**Qualification framework**

for social care and regulated childcare   
in Wales

# Introduction and guidance

1. **Introduction**

Social Care Wales has produced this qualification framework as guidance for social care employers, practitioners, learning providers, other regulators and the public. It aims to give clear information about what qualifications are required or recommended for different job roles and what will assist in continued learning and development.

This is the fifth version of the framework and replaces the previous *Qualification Framework for the Care Sector in Wales*.

**Please note** that there is a separate list for early years and childcare. See

[List of Required Qualifications to Work within Early Years and Childcare in Wales (January 2019)](https://socialcare.wales/cms_assets/file-uploads/List-of-Required-Qualifications-to-work-within-Early-Years-and-Childcare-in-Wales_-changes-made-by-Sandie-to-Foundation-Phase-only-5-April-2019.pdf)

The framework reflects recent legislation and policy changes including:

* Social Services and Well-being (Wales) Act 2014
* principles of Prudent Healthcare
* Regulation and Inspection of Social Care (Wales) Act 2016
* Well-being of Future Generations (Wales) Act 2015
* the Welsh Government’s [Childcare, Play and Early Years Workforce Plan](http://gov.wales/docs/dsjlg/publications/cyp/171215-childcare-play-early-years-workforce-plan-en.pdf).

There are significant changes to the framework because of the new legislation, especially the Regulation and Inspection of Social Care (Wales) Act (2016), including:

* the requirement for domiciliary support services to register all workers and managers with Social Care Wales from 2020
* the replacement of the National Minimum Standards for social care with new service regulations and statutory guidance
* early years childcare workers are now included in the definition of “social care worker” under the Social Services and Well-being (Wales) Act 2014 and Regulation and Inspection of Social Care (Wales) Act 2016.
* new roles and areas of service, such as information, advice and assistance workers.

The revised framework will support the professionalisation of the workforce and build confidence in our professionals by being clear about the level of expertise needed to provide and promote positive outcomes for people though quality services. It will help employers and learning providers target their resources so they can help their staff and future employees gain the required qualifications.

1. **How the qualification framework can be used**

The qualification framework can be used to help find:

* the required or recommended qualifications in a service area
* the required or recommended qualifications for a job role
* what induction is required
* what will be useful or required for updating, maintaining and progressing skills and knowledge.

The qualification framework can also help:

* raise staff knowledge, competence and confidence
* make sure people hold appropriate qualifications during recruitment
* set service standards during commissioning
* standardise training and assessments that are being commissioned and provided
* the development and agreement of an organisation’s policies
* succession planning for crucial people in services
* personal development and progression planning for staff
* workforce planning and career advice
* the checking of older qualifications and those from other UK nations
* inspection and regulation of services by Care Inspectorate Wales
* quality assuring and monitoring by commissioners or responsible individuals.

If you use the online version, you can navigate the qualification framework by choosing an answer to simple questions about the work you or your staff do, or the job roles you are interested in. You will end up with a ‘result’ that gives you important information about that job role’s qualifications.

**Why would I need to know about the qualifications?**

For some job roles and service areas there are specific requirements for practice:

* the qualifications required by regulations, legislation and national minimum standards (NMS) in social care or early years childcare
* the qualifications workers and managers are required to have to register with Social Care Wales.

Other services and roles where these requirements do not apply (non-regulated roles) have recommended qualifications. These will ensure people have appropriate and transferrable qualifications, knowledge and skills.

1. **What are required and recommended qualifications?**

**3.1 Required qualifications**

Required qualifications may be needed because they are part of a wider set of standards for workers, managers and services. They can be:

* Qualifications needed to meet regulations, legislation, national minimum standards and Welsh Government policy

These are the qualifications workers and managers need to practise within regulated services and for Welsh Government policy areas, such as Flying Start. The aim is to make sure that services are safe and that standards are of a high quality that lead to personal well-being outcomes for the individuals using the service. Care Inspectorate Wales, commissioners of services and other regulatory bodies will monitor the qualifications held by workers to ensure that they meet the standards that have been set as a requirement.

* Qualifications required for registration with Social Care Wales (applies to social care only)

Qualifications may be required to register with Social Care Wales as a social care worker. The aim of registration is to make sure workers are suitable to work in that role. One of the conditions of registration is that workers must hold the required qualification (or in the case of social work students, they must be undertaking an approved social work degree in Wales). Social Care Wales allows workers in some roles, such as residential child care workers, time to gain the required qualification once they have registered. There may also be induction requirements for some roles.

Occupational therapists and some other allied health professionals working in social care are required to register with the Health and Care Professional Council. The qualifications required by these workers can be found at: [hpc-uk.org](http://hpc-uk.org/)

**3.2 Recommended qualifications**

There are areas of work where people are not required to have a qualification to meet registration or regulatory requirements. However, identifying and gaining the appropriate qualification in a non-regulated job role sets a benchmark for quality and is greatly valued by employers, staff and individuals with care and support needs who may use these services.

Guidance about the suggested qualifications people should hold to progress in their role can help with retaining and supporting workers, as well as allowing organisations to plan for their future staffing needs – “succession planning”. This may be particularly important for roles where people are required to hold a qualification before being appointed, such as social workers or managers of a care service.

1. **What are the criteria for including qualifications in the framework?**

**4.1 Design principles of required and recommended qualifications**

The required qualifications, which should all be available bilingually, have been agreed with a range of partners to reflect the needs and principles below. These are known as “design principles”:

* based on the National Occupational Standards that are appropriate to the needs of the sector
* competence is assessed in the workplace
* subject to external verification
* based on reliable and robust demonstration of employer and service needs
* can be aligned to qualifications frameworks across the UK
* have a structure that allows progression routes, as well as opportunities to study breadth and/or depth of knowledge and skill
* can respond flexibly to the needs of the sector and its learners, including delivery models, language and accessibility
* recognise different types of learning, knowledge, skills and competence.

Currently, many of the required qualifications are diplomas at level 2, level 3 and level 5 (often known as QCFs). There are also level 1 qualifications, which provide a broad introduction to work in social care, early years and childcare.

These diploma qualifications are included on the *Credit and Qualification Framework for Wales* (CQFW) and have "credit values” linked to the size and complexity of the qualification’s units. Each unit has learning outcomes, which describe the specific criteria (knowledge and skills) that a learner needs to show and achieve. Higher level units and qualifications will be more demanding, asking the learner to show complex skills and have in-depth knowledge so they can, for example, evaluate, analyse or assess.

A small set of units can give the learner an ‘award’ (fewer than 13 credits), a larger set can give a certificate (between 13 and 36 credits) and a fuller set of units can give a diploma (37 or more credits). It is possible to complete just one or two units of a qualification for extra skills and knowledge. This has the advantage of making sure an individual’s development is formally assessed and recognised.

