of evidence to satisfy Social Care Wales as to the accuracy of the information to be entered in the register, and may require the registered person making the application to produce an Affidavit, a marriage certificate or such other documentary evidence as Social Care Wales considers appropriate in any case.
- (4) (a) The registrar may request information from a registered person which relates to their fitness to practise.
- (b) A request under paragraph (a) must be made in writing (which may include by electronic process).
- (c) The registered person to whom the request is directed must, as soon as reasonably practicable and within the period of time specified in the written request, provide the information requested.
- (5) Failure to comply with paragraph (1), (2), (3) or (4) may be considered to be serious misconduct and result in referral of the registered person to a fitness to practise panel.

PART VI

REMOVAL OF ENTRIES FROM THE REGISTER

Removal of entries from the register by agreement

27. (1) A registered person who no longer wishes to practise as a social worker or a social care worker in respect of the description of social care work for which they are registered may apply for removal of an entry from the register or a part of the register.
- (2) Subject to paragraphs (3) to (8), where a registered person applies for removal of his or her entry from the register or a part of the register, the registrar shall remove that entry from the register.
- (3) The application must be made to the registrar in writing or by electronic process and must include the registered person's name, registration number, reason for removal from the register and contact details.
- (4) The registrar may, for the purposes of determining the application seek information additional to that provided by the applicant from both the applicant and any other person or source.
- (5) Where the registrar receives information under paragraph (4) above, the applicant will be informed of the receipt of the information, and the registrar shall give the applicant an opportunity of commenting on that information within the period of 14 days beginning after the day on which the information is imparted to the applicant.
- (6) The registrar must not remove a registered person's entry from the register or part of the register in accordance with paragraph (1) where:
- (a) any of the circumstances in section 87(3) and (4) of the Act apply to that person; or
 - (b) undertakings apply to that person.
- (7) Where paragraph (5) applies, the registrar may refer the application to a fitness to practise panel for determination.
- (8) The registrar may refuse to remove an entry from the register by agreement, where the registered person has not paid any outstanding fees as determined by the registrar.
- (9) The registrar shall give notice of the decision to the person to whom the application relates in writing or by electronic process within 28 days of receipt of the application, or within 56 days if additional information has been requested under paragraph (4).
- (10) Social Care Wales may inform in writing or by electronic process:
- (a) the former registered person's last known employer(s) (if any);
 - (b) the Welsh Government;

- (c) any regulatory body,

that the former registered person is no longer registered with Social Care Wales.

Death of a registered person

28. (1) Where a person registered in a part of the register has died, the registrar must remove the entry relating to that person within 14 days of receiving one or more of the following:
- (a) an original or certified true copy of a death certificate; or
 - (b) written notification from the registered person's employer or if a student, from the degree course provider; or
 - (c) such other evidence acceptable to the registrar.

Entries based on false or misleading information

29. (1) Where the registrar removes an entry or an annotation to an entry in the register under section 94 of the Act, in addition to giving notice to the person under section 94(4) of the Act, Social Care Wales may inform in writing or by electronic process:
- (a) the former registered person's last known employer(s) (if any);
 - (b) (where the former registered person was a student) the university;
 - (c) the Welsh Government;
 - (d) any regulatory body,

that the former registered person is no longer registered with Social Care Wales.

Removal from the register for other reasons

30. (1) Where the registered person's registration has lapsed in accordance with rule 25(3)(a) or (b) or (8), the registrar shall remove the registered person's entry from the register.
- (2) Where an applicant or registered person's entry has been erroneously placed on the register, the registrar shall remove the registered person's entry from the register within two days of being informed of the error.
- (3) Where the registration appeals panel has directed that the registered person's name should be removed from the register, the registrar shall remove the registered person's entry from the register within two days of the panel's decision, unless any of the circumstances in section 87(3) applies to that person.
- (4) Where the registrar has removed a registered person's entry from the register in accordance with this rule Social Care Wales shall inform in writing or by electronic process and within seven days of the decision:
- (a) the applicant or former registered person;
 - (b) the applicant's or former registered person's last known employer(s) (if any);

- (c) (where the applicant or former registered person was a student) the university;
- (d) the Welsh Government;
- (e) any regulatory body.

PART VII

RETURN TO THE REGISTER

Application to return to the register

31. (1) Save where an application for restoration is required, the following paragraphs shall apply to an application to return to the register.
- (2) Social Care Wales shall treat an application to return to the register as an initial application for registration, and the provisions set out in rules 3 – 11, 13 and 14 shall apply, subject to paragraph (3), (4), (5), (6) and (7) below.
- (3) An application to return to the register shall be accompanied by the payment of the application fee and any additional or outstanding fee or fees (as set out in Schedule 3) as determined by the registrar.

Application following failure to renew

- (4) Where an application is made by a person who was removed from the register for failing to renew their registration, the application shall be accompanied by satisfactory evidence of completion of post registration training and learning requirements (as set out in Schedule 4). The requirements of Schedule 4 shall apply as if the words 'within the period of registration' were substituted by the words 'within the period of three years preceding the date of the application to return to the register'.

