**All Wales induction framework for health and social care**

**Briefing on the opening the Register for domiciliary care workers – January 2018**

The purpose of this document is to give you information to pass on to relevant audiences. It could form the basis of an update, presentation or as preparation in case you need to answer questions, but feel free to use it for whatever you need.

There are FAQs on our website, which may also be useful: [socialcare.wales/registration/registration-of-domiciliary-care-workers](https://socialcare.wales/registration/registration-of-domiciliary-care-workers)

**Background**

Social Care Wales maintains the Register of Social Care Workers (the Register) in Wales. Around 11,000 people are currently on the Register. They include social workers, residential child care managers and workers, adult care home managers, social work students and domiciliary care managers.

In November 2015, the Minister for Health and Social Services announced that home care workers (domiciliary care workers) and those working in care homes in Wales will also join the Register. This is to ensure that only those who are fit to practise are allowed to work in the sector.

We estimate there are around 23,000 home care workers in Wales. This will approximately triple the number of people currently on the register.

To register, workers must prove they are fit to practise – this means having the skills, knowledge and character to work safely and effectively, as well as being physically and mentally fit, and agree to abide by the Code of Professional Practice for Social Care (the Code). Applications to register are made through our on-line portal, SCWonline.

**Registration dates**

Welsh Government consulted on the dates for the registration of domiciliary care workers and it has now been agreed that the Register will be open from **April 2018** on a voluntary basis for two years. We want to emphasise that the register will be open from April and encourage people to register early. It will become mandatory, which means it will be an offence for a domiciliary care worker in Wales to be practising without being registered, from **April 2020.**

**Qualifications (our recent consultation)**

We ran a consultation about ‘Transforming Care in the 21st Century’, which closed in October 2017. The consultation was about proposed changes to our registration fees, qualification requirements, code of practice for employers and fitness to practise rules.

Overall the proposals were supported by those who responded, and the following changes were agreed:

**Qualifications**

The qualifications required for registration are:

* the Level 2 Diploma in Health and Social Care (Adults) Wales and Northern Ireland

**or**

* the Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland

**or**

for those employed to work with children in domiciliary care settings:

* the Level 3 Diploma in Health and Social Care (Children and Young People) Wales

Other health and social work qualifications are being explored, alongside completing the *All Wales induction framework*.

If a domiciliary care worker doesn’t hold one of these qualifications, they can register **up until** **April 2020** by:

* completing the Level 2 Award for Social Care Induction (Wales) and submitting a statement of competence from their manager, or
* if they have worked as a domiciliary care for more than three years, their current manager can confirm their competence and suitability to be registered – they will need to submit a statement of competence. This route is only available until April 2020.

**NB** this is **only** available for people who register before the mandatory registration date at the end of March 2020. There will be no further qualification requirement to register. Post-registration training and learning requirements will apply for ongoing learning.

After April 2020, new workers will need to register within six months of their start date. To register, they will need to have completed the Level 2 Core Qualification (part of the new suite of qualifications currently being developed that covers induction – it will replace the Level 2 Award for Social Care Induction (Wales)) **and** the *All Wales induction framework for health and social care*. They will be required to complete a practice qualification within their first three-year registration period, before they renew their registration.

**Benefits and purpose**

The benefits and reasons include:

**Building trust and confidence**

* people can rely on registered social care workers
* people can have confidence in you and know you will follow [the Code](https://socialcare.wales/landing-page/code-of-professional-practice-and-guidance).

**Valuing social care workers**

* show you have the skills and knowledge to be a good domiciliary care worker
* you can show you have had training and take responsibility for developing your knowledge and skills
* employers can provide the support and development you need
* you can take responsibility for what you do as a social care worker.

**Making sure people are safe**

* protect people’s rights and make sure they are listened to
* support people to be independent and protect themselves.

If a worker is not fit to practise, they can be removed from the Register and will not be able to practise in Wales. Being fit to practise means they have the skills, knowledge and character to do their job safely and effectively.

Registering will help us know more about domiciliary care workers in Wales. We will know how many people work in domiciliary care, which will help us plan the best ways to support you.

**Practice guidance and the Code**

A consultation on practice guidance has recently closed. This guidance is specifically for domiciliary care workers and helps explain what is expected of them in their daily role. It should be used alongside the Code of Professional Practice.

**How we can we help**

We will be developing a set of materials to introduce registration to this group. These include:

* a dedicated webpage for domiciliary care workers
* registration and practice guidance apps
* case study videos from people who access care and support, employers and registrants about registration
* videos from the Minister for Children and Social Care, our chief executive Sue Evans, our director of regulation and intelligence Gerry Evans and our Registration team about how we can help
* a creative presentation introducing the benefits of registration
* ‘how to’ videos about how to use our online systems
* flyers signposting people to all the information

We have put together a communications plan and would like to visit as many partners as possible over the next two years. If you would like more information, please contact Dean John dean.john@socialcare.wales or Stephanie Griffith stephanie.griffith@socialcare.wales.

Our registration team is also happy to visit each domiciliary care provider to support them in registering their staff. This could be us visiting them to talk about how they can help their staff, or inviting their staff to attend the visit so we can go through the registration process with them. If you would like a visit from our registration team, please email Dean John at dean.john@socialcare.wales.

**What else can we do to help?**

If you have any ideas about how we could work together to prepare the workforce for registration, including any support we could offer, please feed these back to Dean and Stephanie (email address above). We might not be able to act on every idea but feedback would be really useful.

**List of useful webpages**

FAQs: [socialcare.wales/registration/domiciliary-care-workers-what-you-need-to-know](https://socialcare.wales/registration/domiciliary-care-workers-what-you-need-to-know)

Codes and practice guidance: [socialcare.wales/landing-page/code-of-professional-practice-and-guidance](https://socialcare.wales/landing-page/code-of-professional-practice-and-guidance)

Registration pages: [socialcare.wales/registration](https://socialcare.wales/registration)