Assessing competence and skills takes place in the workplace, but workshops or classroom settings may be used for gaining and testing knowledge. Assessors will be qualified and approved by the awarding bodies.

There are close partnerships between Social Care Wales, Qualifications Wales (which regulates qualifications in Wales) and the awarding bodies (which are responsible for delivering and maintaining the qualifications). The qualifications may be run by training companies, employers’ training departments, colleges (FEs) and universities (HEIs).

Sets of qualifications can be combined to give a wider learning experience called apprenticeship frameworks. These can be a great option as they are funded by the Welsh Government and give the chance to boost essential skills in communication and number.

You can find more information about apprenticeships on Social Care Wales’s website at: [socialcare.wales/learning-and-development/apprenticeships/](C:\\Users\\bethanprice.SocialCare\\AppData\\Local\\Microsoft\\Windows\\INetCache\\Content.Outlook\\FQ8YR40X\\socialcare.wales\\learning-and-development\\apprenticeships\\)

**4.2 Academic qualifications and full-time learning for career progression and continuing professional development**

Some degrees in Wales with early years practitioners status meet the design principles listed above and assessment of competency has been included within them. These have been included as required or recommended qualifications in this framework. The title of the degree and any certificate must be exactly the same as in this framework.

Other degrees (including those in childcare and early years) may not meet the design principles for required or recommended qualifications and so do not appear in this framework. However, Social Care Wales and employers value study at this level and appreciate the benefits of developing wider knowledge and analytical skills that academic programmes and qualifications provide.

The University Certificate Step up to Management (Social Care Wales) is a 60 credit Level 4 qualification that aims to provide social care workers with the knowledge and understanding needed to make the transition into a management role. This qualification is currently recommended but will become a mandatory requirement in 2019 for those wishing to undertake one of the qualifications listed for registration with Social Care Wales as a social care manager.

1. **How do the induction frameworks fit in?**

There are two main induction frameworks for the workforce:

* *All Wales induction framework for early years and childcare*
* *All Wales induction framework for health and social care.*

**All Wales induction framework for early years and childcare**

The framework provides a structure for a common understanding to induction, and outlines the knowledge and skills new workers need to meet in their first six months of employment. There is a requirement within current regulations and National Minimum Standards for Regulated Childcare for children up to the age of 12 years that all practitioners should receive induction training, which includes health and safety, and child protection policies and procedures, during their first week of employment. You can find more information about the induction framework on the Social Care Wales website at: socialcare.wales/learning-and-development/early-years-and-childcare-induction-framework

**Who should complete the ‘All Wales induction framework for early years and childcare’?**

Regardless of whether they are employed full time, part time, sessional or as a volunteer, the induction framework should be completed by workers:

* new to the early years childcare sector
* new to an organisation or setting
* undertaking a new role
* with previous experience in a different sector
* returning after a career break, or
* a current member of staff as a tool to support continuing professional development.

If the worker has been employed previously, they do not need to complete the full induction framework but they may be required to complete some parts of it. The exact requirements can be found here: [socialcare.wales/resources/early-years-and-childcare-induction-framework/](https://socialcare.wales/resources/early-years-and-childcare-induction-framework/)

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

The framework creates a firm basis for new workers to help them develop their practice and future careers, in and across the health and social care sectors. It also provides a clear understanding of the knowledge, skills and values that are needed to make sure new workers are safe and competent to practice at this stage of their development. The induction framework is designed for social care workers and healthcare support workers. It covers care and support for adults, and children and young people. The induction framework is currently mapped to the Award for Social Care Induction in Wales and the NHS Wales Induction for Clinical Healthcare Support Workers (nursing) accredited units.

**Who should complete the ‘All Wales induction framework for health and social care’?**

Regardless of whether they are employed full time, part time, sessional or as a volunteer, the induction framework should be completed by workers:

* new to the sector
* new to an organisation or setting
* undertaking a new role
* with previous experience in a different sector
* returning after a career break, or
* a current member of staff as a tool to support continuing professional development.

If the worker has been employed previously, they do not need to complete the full induction framework again but they may be required to complete some parts of it to show their competence in their new work setting.

The induction framework has been designed and developed so it can be used by all care and support workers. However, there are additional regulatory requirements for some groups of workers. These include:

* **Residential child care workers** – workers employed in Wales must register with Social Care Wales. Workers who do not have one of the required qualifications in this framework can apply to register so long as they complete the induction framework within six 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.

From April 2020, residential child care workers who do not hold one of the required qualifications will need to complete both the core health and social care qualification, along with the all Wales induction framework to register.

**Domiciliary support workers** – all domiciliary support workers must register with Social Care Wales from April 2020. In the meantime, they will be able to apply to register on a using one of the following three routes:

**Route 1**

By holding level 2 or 3 in health and social care (diploma, QCF or NVQ) or equivalents listed in this framework; or a level 2 award for social care induction (Wales) (available until September 2019

**Route 2**

Workers who have been in a domiciliary care role for three out of the past five years can be assessed by their manager against the required competencies. The manager can then provide a signed declaration, confirming the worker’s competence as a lawful, safe and effective practitioner. No further qualification will be needed to re-register in three years’ time

**Route 3**

Workers who may be part-time, without a qualification and have not worked in domiciliary care for three of the past five years can apply to register by successfully completing a short online course and assessment which will provide them with a Social Care Wales values and principles award. Once registered, they will need to complete a required qualification by the time they have to re-register in three years’ time.

You can find more information on the Social Care Wales website at:

[socialcare.wales/registration/registration-of-domiciliary-care-workers](https://socialcare.wales/registration/registration-of-domiciliary-care-workers)

1. **Continuing professional development and post-registration training   
   and learning**

Continued personal and professional learning and development is the ongoing maintenance and growth of knowledge and skills throughout life. This keeps people motivated, develops specialist skills and underpins high quality care and support services. People may learn new things and how to support more complex ways of working and situations. It can help the achievement of career goals, and build confidence and commitment.

Continuing professional development can take many forms, including informal methods such as:

* a reflection on your own work and what could be done differently
* watching a demonstration
* ‘buddying’ or shadowing a more experienced or specialist person (including a carer or individual using the service)
* research and reading.

More formal methods might be:

* attending a course or conference
* completing a qualification
* completing a specialist unit or pathway from the qualifications
* e-learning and webinars
* coaching or mentoring
* taking part in action learning sets.

Continuing professional development is a requirement of a person’s registration with Social Care Wales and is expected by service regulations. There may be a minimum amount of updating and development that must be shown.