Social worker returning to practice

- (5) Where the applicant is a social worker to whom paragraph 1 of Schedule 6 applies, the applicant shall provide in connection with the application:
- (a) where the applicant is applying for registration or to return to the register following a period of between three and six years in which they have not been registered in the social worker part of the register or an equivalent register, evidence that the applicant has met the return to practice requirements of paragraph 2 of Schedule 6; or
 - (b) where the applicant is applying to return to the register following a period of more than 6 years in which they have not been registered in the social worker part of the register or an equivalent register, evidence that the applicant has met the return to practice requirements of paragraph 3 of Schedule 6; or

- (c) where the applicant qualified as a social worker more than 6 years earlier than the date of the application for registration and, since the date of qualification has never been registered as a social worker in the social worker part of the register or an equivalent register, evidence that the applicant has met the requirements of paragraph 4 of Schedule 6; and
- (d) the return to practise fee, as referred to in rule 39(1), in addition to the fee or fees referred to in paragraph (3) above.

Notice of grant of application to return to the register

32. (1) Where the registrar decides to grant an application to return to the register Social Care Wales must give notice of the decision to the person to whom the application relates in writing or by electronic process within seven days of the date of the decision.
- (2) Social Care Wales may inform in writing or by electronic process within seven days of the date of the decision:
- (a) the applicant's known employer(s) (if any);
 - (b) the university, where the applicant is a social work student;
 - (c) the Welsh Government;
 - (d) any regulatory body.

Notice of refusal of an application to return to the register

33. (1) Where the registrar decides to refuse an application to return to the register SCW must give the person to whom the application relates notice in writing or by electronic process within seven days:
- (a) of the decision;
 - (b) of the reasons for the decision; and
 - (c) of the right of appeal to the registration appeals panel.
- (2) Social Care Wales may inform in writing or by electronic process within seven days of the date of the decision:
- (a) the applicant's known employer(s) (if any);
 - (b) the university, where the applicant is a social work student;
 - (c) the Welsh Government;
 - (d) any regulatory body.
- (3) Where the registrar refuses two applications for return to the register made by an applicant within a period of 12 months, no further application for return to the register may be made until two years have passed from the date of the most recent refusal.

PART VIII

RESTORATION TO THE REGISTER

Restoration following removal by agreement or removal based on false or misleading information

34. (1) This rule applies where an application for restoration is made under section 96(2) of the Act following (removal by agreement) or (removal based on false or misleading information).
- (2) A person applying to be restored to the register under paragraph (1) must provide to the registrar in writing or by electronic process:
- (a) an application for registration satisfying the requirements of rules 5 - 9;
 - (b) where the applicant is a social worker to whom paragraph 1 of Schedule 6 applies, the evidence required under rule 31(5) (as applicable to their application);
 - (c) any documentary evidence relied upon in support of the application.

Restoration following fitness to practise proceedings

35. (1) Where an application for restoration to the register following fitness to practise proceedings is made the applicant must provide to the registrar in writing or by electronic process:
- (a) an application for registration satisfying the requirements of rules 3 - 9;
 - (b) where the applicant is a social worker to whom paragraph 1 of Schedule 6 applies the evidence required under rule 31(5) (as applicable to their application);
 - (c) any documentary evidence relied upon in support of the application.

Notice of grant an application for restoration to the register

36. (1) Where the registrar decides to grant an application for restoration to the register following an application under rule 34 or 35, Social Care Wales must give notice of the decision to the person to whom the application relates in writing or by electronic process within seven days of the date of the decision.
- (2) Social Care Wales may inform in writing or by electronic process within seven days of the date of the decision:
- (a) the applicant's known employer(s) (if any);
 - (b) the university, where the applicant is a social work student;
 - (c) the Welsh Government;
 - (d) any regulatory body.

Notice of refusal of an application for restoration to the register

37. (1) Where the registrar decides to refuse an application for restoration to the register following an application under rule 34 or 35, Social Care Wales must give the

person to whom the application relates notice in writing or by electronic process within seven days:

- (a) of the decision;
 - (b) of the reasons for the decision; and
 - (c) of the right of appeal to the registration appeals panel.
- (2) Social Care Wales may inform in writing or by electronic process within seven days of the date of the decision:
- (a) the applicant's known employer(s) (if any);
 - (b) the university, where the applicant is a social work student;
 - (c) the Welsh Government;
 - (d) any regulatory body.

PART IX

FEES

Application fee and renewal fee

38. (1) The fee to be charged for processing an application for registration under Part II (“the application fee”) shall be the fee specified in Schedule 3 to these Rules in the column for the year in which the application is received by Social Care Wales, and shall be non-refundable,
- (2) The fee to be charged for an application for renewal of registration under Part III (“the renewal fee”) shall be the fee specified in Schedule 3 to these Rules in the column for the year in which the existing period of registration expires, and shall be non-refundable.