You can find more information on the Social Care Wales website at: [socialcare.wales/registration/renewing-your-registration#section-396-anchor](https://socialcare.wales/registration/renewing-your-registration#section-396-anchor)

Resources for further guidance and support include:

* Continuing Professional Development Toolkit for Social Care, Early Years and Child Care Managers and Workers   
  [socialcare.wales/learning-and-development/continuing-professional-development-cpd](https://socialcare.wales/learning-and-development/continuing-professional-development-cpd)
* Continuing Professional Development Principles for the early years and childcare workforce in Wales   
  [socialcare.wales/cms\_assets/file-uploads/Early-years-CPD-principles.pdf](https://socialcare.wales/cms_assets/file-uploads/Early-years-CPD-principles.pdf)
* Continuous Professional Education and Learning for social workers [socialcare.wales/resources/cpel-framework-for-social-workers](https://socialcare.wales/resources/cpel-framework-for-social-workers)

Post-registration training and learning[socialcare.wales/resources/more-information-on-post-registration-training-and-learning-prtl](https://socialcare.wales/resources/more-information-on-post-registration-training-and-learning-prtl)

1. **Qualifications not in the framework**

**7.1 Playwork**

Those working in regulated childcare settings with children between the ages of eight to 12 years old may need to complete a playwork qualification set by SkillsActive to meet NMS and regulatory requirements.

You can find more information at:

skillsactive.com/country/wales/list-of-required-qualifications-for-wales-playwork

[careinspectorate.wales/providingacareservice/regs-nms/child-minder/?skip=1&lang=en](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\careinspectorate.wales\providingacareservice\regs-nms\child-minder\%3fskip=1&lang=en)

[gov.wales/docs/dsjlg/publications/cyp/170912-circular-letter-wgc-006-2017-en.pdf](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\gov.wales\docs\dsjlg\publications\cyp\170912-circular-letter-wgc-006-2017-en.pdf)

There are specific requirements for managers from September 2021. Where a childcare setting provides for children between the ages of 0 to 12 years, the person in charge should hold both:

a level 3 childcare qualification recognised on the qualification framework, and

a level 3 playwork qualification or a smaller award as recognised on the SkillsActive List.

The person in charge of a registered play setting for children up to the age of 12 years should hold:

a level 3 playwork qualification recognised on the SkillsActive List.

The person in charge of a holiday play scheme should hold:

a level 3 playwork qualification, as set out in the SkillsActive List.

Non-supervisory staff who are included in the ratios of qualified staff will also need to undertake a Level 2 playwork qualification from the SkillsActive List.

See the circular letter Future changes to the National Minimum Standards for Regulated Childcare for children up to the age of 12 years (April 2016) regarding Standard 13: Staffing. For more information, go to:

[gov.wales/docs/dsjlg/publications/cyp/170912-circular-letter-wgc-006-2017-en.pdf](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\gov.wales\docs\dsjlg\publications\cyp\170912-circular-letter-wgc-006-2017-en.pdf)

In respect of childminders, there are no changes to the requirement to complete an appropriate pre-registration course as this already takes account of the needs of older children.

**7.2 Equivalence and prior learning**

A qualification already held by a worker may seem the same or similar to one listed in this framework. Social Care Wales will not be able to check this for each person, only those who are required to register. Only the qualifications in this framework are accepted in Wales as required or recommended, but alternative qualifications or previous learning you have could go a long way towards meeting the requirements.

Awarding Bodies may be able to help you match existing units, evidence and learning against what is required by the qualifications in this framework. This is known as Recognition of Prior Learning (RPL). Some information about this is available when you search the job roles in this framework under ‘past qualifications accepted for practice’ and ‘other qualifications accepted for practice’.

Where a worker wants to gain employment in Wales and there is a required qualification for registration, but their qualification is not listed in this framework they can apply to Social Care Wales for an assessment of equivalence if they meet the following criteria:

* the qualification is based on competence, such as the National Occupational Standards relevant to the role
* the person has been assessed in the workplace
* the person must have been in a relevant role while the qualification was undertaken
* the person must have been in a relevant setting while the qualification was undertaken.

**7.3 Qualifications gained outside Wales**

There are differences between the qualifications on offer across the UK nations. Social Care Wales works with its UK partners to ensure there are no unnecessary barriers to the portability of qualifications and workers across UK borders.

**7.4 Workers who have gained their qualification in Wales but wish to work in another UK country will need to contact the relevant Sector Skills Council for advice**

England:

* Skills for Care (adult social care)
* Department of Education (Children’s social care and early years and childcare)

Northern Ireland:

* Northern Ireland Social Care Council

Scotland:

* Scottish Social Services Council

1. **Welsh language and culture**

Wales is a diverse, bilingual country. More than Just Words identifies the integral part that meeting language needs plays in supporting individual rights and well-being, as well as promoting dignity and respect for Welsh speakers. It refers to the ‘active offer’ as the responsibility to respond to the Welsh language needs of children and adults at the same level/standard as in English for all aspects of social care. This is particularly important considering the central role of communication in assessing and supporting adults, children and carers.

Although More than Just Words does not include early years and childcare workers, the principles of the active offer ensure that settings provide services in Welsh or English in line with the language choice of children and their parents/carers.

Encouraging and supporting the development of Welsh language skills in the workforce not only improves the quality of the service provided to children, their families and adults using the services, but also benefits the workforce, who gain opportunities to use and develop Welsh language skills. The early years, childcare and social care workforce have a fundamental role to play in supporting the Welsh Government’s vision to see the Welsh language thriving in Wales and to increase Welsh language speakers to one million by 2050.

The Welsh Language Act places a duty on organisations in contact with the public in Wales to “try to have enough Welsh speakers with the appropriate skills to provide a full service through the medium of Welsh”. Resources and information to help make effective use of Welsh language skills and awareness can be found here:

[socialcare.wales/collections/working-in-welsh/](https://socialcare.wales/collections/working-in-welsh/)

1. **Direct payments and personal assistants working within social care**

Personal assistants are employed directly by individuals to assist with their care and support needs and to help them achieve their personal well-being outcomes. Personal assistants are included in this framework to provide information about appropriate recommended qualifications.

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| Service area | Job roles |
| [Care home services for adults](#CarehomeservicesforAdults) | * Adult care home manager * Adult care home deputy manager * Adult care home senior care worker * Adult care home worker * Adult care home activities co-ordinator |
| [Care home services for children](#CarehomeservicesforChildren) | * Residential child care manager * Residential child care deputy manager * Residential child care senior care worker * Residential child care worker |
| [Residential family centre services](#ResidentialFamilyCantreServices) | * Manager * Deputy manager * Support worker |
| [Adoption services](#AdoptionServices) | * Adoption manager |
| [Foster services](#FosteringServices) | * Fostering manager * Foster carer |
| [Adult placement services /shared lives](#AdultplacementservicesShared) | * Adult placement/ shared lives manager * Adult placement/ shared lives deputy/assistant manager * Adult placement/ shared lives co-ordinator * Adult placement/ shared lives worker * Adult placement/ shared lives carer |
| [Advocacy services](#Advocacy) | * Manager * Independent professional advocate (SSWb Act) * Independent mental health advocate * Independent mental capacity advocate |
| [Domiciliary support services](#Domiciliary) | * Domiciliary support manager (services for adults) * Domiciliary support manager (services for children and young people) * Domiciliary support deputy manager * Domiciliary support service co-ordinator * Domiciliary support senior worker/ supervisor * Domiciliary support worker |
| [Social work services](#SocialWork) | * Social work team manager * Consultant social worker * Senior social work practitioner * Approved mental health professional * Independent reviewing officer * Social worker in years 3 and beyond * Social worker in years 1 and 2 * Social services practitioner * Support worker * Information advice and assistance worker/ operator |
| [Allied professional services](#AlliedProfessionalServices) | * Senior practitioner occupational therapy * Occupational therapist * Occupational therapy assistant * Mobility/ rehabilitation officer/ rehabilitation officer visually impaired |
| [Day services for adults](#DayCommunityServicesforAdults) | * Day service manager * Day service deputy manager/ senior officer * Day service officer * Day service assistant |
| [Day services for children and families](#DayCommunityServicesforChildren) | * Day service manager * Day service deputy manager/ senior officer * Day service officer |
| [Social care planning and commissioning](#SocialcareplanningandCommissioning) | * Commissioning manager * Operational officer * Commissioning support officer |
| [Inspectors in health, social care and EYCC](#Inspectors) | * Inspector |
| [Workforce development and training](#WDandTraining) | * Workforce development manager * Workforce development officer/ training officer |
| [Central management](#CentralManagement) | * Director * Head of service/ assistant director * Service manager/ principle officer * Adviser/ planner/ researcher * Other manager |
| [Personal assistants in social care](#PASocialCare) | * Personal assistant |

**Service area**

**Care home services for adults**

These are described in the service regulations as “the provision of accommodation, together with nursing or care at a place in Wales, to persons because of their vulnerability or need”.

Exclusions can be found in the Regulation and Inspection of Social Care (Wales) Act 2016 Schedule 1 Regulated services: definitions.

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**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.

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| Social Care Wales’s registration requirements | Every adult care home manager is 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required to register with Social Care Wales:**  Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Residential Management) Wales and Northern Ireland  A first level registered nurse must also hold either a:   * Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Residential Management) Wales and Northern Ireland   *or*   * Level 5 NVQ in Management and Leadership (QCF) (assessed in a health or social care setting).     First level registered nurses who hold the Level 5 NVQ in Management and Leadership (QCF) must also complete the Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Residential Management) Wales and Northern Ireland before they renew their registration. |
| Past qualifications accepted for practice | * 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   Or for people registered before May 2013:   * Social work qualification approved by Social Care Wales   First level registered nurse and one of the following:   * 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), along with the Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Residential Management) Wales and Northern Ireland, which must be completed before renewal of registration |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Residential Management) England   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  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.  This means that people holding this qualification will need to complete an additional 10, 13 or 16 credits.   * Level 5 Diploma in Leadership and Management for Adult Care   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.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) listed on the Skills for Care Apprenticeship Framework.   **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration  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 |

**Adult care home deputy manager**

The deputy manager supports and assists the manager of the service in a number of key leadership and management functions and will, where required, deputise for them.

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| Social Care Wales’s registration requirements | There are plans to register adult care home workers from 2022.  Deputy managers can either register at that time as a worker or they can register now as a manager if they meet the requirements for registered manager. |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Residential Management) Wales and Northern Ireland * Level 5 Diploma in leadership for Health and Social Care Services (Adults Advanced Practice) Wales and Northern Ireland |
| Past qualifications recommended for practice | * 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 * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Residential Management) England   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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.  This means that people holding this qualification will need to complete an additional 10, 13 or 16 credits.   * Level 5 Diploma in Leadership and Management for Adult Care   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.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) Listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 4 SVQ Health and Social Care (Adults) * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | All managers registered with Social Care Wales are required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration  University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Adult care home senior care worker**

The senior care worker provides person-centred care and support for individuals and will undertake additional supervisory duties.

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| Social Care Wales’s registration requirements | There are plans to register adult care home workers from 2022. |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Advanced Practice) Wales and Northern Ireland * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 4 Leadership and Management for Care Services * NVQ 4 Registered Managers Award * NVQ 4 Health and Social Care (Adults) * NVQ 4 Care * NVQ 3 Health and Social Care (Adults) * NVQ 3 Care * NVQ 3 Promoting Independence * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * + SS MU 3.1 Understand sensory loss.   **Northern Ireland:**  These are currently the same qualifications.  **Scotland:**   * Level 3 SVQ Health and Social Care (Adults) * Level 4 SVQ Health and Social Care (Adults)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring levels 3  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Adult care home worker**

The care worker provides person-centred care and support for individuals on a daily basis.

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| Social Care Wales’s registration requirements | There are plans to register adult care home workers from 2022. |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 2 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   *or*   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 2 Health and Social Care * NVQ 2 Care * NVQ 3 Health and Social Care (Adults) * NVQ 3 Care * Social work qualification approved by Social Care Wales * First level registered nurse |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 2 Diploma in Health and Social Care (Adults) England   It is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 2.1 Introductory awareness of sensory loss. * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Northern Ireland:**   * Level 2 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is currently the same qualification, although it is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 2.1 Introductory awareness of sensory loss * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is currently the same qualification, although it is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Scotland:**   * Level 2 SVQ Health and Social Care * Level 3 SVQ Health and Social Care (Adults)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland  Level 5 Diploma in Leadership for Health and Social Care Services (Adults Advanced Practice) Wales and Northern Ireland |

**Adult care home activities co-ordinator**

The activities co-ordinator will lead on the development and facilitation of activities to promote an individual’s well-being. They may provide person-centred care and support.

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| Social Care Wales’s registration requirements | There are plans to register adult care home workers from 2022. |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 2 Award in Supporting Activity Provision in Social Care * Level 3 Certificate in Activity Provision in Social Care * Level 3 Diploma in Health and Social Care Services (Children and Young People) Wales and Northern Ireland |
| Past qualifications recommended for practice |  |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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.  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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Service area**

**Care home services for children**

These services are described in the service regulations as “the provision of accommodation, together with nursing or care at a place in Wales, to persons because of their vulnerability or need”. These services provide accommodation, and care and support for children and young people.

Exclusions can be found in the Regulation and Inspection of Social Care (Wales) Act 2016 Schedule 1 Regulated services: definitions.

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**Residential child care manager**

The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs.