Annual fee

39. (1) The fee to be charged in respect of the retention in the register of any registration in any year following the year in which registration or renewal was first made (“the annual fee”) shall be the fee specified in Schedule 3 to these Rules in the column for the year in which the annual fee is due, and shall be non-refundable.
- (2) The registrar shall send the registered person a notice in writing or by electronic process, not less than 28 days before the date on which the annual fee is due, which states that the annual fee is due and the date on which it is due.
- (3) Any reference in the Rules to the date on which the annual fee is due is a reference to:
- (a) the anniversary of the date on which the entry was first made in the register and on that date in every subsequent year and if the entry was first made on 29th February it shall be treated as having been made on 1st March;
 - (b) where an entry in the register has been removed and is subsequently restored, the anniversary of the date on which restoration was made and on that date in every subsequent year and if restoration was made on 29th February it shall be treated as having been made on 1st March.

Return to practise fee

40. (1) The fee to be charged to enable a social worker who has not been registered as a social worker in the social worker part of the register or an equivalent register for three years or more to demonstrate their fitness to practise to enable them to return to the register (“the return to practice fee”) shall be the fee specified in Schedule 3 to these Rules in the column for the year in which the application is received by Social Care Wales, and shall be non-refundable..

12/02/18

Signed on behalf of Social Care Wales

Arwel Ellis Owen

15 March 2018

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**Arwel Ellis Owen
Chair Social Care Wales**

Date

SCHEDULE 1

COURSES AND TRAINING REQUIREMENTS FOR SOCIAL WORKERS

1. **Holders of the following certificates, letters or other evidence of training shall be regarded by Social Care Wales as having satisfied requirements as to training for the purposes of section 84(a)(iii) of the Act**

Certificate issued by the Institute of Medical Social Workers (previously the Institute of Almoners).

Certificate or other evidence of completion of a course recognised by the Institute of Medical Social Workers (previously the Institute of Almoners).

Certificate or other evidence of completion of a course recognised by the Association of Psychiatric Social Workers.

Certificate of Qualification in Social Work issued by the Central Council for Education and Training in Social work from 1971 to 2002.

Letter of Comparability to the Certificate of Qualification in Social Work issued by the Central Council for Education and Training in Social Work until 1990.

Certificate in Social Service issued by the Central Council for Education and Training in Social Work from 1975 to 1995.

Diploma in Social Work issued by either the Central Council for Education and Training in Social Work or the Council from 1991 onwards.

An undergraduate or post graduate degree level programme in social work approved by Social Care Wales or by a Care Council.

Any other relevant qualification, certificate, letters and/or other evidence of training or assessed practice deemed by Social Care Wales or by a Care Council to be equivalent to those specified in this Schedule.

SCHEDULE 2

COURSES AND TRAINING FOR SOCIAL CARE WORKERS

Holders of the following certificates shall be regarded as having completed the training requirement for social care workers in respect of each description of social care work to which the requirement relates for the purposes of sections 84(b)(ii) of the Act:

RESIDENTIAL CHILD CARE MANAGER

Job role	<p>Residential Child Care Manager</p> <p>The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs.</p>
Registration requirements	100% of residential child care managers are required to register with Social Care Wales
Other requirements	Service regulations require that 'the service provider must ensure that at all times a sufficient number of suitably qualified, trained, skilled, competent and experienced staff are deployed to work at the service'. The suitable qualification will be recognised by Social Care Wales in this Qualification Framework (see qualifications section)
Current qualifications for working in the role which are <ol style="list-style-type: none"> 1. required for registration 2. required by regulation, National Minimum Standards or Welsh Government policy 3. recommended for practice 	<p>Required for registration with Social Care Wales:</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People's Residential Management) Wales and Northern Ireland
Past qualifications accepted for practice	<ul style="list-style-type: none"> • NVQ 4 Leadership and Management for Care Services (must include units B6 and B7) • NVQ 4 Managers in Residential Child Care <p>Or one of the following care qualifications plus one of the following management qualifications:</p>