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| Social Care Wales’s registration requirements | Every residential child care manager is 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required to register with Social Care Wales:**   * 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 | * NVQ 4 Leadership and Management for Care Services (must include units B6 and B7) * NVQ 4 Managers in Residential Child Care   *or*  One of the following care qualifications, plus one of the following management qualifications:  Care qualifications:   * NVQ 4 Health and Social Care (Children and Young People) * NVQ 4 Care * Social work qualification approved by Social Care Wales   Management qualifications:   * 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   *or*  One of the following care qualifications, plus one of the following management qualifications:  Care qualifications:   * Certificate in Residential Care of Children and Young People * Senior Certificate in Residential Care of Children and Young People   Management qualifications:   * NVQ 4 in Management (assessed in a care setting) * NVQ 4 Leadership & Management for Care Services (if units B6 and B7 not included) |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * 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   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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 extra 10, 13 or 16 credits.  **Northern Ireland:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Residential Management) Wales and Northern Ireland   This is currently the same qualification (although a full social work qualification is also required in Northern Ireland for this role).  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  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 |

**Residential child care deputy manager**

The deputy manager supports and assists the manager of the service in a number of key leadership and management functions and will, where required, deputise for them.

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| Social Care Wales’s registration requirements | Every deputy manager needs to be registered with Social Care Wales.  Deputy managers can register as a worker or as a manager, if they meet the requirements for registered manager. |
| Other requirements | Service regulation requires 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required to register with Social Care Wales:**  For registration as a manager:   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Residential Management) Wales and Northern Ireland   For registration as a worker:   * Level 3 Diploma in Health and Social Care Services (Children and Young People) Wales and Northern Ireland * Degree in social work |
| Past qualifications accepted for practice | * NVQ 4 Leadership and Management for Care Services (must include units B6 and B7) * NVQ 4 Managers in Residential Child Care * NVQ 4 Health and Social Care (Children and Young People) * NVQ 4 Care * NVQ 3 Health and Social Care (Children and Young People) * NVQ 3 Caring for Children and Young People * Social work qualification approved by Social Care Wales * 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 | **England:**   * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway) * 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 * 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   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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 extra 10, 13 or 16 credits.  **Northern Ireland:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Residential Management) Wales and Northern Ireland * Level 3 Diploma in Health and Social Care Services (Children and Young People) Wales and Northern Ireland   These are currently the same qualifications (although a full social work qualification is also required in Northern Ireland for this role).  **Scotland:**   * Level 3 SVQ Health and Social Care (Children and Young People) * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration  University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF  Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Advance Practice) Wales and Northern Ireland |

**Residential child care senior care worker**

The senior care worker provides person-centred care and support for individuals, and will undertake additional supervisory duties.

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| Social Care Wales’s registration requirements | Every senior care worker is 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required to register with Social Care Wales:**   * Level 3 Diploma in Health and Social Care Services (Children and Young People) Wales and Northern Ireland * Degree in social work |
| Past qualifications accepted for practice | * NVQ 3 Health and Social Care (Children and Young People) * NVQ 3 Caring for Children and Young People * Social work qualification approved by Social Care Wales * 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 | **England:**   * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.   * 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   **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 3 SVQ Health and Social Care (Children and Young People)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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.  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. It is also expected that all new workers will receive and be aware of the *Residential child care worker: practice guidance for residential child care workers registered with Social Care Wales*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF  Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Advance Practice) Wales and Northern Ireland |

**Residential child care worker**

The care worker provides person-centred care and support for individuals.

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| Social Care Wales’s registration requirements | Every residential child care worker employed in Wales must register with Social Care Wales.  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. |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required to register with Social Care Wales:**   * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland * Degree in social work   Workers who do not have one of the required qualifications above can apply to register if they complete the induction framework within six months. They will also need to complete the level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland within three years. |
| Past qualifications accepted for practice | * 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 | **England:**   * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.   * 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   **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 3 SVQ Health and Social Care (Children and Young People)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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.  It is also expected that all new workers will receive and be aware of *Residential child care worker: practice guidance for residential child care workers registered with Social Care Wales.* |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration  University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring level 3  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF  Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Advance Practice) Wales and Northern Ireland |

**Service area**

**Residential family centre services**

Service regulations describe residential family centre services as the provision of accommodation for children and their parents (or any person who is looking after the child) at a place in Wales where:

* the parents’ capacity to respond to the child’s needs and to safeguard their well-being is monitored or assessed, and
* the parents are given such care and support as is thought to be necessary.

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**Residential family centre manager**

The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Residential Management) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Residential Management) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 4 Leadership and Management for Care Services * NVQ 4 Health and Social Care (Children and Young People) * NVQ 4 Management (assessed in a care setting) * NVQ 4 Care * NVQ 4 MRCC (assessed in a care setting)   *or*  For workers registered before May 2013:     * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * 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   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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 extra 10, 13 or 16 credits.   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Residential Management) England   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  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.    This means that people holding this qualification will need to complete an extra 10, 13 or 16 credits.   * Level 5 Diploma in Leadership and Management for Adult Care   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.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) Listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Residential Management) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Residential Management) Wales and Northern Ireland   These are currently the same qualifications.  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | 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 |

**Residential family centre deputy manager**

The deputy manager supports and assists the manager of the service in a number of key leadership and management functions and will, where required, deputise for them.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Residential Management) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Advance Practice) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Residential Management) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Advanced Practice) Wales and Northern Ireland * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 4 Leadership and Management for Care Services * NVQ 4 Health and Social Care (Adults/ Children and Young People) * NVQ 4 Management (assessed in a care setting) * NVQ 4 Registered Manager Award * NVQ 4 Care * NVQ 3 Health and Social Care (Children and Young People) * NVQ 3 Caring for children and young people |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway) * 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 for the Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland * 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   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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 extra 10, 13 or 16 credits.   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Residential Management) England   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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.  This means that people holding this qualification will need to complete an extra 10, 13 or 16 credits.   * Level 5 Diploma in Leadership and Management for Adult Care   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.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) Listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Residential Management) Wales and Northern Ireland * Level 3 Diploma in Health and Social Care Services (Children and Young People) Wales and Northern Ireland   These are currently the same qualifications.  **Scotland:**   * Level 3 SVQ Health and Social Care (Children and Young People) * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. The induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Residential family centre support worker**

The support worker provides person-centred care and support for individuals (adults or children).

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 3 Health and Social Care (Children and Young People) * NVQ 3 Caring for Children and Young People * NVQ 3 Care * NVQ 2 Care |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.   * 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 for the Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland   **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 3 SVQ Health and Social Care (Children and Young People)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Service area**

**Adoption services**

An adoption service is described in the service regulations as a service provided in Wales by:

* an adoption society (within the meaning of the Adoption and Children Act 2002), which is a voluntary organisation (within the meaning of that Act)

*or*

* an adoption support agency (within the meaning of the Act).

Adoption is where a child becomes a full and permanent member of their new family.