	<p>Care qualification</p> <ul style="list-style-type: none"> • NVQ 4 Health and Social Care (Children and Young People) • NVQ 4 Care • Social work qualification approved by Social Care Wales <p>plus, a</p> <p>Management qualification</p> <ul style="list-style-type: none"> • NVQ 4 in Management (assessed in a care setting) • NVQ 4 Leadership and Management for Care Services (if units B6 and B7 not included) • NVQ 5 in Management • MBA Post Graduate Certificate/ Diploma/ Master's in Management • Certificate in Management Studies • Diploma in Management Studies • City & Guilds 3250-03 Advanced Management in Care • Diploma in Management of Care Services <p>Or</p> <p>One of the following care qualifications plus one of the following management qualifications:</p> <p>Care qualification</p> <ul style="list-style-type: none"> • Certificate in Residential Care of Children and Young People • Senior Certificate in Residential Care of Children and Young People <p>plus, a</p> <p>Management qualification</p> <ul style="list-style-type: none"> • NVQ 4 in Management (assessed in a care setting) • NVQ 4 Leadership & Management for Care Services (if units B6 and B7 not included)
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<p>Other qualifications accepted for practice including those from other UK Nations</p>	<p>England:</p> <ul style="list-style-type: none"> Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services (Children and Young People's Residential Management) England <p>All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England). In addition, workers who have taken any of the following units: LM1a Understand how to manage a team LM2a Understanding professional supervision practice will need to complete an additional 3 credits per unit taken (of those above) from the optional unit bank, as these units do not form part of the qualification developed for use in Wales. This means that people holding this qualification will need to complete an additional 10, 13 or 16 credits</p> <p>Northern Ireland:</p> <ul style="list-style-type: none"> Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People's Residential Management) Wales and Northern Ireland <p>Currently this is the same qualification (although a full social work qualification is also required in Northern Ireland for this role)</p> <p>Scotland:</p> <ul style="list-style-type: none"> Level 4 SVQ Leadership and Management for Care Services <p>No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current qualifications where NVQs appear as predecessor qualifications.</p>
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<p>Induction requirements and recommendations</p>	<p>It is the responsibility of employers and the service provider to ensure that any person working at the service receives an induction appropriate to their role. This will include managers. It is expected this will be robust and accessible to prepare for new and changing roles and responsibilities.</p> <p>It is also expected that all new managers will receive <i>The Social Care Manager – practice guidance for social care managers registered with Social Care Wales</i> as part of their induction together with the <i>Code of Practice for social care employers</i>.</p>
<p>Continuing Professional Development (CPD) and Post Registration Training and Learning (PRTL) can be used for updating and maintaining skills and knowledge or for progression</p>	<p>All registered persons are required to complete a total of 90 hours or 15 days PRTL for each three-year period of registration.</p> <p>Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)</p> <p>Middle Manager Development programme</p> <p>Coaching and Mentoring levels 3 or 5</p> <p>Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF</p>

RESIDENTIAL CHILD CARE WORKER

<p>Job role</p>	<p>Residential Child Care Worker The care worker provides person centred care and support for individuals.</p>
<p>Registration requirements</p>	<p>100% of residential child care workers employed in Wales must register with Social Care Wales.</p> <p>Workers who do not have one of the required qualifications on this Qualification Framework can apply to register if they complete the induction framework within 6 months. They will</p>

	need to complete the level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland within three years.
Other requirements	Service regulations require that 'the service provider must ensure that at all times a sufficient number of suitably qualified, trained, skilled, competent and experienced staff are deployed to work at the service'. The suitable qualification will be recognised by Social Care Wales in this Qualification Framework (see qualifications section)
Current qualifications for working in the role which are <ol style="list-style-type: none"> 1. required for registration 2. required by regulation, National Minimum Standards or Welsh Government policy 3. recommended for practice 	<p>Required for registration with Social Care Wales:</p> <ul style="list-style-type: none"> • Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland • Degree in Social Work <p>Workers who do not have one of the required qualifications on this Qualification Framework can apply to register if they complete the induction framework within 6 months. They will need to complete the level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland within three years.</p>
Past qualifications accepted for practice	<ul style="list-style-type: none"> • NVQ 3 Health and Social Care (Children and Young People) • NVQ 3 Caring for Children and Young People • Social work qualification approved by the Care Council • Certificate in Residential Care for Children and Young People • Senior Certificate in Residential Care for Children and Young People
Other qualifications accepted for practice including those from other UK Nations	<p>England:</p> <ul style="list-style-type: none"> • Level 3 Diploma for the Children and Young People's Workforce (Children and Young People's Social Care Pathway) <p>No additional learning required.</p>

	<ul style="list-style-type: none"> • Diploma in Residential Child Care Workers with this qualification need to complete an additional unit: SCMP 3: Professional Practice in Children and Young People People’s Social Care from the Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland <p>Northern Ireland: Currently this is the same qualification</p> <p>Scotland:</p> <ul style="list-style-type: none"> • Level 3 SVQ Health and Social Care (Children and Young People) <p>No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current qualifications where NVQs appear as predecessor qualifications.</p>
<p>Induction requirements and recommendations</p>	<p>The <i>All Wales induction framework for health and social care</i> is designed for social care workers and healthcare support workers. It covers care and support for adults, and children and young people. It provides a structure for a common induction in health and social care across Wales and outlines the knowledge and skills new workers need to gain in the first six months of employment. All employers have a responsibility to make sure their new workers receive a suitable induction using this induction framework. Workers may be new to the role, organisation or sector.</p> <p>It is also expected that all new workers will receive and be aware of <i>the residential child care worker practice guidance for residential child care workers registered with Social Care Wales</i></p>
<p>Continuing Professional Development (CPD) and Post Registration Training and Learning (PRTL) can be used for updating and maintaining skills and knowledge or for</p>	<p>All registered persons are required to complete a total of 90 hours or 15 days PRTL for each three-year period of registration.</p> <p>University Certificate Step up to Management Programme (Social Care</p>

<p>progression</p>	<p>Wales)</p> <p>Coaching and Mentoring level 3</p> <p>Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF</p> <p>Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People's Advance Practice) Wales and Northern Ireland</p>
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ADULT CARE HOME MANAGER