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**Manager**

The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs. They are responsible for the management, development and provision of adoption services.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Degree in social work   *and*   * Postgraduate Certificate in Managing Practice Quality in Social Care |
| Past qualifications recommended for practice | * Social Work qualification approved by Social Care Wales   and   * NVQ 4 Management (assessed in a care setting) |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | 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 |

**Service area**

**Fostering services**

A fostering service is described in the service regulations as a service provided in Wales by a person other than a local authority, which consists of or includes:

* the placement of children with local authority foster parents

*or*

* exercising functions in connection with such a placement.

Foster care is when a child or children is/are cared for by an adult, who is not a relative, under a temporary arrangement.

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**Manager**

The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs. They are responsible for the management, development and provision of foster care/ adoption services.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Degree in social work   *and*   * Postgraduate Certificate in Managing Practice Quality in Social Care |
| Past qualifications recommended for practice | * Social Work qualification approved by Social Care Wales   *and*   * NVQ 4 Management (assessed in a care setting) |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | 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 |

**Foster carer**

The carer looks after children or young people who are unable to live in their own family home, and provides them with practical and emotional support in a safe and secure environment.

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 3 Health and Social Care (Children and Young People) * NVQ 3 Caring for Children and Young People |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.   * 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   **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 3 SVQ Health and Social Care (Children and Young People)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Advance Practice) Wales and Northern Ireland |

**Service area**

**Adult placement services – shared lives**

Adult placement/shared lives is an arrangement where members of the community (approved carers) provides accommodation and/or support for a wide range of individuals with care and support needs.

An adult placement service is a service run (whether or not for profit) by a local authority or other person, which places adults with an individual in Wales under a carer agreement (and includes any arrangements for the recruitment, training and supervision of such individuals).

A carer agreement is an agreement whereby an individual provides accommodation and care and support in their home for up to three people.

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**Adult placement/shared lives manager**

The manager is responsible for the development and provision of adult placement/shared lives services.

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**     * Level 5 Diploma in Leadership of Health and Social Care Services (Adults’ Management) Wales and Northern Ireland * Social work qualification approved by Social Care Wales, plus the Postgraduate Certificate in Managing Practice Quality in Social Care |
| Past qualifications recommended for practice | * NVQ 4 Leadership and Management of Care Services * NVQ 4 Registered Managers Award * NVQ 4 Health and Social Care (Adults) * NVQ 4 Care * Social work qualification approved by Social Care Wales   plus:   * NVQ level 4 Management (assessed in a social care setting) |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Management) England   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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.  This means that people holding this qualification will need to complete an extra 10, 13 or 16 credits.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) Listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**  These are currently the same qualifications.  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Adult placement/shared lives deputy/assistant manager**

The deputy manager supports and assists the manager of the service in a number of key leadership and management functions and will, where required, deputise for them.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**     * Level 5 Diploma in Leadership of Health and Social Care Services (Adults’ Advanced Practice) Wales and Northern Ireland * Level 5 Diploma in Leadership of Health and Social Care Services (Adults’ Management) Wales and Northern Ireland * Social work qualification approved by Social Care Wales |
| Past qualifications recommended for practice | * NVQ 4 Leadership and Management of Care Services * NVQ 4 Registered Managers Award * NVQ 4 Management (assessed in a social care setting) * NVQ 4 Health and Social Care (Adults) * NVQ 4 Care * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Management) England   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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.  This means that people holding this qualification will need to complete an extra 10, 13 or 16 credits.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) Listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**  These are currently the same qualifications.  **Scotland:**   * Level 4 SVQ Health and Social Care (Adults) * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Adult placement/shared lives co-ordinator**

The co-ordinator is responsible for the assessment, monitoring and supervision of adult placement/shared lives carers.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**     * Level 5 Diploma in Leadership of Health and Social Care Services (Adults’ Advanced Practice) Wales and Northern Ireland * Social work qualification approved by Social Care Wales |
| Past qualifications recommended for practice | * NVQ 4 Leadership and Management of Care Services * NVQ 4 Registered Managers Award * NVQ 4 Management (assessed in a social care setting) * NVQ 4 Health and Social Care (Adults) * NVQ 4 Care * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | England:  **Northern Ireland:**  These are currently the same qualifications.  **Scotland:**   * Level 4 SVQ Health and Social Care (Adults)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Adult placement/shared lives worker**

The worker is responsible for undertaking delegated tasks related to the assessment, monitoring and support of adult placement/shared lives carers.

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**     * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 3 Health and Social Care (Adults) * NVQ 3 Care |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Northern Ireland:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   Currently this is the same qualification, although it is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Scotland:**   * Level 3 SVQ Health and Social Care (Adults)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF  Level 5 leadership for Health and Social Care Services (Adults Advanced practice) Wales and Northern Ireland |

**Adult placement/shared lives carer**

The carer provides support to an individual within their own home and community setting. This is aimed at increasing independence, social inclusion and achieving the individual’s personal well-being outcomes. This may include staying overnight.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**     * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 3 Health and Social Care (Adults) * NVQ 3 Care |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Northern Ireland:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is currently the same qualification, although it is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Scotland:**   * Level 3 SVQ Health and Social Care (Adults)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF  Level 5 leadership for Health and Social Care Services (Adults Advanced practice) Wales and Northern Ireland |

**Service area**

**Advocacy services**

Advocacy is taking action to help people say what they want, secure their rights, represent their interests and obtain the services they need. Advocates and advocacy schemes work in partnership with the people they support and take their side. Advocacy promotes social inclusion, equality and social justice (Advocacy Charter, Action for Advocacy).

Advocacy can take many forms from peer advocacy to independent professional advocacy where the advocate is trained and paid as a professional advocate. The Social Services and Well-being (Wales) Act 2014 defines advocacy services as: “services which provide assistance (by way of representation or otherwise) to persons for purposes relating to their care and support”. The act refers to services being provided by independent professional advocates in relation to adults’ and children’s care and support.

Other advocacy functions are defined by different legislations including:

* Independent mental health advocate (IMHA) under the Mental Health Act 1983
* Independent mental capacity advocate (IMCA) under the Mental Capacity Act 2005.

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**Manager**

The manager will be responsible for the operational direction and the effective running of the independent advocacy provision.

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| Social Care Wales’s registration requirements | Managers of independent professional advocacy services (under the Social Services and Well-being (Wales) Act 2014) may be registered with Social Care Wales from 2019.  No qualification requirements have been identified to date. |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 3 Certificate/ Diploma in Independent Advocacy (Independent Advocacy Management pathway) |
| Past qualifications recommended for practice | * Level 3 Certificate in Independent Advocacy (Independent Advocacy Management) |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Independent professional advocate –**

**Social Services and Well-being (Wales) Act 2014**

Independent professional advocates are employed to act as an advocate for a person who is experiencing barriers in participating fully with relevant assessment, care and support planning and review, or safeguarding processes.