<p>Job role</p>	<p>Adult Care Home Manager The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs.</p>
<p>Registration requirements</p>	<p>100% of adult care home managers are required to register with Social Care Wales.</p>
<p>Other requirements</p>	<p>Service regulations require that 'the service provider must ensure that at all times a sufficient number of suitably qualified, trained, skilled, competent and experienced staff are deployed to work at the service'. The suitable qualification will be recognised by Social Care Wales in this Qualification Framework (see qualifications section)</p>
<p>Current qualifications for working in the role which are</p> <ol style="list-style-type: none"> 1. required for registration 2. required by regulation, National Minimum Standards or Welsh Government policy 3. recommended for practice 	<p>Required for registration with Social Care Wales</p> <p>Level 5 Diploma in Leadership for Health and Social Care Services (Adults' Residential Management) Wales and Northern Ireland</p> <p>A First Level Registered Nurse must also hold either a</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership for Health and Social Care Services (Adults' Residential Management) Wales and Northern Ireland <p>or</p> <ul style="list-style-type: none"> • Level 5 NVQ in Management and Leadership (QCF)

	<p>(assessed in a health or social care setting).</p> <p>First Level Registered Nurses who hold the Level 5 NVQ in Management and Leadership (QCF) must complete, in addition, the Level 5 Diploma in Leadership for Health and Social Care Services (Adults' Residential Management) Wales and Northern Ireland before their renewal of registration.</p>
<p>Past qualifications accepted for practice</p>	<ul style="list-style-type: none"> • NVQ 4 Leadership and Management for Care Services • NVQ 4 Management (assessed in a care setting) • NVQ 4 Registered Manager Award • NVQ 4 Health and Social Care (Adults) • NVQ 4 Care <p>OR FOR PEOPLE REGISTERED PRIOR TO MAY 2013:</p> <ul style="list-style-type: none"> • Social work qualification approved by Social Care Wales <p>First Level Registered Nurse and one of the following:</p> <ul style="list-style-type: none"> • NVQ 4 Leadership and Management for Care Services • NVQ 4 Management (assessed in a care setting) • NVQ 4 Registered Manager Award (Adults) • Level 5 ILM Diploma in Management (assessed in a health or social care setting) with completion of the Level 5 Diploma in Leadership for Health and Social Care Services (Adults' Residential Management) Wales and Northern Ireland before renewal of registration
<p>Other qualifications accepted for practice including those from other UK Nations</p>	<p>England:</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership for Health and Social Care

	<p>and Children and Young People's Services (Adults' Residential Management) England</p> <p>All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England). In addition, workers who have taken either of the following units: Understand how to manage a team Understanding professional supervision practice Will need to complete an additional 3 credits per unit taken (of those above) from the optional unit bank, as these units do not form part of the qualification developed for use in Wales.</p> <p>This means that people holding this qualification will need to complete an additional 10, 13 or 16 credits</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership and Management for Adult Care <p>All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England) for the Level 5 Diploma in Leadership for Health and Social Care Services (Adults' Management) Wales and Northern Ireland.</p> <ul style="list-style-type: none"> • A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) listed on the Skills for Care Apprenticeship Framework. <p>Northern Ireland: Currently this is the same qualification</p> <p>Scotland:</p> <ul style="list-style-type: none"> • Level 4 SVQ Leadership and Management for Care Services <p>No additional learning required. Social Care Wales has agreed that</p>
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	SVQs can be considered equivalent to current qualifications where NVQs appear as predecessor qualifications.
Induction requirements and recommendations	<p>It is the responsibility of employers and the service provider to ensure that any person working at the service receives an induction appropriate to their role. This will include managers. It is expected this will be robust and accessible to prepare for new and changing roles and responsibilities</p> <p>It is also expected that all new managers will receive <i>The Social Care Manager – practice guidance for social care managers registered with Social Care Wales</i> as part of their induction together with the <i>Code of Practice for social care employers</i></p>
Continuing Professional Development (CPD) and Post Registration Training and Learning (PRTL) can be used for updating and maintaining skills and knowledge or for progression	<p>All registered persons are required to complete a total of 90 hours or 15 days PRTL for each three-year period of registration.</p> <p>Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme) Middle Manager Development programme Coaching and Mentoring levels 3 or 5 Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF Assessor qualification.</p>

DOMICILIARY CARE MANAGER (ADULTS)

Job role	<p>Domiciliary Care Manger (Services for Adults)</p> <p>The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs.</p>
Registration requirements	100% of domiciliary care mangers are required to be registered with Social Care Wales.
Other requirements	If staff are working with both adults and children it would be up to