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice |  |
| Past qualifications recommended for practice | * Level 3 Certificate in Independent Advocacy (Independent Advocacy with Adults) * Level 3 Certificate in Independent Advocacy (Independent Advocacy with Children and Young People) |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Independent mental health advocate**

The independent mental health advocate provides services under the Mental Health Act 1983.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice |  |
| Past qualifications recommended for practice | * Level 3 Certificate in Independent Advocacy (Independent Mental Health Advocacy) |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Independent mental capacity advocate**

Local authorities have a duty to identify and provide an independent mental capacity advocate under the Mental Capacity Act 2005, for example, when a decision needs to be taken about the person’s long-term accommodation.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 3 Certificate in Independent Advocacy (Independent Mental Capacity Advocacy) |
| Past qualifications recommended for practice |  |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Service area**

**Domiciliary support services**

Domiciliary support services provide care and support for individuals in their own homes. They provide a wide range of support from preventative services, reablement, support for independent living, support with social activities, education and employment, practical assistance with personal care and domestic tasks to end of life care. Workers may work in specialist services or with individuals with particular needs.

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**Domiciliary support manager (services for adults)**

The manager sets the operational direction and organises the effective running of the service provision to meet the service needs.

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| Social Care Wales’s registration requirements | All domiciliary support managers must register with Social Care Wales. |
| Other requirements | If domiciliary support managers are working with both adults and children, it’s up to the employers to make sure the manager has undertaken the appropriate qualification units for adults and children, and that they are upskilled for this.  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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required for registering with Social Care Wales:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Management) Wales and Northern Ireland   A first level registered nurse must also hold either:     * Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Management) Wales and Northern Ireland   *or*   * Level 5 NVQ in Management and Leadership (QCF) (assessed in a health or social care setting)   First level registered nurses who hold the Level 5 NVQ in Management and Leadership (QCF) must also complete the Level 5 Diploma in Leadership for Health and Social Care Services (Adults’ Management) Wales and Northern Ireland before they can renew their registration. |
| Past qualifications accepted for practice | * 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 (Adults) * NVQ 4 Care * Diploma in Domiciliary Care Management   Or for those registered before 2014:   * A social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Management) England   All domiciliary support managers with this qualification need to complete an extra 10 credits (to make up for the smaller qualification size in England).  Staff who have taken the following units:   * Understand how to manage a team * Understanding professional supervision practice   will need to complete an extra 3 credits per unit taken (from 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 those holding this qualification will need to complete an extra 10, 13 or 16 credits.   * Level 5 Diploma in Leadership and Management for Adult Care   All workers with this qualification need to complete an extra 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.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) Listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales must complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  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. |

**Domiciliary support manager (services for children)**

The manager sets the operational direction and organises the effective running of the service provision to meet the service needs.

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| Social Care Wales’s registration requirements | All domiciliary support managers must register with Social Care Wales. |
| Other requirements | If domiciliary support managers are working with both adults and children, it’s up to the employers to make sure that the manager has undertaken the appropriate qualification units for adults and children, and that they have the correct skills.  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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required to register with Social Care Wales:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young People’s Management) Wales and Northern Ireland   A first level registered nurse must also hold either:     * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples’ Management) Wales and Northern Ireland   *or*   * Level 5 NVQ in Management and Leadership (QCF) (assessed in a health or social care setting)   First level registered nurses who hold the Level 5 NVQ in Management and Leadership (QCF) must also complete the Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Management) Wales and Northern Ireland before renewing their registration. |
| Past qualifications accepted for practice | * 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   Or for those who registered before 2014:   * A social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | **England:**  **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   There’s no additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where the NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales must complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  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. |

**Domiciliary support deputy manager**

The deputy manager supports and assists the manager of the service in a number of important leadership and management functions, and will, where required, deputise for them.

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| Social Care Wales’s registration requirements | All domiciliary support workers must register with Social Care Wales by April 2020. Deputy managers can register either as a worker, or as a manager, if they meet the registered manager requirements.  To register as a worker up until April 2020, there are three possible routes:  **Route 1**  By holding level 2 or 3 in health and social care (diploma, QCF or NVQ) or equivalents listed in this framework; or a level 2 award for social care induction (Wales) (available until September 2019  **Route 2**  Workers who have been in a domiciliary care role for three out of the past five years can be assessed by their manager against the required competencies. The manager can then provide a signed declaration, confirming the worker’s competence as a lawful, safe and effective practitioner. No further qualification will be needed to re-register in three years’ time  **Route 3**  Workers who may be part-time, without a qualification and have not worked in domiciliary care for three of the past five years can apply to register by successfully completing a short online course and assessment which will provide them with a Social Care Wales values and principles award. Once registered, they will need to complete a required qualification by the time they have to re-register in three years’ time.  You can find more information on Social Care Wales’s website at: **socialcare.wales/registration/registration-of-domiciliary-care-workers** |
| Other requirements | If staff members are working with adults and children, it’s up to the employers to check that the worker has completed the appropriate qualification units for adults and children, and that they have the correct skills.  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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Management) Wales and Northern Ireland * Level 5 Diploma in leadership for Health and Social Care Services (Adults Advanced Practice) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Management) Wales and Northern Ireland * Level 5 Diploma in leadership for Health and Social Care Services (Children and Young Peoples Advanced Practice) Wales and Northern Ireland |
| Past qualifications recommended for practice | * 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 (Adults/ Children and Young people) * NVQ 4 Care * A social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Management) England   All workers with this qualification need to complete an extra 10 credits (to make up for the smaller qualification size in England).  Those who have also taken one or both of the following units:   * Understand how to manage a team * Understanding professional supervision practice   need to complete an extra 3 credits per unit from the optional unit bank, as the units listed above are not part of the Welsh qualification.  This means those holding this qualification will need to complete an extra 10, 13 or 16 credits.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) Listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   There is no additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales must complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  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. |

**Domiciliary support service co-ordinator**

The co-ordinator is responsible for co-ordinating the staff of the domiciliary support services in their day-to-day duties.