	<p>employers to check that appropriate units within qualifications for both have been undertaken and the person is upskilled for this.</p> <p>Service regulations require that ‘the service provider must ensure that at all times a sufficient number of suitably qualified, trained, skilled, competent and experienced staff are deployed to work at the service’. The suitable qualification will be recognised by Social Care Wales in this Qualification Framework (see qualifications section)</p>
<p>Current qualifications for working in the role which are</p> <ol style="list-style-type: none"> 1. required for registration 2. required by regulation, National Minimum Standards or Welsh Government policy 3. recommended for practice 	<p>Required for registration with Social Care Wales</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership for Health and Social Care Services (Adults Management) Wales and Northern Ireland <p>A First Level Registered Nurse must also hold either</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Management) Wales and Northern Ireland <p>Or</p> <ul style="list-style-type: none"> • Level 5 NVQ in Management and Leadership (QCF) (assessed in a health or social care setting). <p>First Level Registered Nurses who hold the Level 5 NVQ in Management and Leadership (QCF) must complete, in addition, the Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Management) Wales and Northern Ireland before renewal of registration</p>
<p>Past qualifications accepted for practice</p>	<ul style="list-style-type: none"> • NVQ 4 Leadership and Management for Care Services • NVQ 4 Management (assessed in a care setting) • NVQ 4 Registered Managers Award • NVQ 4 Health and Social Care

	<p>(Adults)</p> <ul style="list-style-type: none"> • NVQ 4 Care • Diploma in Domiciliary Care Management <p>OR FOR PEOPLE REGISTERED PRIOR TO 2014:</p> <ul style="list-style-type: none"> • Social work qualification approved by Social Care Wales
<p>Other qualifications accepted for practice including those from other UK Nations</p>	<p>England:</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Management) England <p>All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England). In addition, workers who have taken either of the following units:</p> <p>Understand how to manage a team Understanding professional supervision practice</p> <p>will need to complete an additional 3 credits per unit taken (of those above) from the optional unit bank, as these units do not form part of the qualification developed for use in Wales.</p> <p>This means that people holding this qualification will need to complete an additional 10, 13 or 16 credits.</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership and Management for Adult Care <p>All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England) for the Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Management) Wales and Northern Ireland.</p> <p>A Higher Apprenticeship in Care Leadership and Management (Adult</p>

	<p>Social Care) Listed on the Skills for Care Apprenticeship Framework.</p> <p>Northern Ireland: Currently this is the same qualification</p> <p>Scotland:</p> <ul style="list-style-type: none"> • Level 4 SVQ Leadership and Management for Care Services <p>No additional learning required. Social Care Wales have agreed that SVQs can be considered equivalent to current qualifications where NVQs appear as predecessor qualifications.</p>
<p>Induction requirements and recommendations</p>	<p>It is the responsibility of employers and the service provider to ensure that any person working at the service receives an induction appropriate to their role. This will include managers. It is expected this will be robust and accessible to prepare for new and changing roles and responsibilities</p> <p>It is also expected that all new managers will receive <i>The Social Care Manager – practice guidance for social care managers registered with Social Care Wales</i> as part of their induction together with the <i>Code of Practice for social care employers</i></p>
<p>Continuing Professional Development (CPD) and Post Registration Training and Learning (PRTL) can be used for updating and maintaining skills and knowledge or for progression</p>	<p>All registered persons are required to complete a total of 90 hours or 15 days PRTL for each three-year period of registration.</p> <p>Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)</p> <p>Middle Manager Development programme</p> <p>Coaching and Mentoring levels 3 or 5</p> <p>Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF</p> <p>Assessor qualification.</p>

DOMICILIARY CARE MANAGER (CHILDREN)

Job role	<p>Domiciliary Care Manger (Services for Children)</p> <p>The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs.</p>
Registration requirements	100% of domiciliary care mangers are required to be registered with Social Care Wales.
Other requirements	<p>If staff are working with both adults and children it would be up to employers to check that appropriate units within qualifications for both have been undertaken and the person is upskilled for this.</p> <p>Service regulations require that ‘the service provider must ensure that at all times a sufficient number of suitably qualified, trained, skilled, competent and experienced staff are deployed to work at the service’. The suitable qualification will be recognised by Social Care Wales in this Qualification Framework (see qualifications section)</p>
<p>Current qualifications for working in the role which are</p> <ol style="list-style-type: none"> 1. required for registration 2. required by regulation, National Minimum Standards or Welsh Government policy 3. recommended for practice 	<p>Required for registration with Social Care Wales</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Management) Wales and Northern Ireland <p>A First Level Registered Nurse must also hold either</p> <ul style="list-style-type: none"> • Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples’ Management) Wales and Northern Ireland <p>Or</p> <ul style="list-style-type: none"> • Level 5 NVQ in Management and Leadership (QCF) (assessed in a health or social care setting).

	<p>First Level Registered Nurses who hold the Level 5 NVQ in Management and Leadership (QCF) must complete, in addition, the Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Management) Wales and Northern Ireland before renewal of registration</p>
<p>Past qualifications accepted for practice</p>	<ul style="list-style-type: none"> • NVQ 4 Leadership and Management for Care Services • NVQ 4 Management (assessed in a care setting) • NVQ 4 Health and Social Care (Children and Young People) • NVQ 4 Care • Diploma in Domiciliary Care Management <p>OR FOR PEOPLE REGISTERED PRIOR TO 2014:</p> <ul style="list-style-type: none"> • Social work qualification approved by Social Care Wales
<p>Other qualifications accepted for practice including those from other UK Nations</p>	<p>England:</p> <p>Northern Ireland: Currently this is the same qualification</p> <p>Scotland:</p> <ul style="list-style-type: none"> • Level 4 SVQ Leadership and Management for Care Services <p>No additional learning required. Social Care Wales have agreed that SVQs can be considered equivalent to current qualifications where NVQs appear as predecessor qualifications.</p>
<p>Induction requirements and recommendations</p>	<p>It is the responsibility of employers and the service provider to ensure that any person working at the service receives an induction appropriate to their role. This will include managers. It is expected this will be robust and accessible to prepare for new and changing roles and responsibilities</p> <p>It is also expected that all new</p>

	managers will receive <i>The Social Care Manager – practice guidance for social care managers registered with Social Care Wales</i> as part of their induction together with the <i>Code of Practice for social care employers</i>
Continuing Professional Development (CPD) and Post Registration Training and Learning (PRTL) can be used for updating and maintaining skills and knowledge or for progression	<p>All registered persons are required to complete a total of 90 hours or 15 days PRTL for each three-year period of registration.</p> <p>Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)</p> <p>Middle Manager Development programme</p> <p>Coaching and Mentoring levels 3 or 5</p> <p>Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF</p> <p>Assessor qualification.</p>

DOMICILIARY CARE WORKER

Job role	<p>Domiciliary Care Worker/Support Worker The support worker provides person centred care and support for individuals to achieve personal wellbeing outcomes where the individual lives.</p>
Registration requirements	<p>Domiciliary care workers. From April 2020, all domiciliary care workers must register with Social Care Wales. If they do not hold one of the qualifications listed on the Framework they will only be able to apply to register if they have completed the induction framework and the induction qualification (The Award for Social Care Induction in Wales until August 2019 and from September 2019, the core health and social care qualification)</p> <p>Between April 2018 and April 2020, domiciliary care workers can register on a voluntary basis. To do this, workers must either hold one of the qualifications listed on the Framework or if they do not hold one of these they can apply to</p>

	<p>register up to April 2020 by either</p> <p>a) holding the Level 2 Award for Social Care Induction (Wales) and a statement of competence signed by the registered manager or</p> <p>b) for workers with 3 or more years continuous experience of working in the sector, a statement of competence that has been signed by the registered manager and is supported by evidence of relevant knowledge and skills.</p> <p>NB these routes are only available for voluntary registration up to April 2020.</p> <p>More information can be found on the Social Care Wales website</p> <p>https://socialcare.wales/registration/registration-of-domiciliary-care-workers</p>
Other requirements	<p>Service regulations require that ‘the service provider must ensure that at all times a sufficient number of suitably qualified, trained, skilled, competent and experienced staff are deployed to work at the service’. The suitable qualification will be recognised by Social Care Wales in this Qualification Framework (see qualifications section).</p> <p>If staff are working with both adults and children it would be up to employers to check that appropriate units within qualifications for both have been undertaken and the person is upskilled for this</p>
<p>Current qualifications for working in the role which are</p> <ol style="list-style-type: none"> 1. required for registration 2. required by regulation, National Minimum Standards or Welsh Government policy 3. recommended for practice 	<p>Recommended for practice:</p> <ul style="list-style-type: none"> • Level 2 Diploma in Health and Social Care (Adults) Wales and Northern Ireland • Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland • <i>If working with children</i> - Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland
Past qualifications recommended for practice	<ul style="list-style-type: none"> • NVQ 2 Health and Social Care • NVQ 2 Care • NVQ 3 Health and Social Care (Adults)

	<ul style="list-style-type: none"> • NVQ 3 Health and Social Care (Children and Young People) • NVQ 3 Care • NVQ 3 Promoting Independence • NVQ 3 Caring for Children and Young People • Social work qualification approved by Social Care Wales
Other qualifications recommended for practice including those from other UK Nations	<p>Health qualifications for domiciliary care workers: Level 2 Diploma in Clinical Healthcare Level 3 Diploma in Clinical Healthcare Level 3 Diploma in Occupational Therapy Support Level 3 Diploma in Physiotherapy Support Level 3 Diploma in Reablement Support First level registered nurse</p> <p>England:</p> <ul style="list-style-type: none"> • Level 2 Diploma in Health and Social Care (Adults) England <p>It is recommended that individuals attain the additional QCF unit specified below (if they have not already taken it as part of their Diploma): SS MU 2.1 Introductory awareness of sensory loss.</p> <ul style="list-style-type: none"> • Level 3 Diploma in Health and Social Care (Adults) England <p>It is recommended that individuals attain the additional QCF unit specified below (if they have not already taken it as part of their Diploma): SS MU 3.1 Understand sensory loss.</p> <ul style="list-style-type: none"> • Level 3 Diploma for the Children and Young People's Workforce (Children and Young People's Social Care Pathway) <p>No additional learning required</p> <p>Northern Ireland:</p> <ul style="list-style-type: none"> • Level 2 Diploma in Health and Social Care (Adults) Wales and Northern Ireland <p>This is the same qualification, although it is recommended that individuals attain the additional QCF unit specified below (if they have not already taken it as part of their Diploma):</p>

	<p>SS MU 2.1 Introductory awareness of sensory loss</p> <ul style="list-style-type: none"> Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland <p>This is the same qualification, although it is recommended that individuals attain the additional QCF unit specified below (if they have not already taken it as part of their Diploma):</p> <p>SS MU 3.1 Understand sensory loss</p> <ul style="list-style-type: none"> Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland <p>Is currently the same qualification</p> <p>Scotland:</p> <ul style="list-style-type: none"> Level 2 SVQ Health and Social Care Level 3 SVQ Health and Social Care (Adults) Level 3 SVQ Health and Social Care (Children and Young People) <p>No additional learning required. Social Care Wales have agreed that SVQs can be considered equivalent to current qualifications where NVQs appear as predecessor qualifications.</p>
<p>Induction requirements and recommendations</p>	<p>The <i>All Wales induction framework for health and social care</i> is a new induction framework designed for social care workers and healthcare support workers. It covers care and support for adults, and children and young people. It provides a structure for a common induction in health and social care across Wales and outlines the knowledge and skills new workers need to gain in the first six months of employment.</p> <p>All employers have a responsibility to make sure their new workers receive a suitable induction using this induction framework. Workers may be new to the role, organisation or sector.</p>
<p>Continuing Professional Development (CPD) and Post Registration Training and Learning</p>	<p>Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland</p> <p>Level 3 Diploma in Health and Social Care (Children and Young People) Wales and</p>

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<p>(PRTL) can be used for updating and maintaining skills and knowledge or for progression</p>	<p>Northern Ireland</p> <p>Level 5 leadership for Health and Social Care Services (Adults Advanced practice) Wales and Northern Ireland</p> <p>Level 5 leadership for Health and Social Care Services (Children and Young Peoples Advanced practice) Wales and Northern Ireland</p>
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SCHEDULE 3**FEES CHARGED BY Social Care Wales**

Fees for each role	Annual fees by year (*1 April to 31 March)			
	*2018/19	*2019/20	*2020/21	*2021/22
Social Worker (application, renewal and annual)	£50	£60	£70	£80
Social Worker – Non-UK Qualified (application)	£350 (and an additional fee of £200 for an aptitude test if requested by the applicant)	£350 (and an additional fee of £200 for an aptitude test if requested by the applicant)	£350 (and an additional fee of £200 for an aptitude test if requested by the applicant)	£350 (and an additional fee of £200 for an aptitude test if requested by the applicant)
Social Care Manager (application, renewal, annual)	£50	£60	£70	£80
Social Care Worker (application, renewal and annual)	£15	£20	£25	£30
Social Work Student (application and annual)	£15	£15	£15	£15
Return to Practise	£200	£200	£200	£200

SCHEDULE 4

POST REGISTRATION TRAINING AND LEARNING REQUIREMENTS

1. Every social worker and social care worker registered with Social Care Wales shall, within the period of registration, complete either 90 hours or 15 days of study, training, courses, seminars, reading, teaching or other activities which could reasonably be expected to advance the professional development of the social worker or social care worker, as the case may be, or contribute to the development of the profession as a whole.
2. Every social worker and social care worker registered with Social Care Wales shall keep a record of such post training and learning (PRTL) undertaken.
- 3.
4. Social Workers undertaking a Consolidation Programme for newly qualified social workers (as referred to in Schedule 5) may use this to evidence compliance with the PRTL requirements.

SCHEDULE 5

CONSOLIDATION PROGRAMME FOR NEWLY QUALIFIED SOCIAL WORKERS

Every social worker first registered with Social Care Wales who qualified on or after 1 April 2016 shall, within their first three -year period of registration, during which time they are practising as a social worker, either:

- (1) complete a Consolidation Programme for newly qualified social workers which has been approved by Social Care Wales,

or
- (2) undertake such training that Social Care Wales requires or deems equivalent.

SCHEDULE 6

RETURN TO PRACTICE FOR SOCIAL WORKERS

1. This Schedule applies to social workers who have not been registered in the social worker part of the register or an equivalent register for a period of three years or more and who apply for registration in the social worker part of the register or to return to the social worker part of the register.
2. Where the period referred to in paragraph 1 above is between three and six years, the social worker must provide evidence that, within the period of three years preceding the date of application for registration or to return to the register, they have completed either 180 hours or 30 days of study, training, courses, seminars, reading, teaching or other such activities which could reasonably be expected to advance the professional development of the social worker or contribute to the development of the profession as a whole.
3. Where the period referred to in paragraph 1 above is longer than six years, the social worker must provide evidence that, within the period of three years preceding the date to return to the register, they have completed either 360 hours or 60 days of study, training, courses, seminars, reading, teaching or such other activities which could reasonably be expected to advance the professional development of the social worker or contribute to the development of the profession as a whole.
4. Where a social worker qualified as a social worker more than six years earlier than the date of application for registration and, since the date of qualification, has never been registered as a social worker in the social worker part of the register or an equivalent register, the applicant must provide evidence that, within the period of three years preceding the date of application for registration, they have completed either 360 hours or 60 days of study, training, courses, seminars, reading, teaching or such other activities which could reasonably be expected to advance the professional development of the social worker or contribute to the development of the profession as a whole.