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| Social Care Wales’s registration requirements | All domiciliary support workers must register with Social Care Wales by April 2020. Service co-ordinators can register either as a worker, or as a manager, if they meet the registered manager requirements.  To register as a worker up until April 2020, there are three possible routes:  **Route 1**  By holding level 2 or 3 in health and social care (diploma, QCF or NVQ) or equivalents listed in this framework; or a level 2 award for social care induction (Wales) (available until September 2019  **Route 2**  Workers who have been in a domiciliary care role for three out of the past five years can be assessed by their manager against the required competencies. The manager can then provide a signed declaration, confirming the worker’s competence as a lawful, safe and effective practitioner. No further qualification will be needed to re-register in three years’ time  **Route 3**  Workers who may be part-time, without a qualification and have not worked in domiciliary care for three of the past five years can apply to register by successfully completing a short online course and assessment which will provide them with a Social Care Wales values and principles award. Once registered, they will need to complete a required qualification by the time they have to re-register in three years’ time.  You can find more information on Social Care Wales’s website at:  **socialcare.wales/registration/registration-of-domiciliary-care-workers** |
| 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 framework (see qualifications section).  If staff are working with both adults and children, it’s up to the employers to check that the staff members have completed the appropriate units within the qualifications for adults and children, and that the staff members have the correct skills. |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland * If working with children: Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Management) Wales and Northern Ireland * Level 5 Diploma in leadership for Health and Social Care Services (Adults Advanced Practice) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Management) Wales and Northern Ireland * Level 5 Diploma in leadership for Health and Social Care Services (Children and Young Peoples Advanced Practice) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 3 Health and Social Care (Adults/ Children and Young People) * NVQ 3 Care * NVQ 3 Promoting Independence * NVQ 3 Caring for Children and Young People * 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 (Adults/ Children and Young people) * NVQ 4 Care |
| Other qualifications accepted for practice, including those from other UK nations | **Health qualifications for domiciliary support:**   * 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   **England:**   * Level 3 Diploma in Health and Social Care (Adults) England   + It is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma): SS MU 3.1 Understand sensory loss. * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Management) England   All workers with this qualification need to complete an extra 10 credits to make up for the smaller qualification size in England.  Those who have also taken one or both of the following units:   * Understand how to manage a team * Understanding professional supervision practice   will need to complete an extra 3 credits per unit from the optional unit bank, as the units listed above are not part of the Welsh qualification.  This means that those holding this qualification will need to complete an extra 10, 13 or 16 credits.   * Level 5 Diploma in Leadership and Management for Adult Care   All workers with this qualification need to complete an extra 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.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is the same qualification, although it is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * + SS MU 3.1 Understand sensory loss. * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland   This is currently the same qualification.  **Scotland:**   * Level 3 SVQ Health and Social Care (Adults) * Level 3 SVQ Health and Social Care (Children and Young People) * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* is a new induction framework 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF  Level 5 leadership for Health and Social Care Services (Adults Advanced practice) Wales and Northern Ireland  Level 5 leadership for Health and Social Care Services (Children and Young Peoples Advanced practice) Wales and Northern Ireland |

**Domiciliary support senior worker or supervisor**

Senior support workers provide person-centred support to individuals, including adults and/or children, so they can live independent lives and achieve their personal well-being outcomes. They will also carry out supervisory duties.

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| Social Care Wales’s registration requirements | All domiciliary support workers must register with Social Care Wales by April 2020.  They will be able to apply to register using one of the following three routes:  **Route 1**  By holding level 2 or 3 in health and social care (diploma, QCF or NVQ) or equivalents listed in this framework; or a level 2 award for social care induction (Wales) (available until September 2019  **Route 2**  Workers who have been in a domiciliary care role for three out of the past five years can be assessed by their manager against the required competencies. The manager can then provide a signed declaration, confirming the worker’s competence as a lawful, safe and effective practitioner. No further qualification will be needed to re-register in three years’ time  **Route 3**  Workers who may be part-time, without a qualification and have not worked in domiciliary care for three of the past five years can apply to register by successfully completing a short online course and assessment which will provide them with a Social Care Wales values and principles award. Once registered, they will need to complete a required qualification by the time they have to re-register in three years’ time.  You can find more information on Social Care Wales’s website at:  **socialcare.wales/registration/registration-of-domiciliary-care-workers** |
| 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 framework (see qualifications section).  If staff are working with both adults and children, it’s up to the employers to check that the staff members have completed the appropriate units within the qualifications for adults and children, and that the staff members have the correct skills. |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland * If working with children: Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Advanced Practice) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Advanced Practice) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 4 Leadership and management for care services * NVQ 4 Health and Social Care (Adults/ Children and Young People) * NVQ 4 Care * NVQ 3 Health and Social Care (Adults/ 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 accepted for practice, including those from other UK nations | **Health qualifications for domiciliary support:**   * 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   **England:**   * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * + SS MU 3.1 Understand sensory loss. * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.  **Northern Ireland:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is the same qualification, although it is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their diploma):   * + SS MU 3.1 Understand sensory loss   **Scotland:**   * Level 3 SVQ Health and Social Care (Adults) * Level 4 SVQ Health and Social Care (Adults) * Level 3 SVQ Health and Social Care (Children and Young People) * Level 4 SVQ Health and Social Care (Children and Young People)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* is a new induction framework 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 their 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF  Level 5 leadership for Health and Social Care Services (Adults Advanced practice) Wales and Northern Ireland  Level 5 leadership for Health and Social Care Services (Children and Young Peoples Advanced practice) Wales and Northern Ireland |

**Domiciliary support worker**

Support workers provide person-centred care and support for people, so they can achieve their personal well-being outcomes and stay independent in their homes.

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| Social Care Wales’s registration requirements | All domiciliary support workers must register with Social Care Wales by April 2020.  They will be able to apply to register using one of the following three routes:  **Route 1**  By holding level 2 or 3 in health and social care (diploma, QCF or NVQ) or equivalents listed in this framework; or a level 2 award for social care induction (Wales) (available until September 2019  **Route 2**  Workers who have been in a domiciliary care role for three out of the past five years can be assessed by their manager against the required competencies. The manager can then provide a signed declaration, confirming the worker’s competence as a lawful, safe and effective practitioner. No further qualification will be needed to re-register in three years’ time  **Route 3**  Workers who may be part-time, without a qualification and have not worked in domiciliary care for three of the past five years can apply to register by successfully completing a short online course and assessment which will provide them with a Social Care Wales values and principles award. Once registered, they will need to complete a required qualification by the time they have to re-register in three years’ time.  You can find more information on Social Care Wales’s website at:  **socialcare.wales/registration/registration-of-domiciliary-care-workers** |
| 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 framework (see qualifications section).  If staff are working with both adults and children, it’s up to the employers to check that the staff members have completed the appropriate units within the qualifications for adults and children, and that the staff members have the correct skills. |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * 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 * If working with children: Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 2 Health and Social Care * NVQ 2 Care * NVQ 3 Health and Social Care (Adults) * 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 we have approved |
| Other qualifications accepted for practice, including those from other UK nations | **Health qualifications for domiciliary support:**   * 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.   **England:**   * Level 2 Diploma in Health and Social Care (Adults) England   It is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * + SS MU 2.1 Introductory awareness of sensory loss. * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their diploma):   * SS MU 3.1 Understand sensory loss. * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.  **Northern Ireland:**   * Level 2 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is the same qualification, although it is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their diploma):   * + SS MU 2.1 Introductory awareness of sensory loss. * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is the same qualification, although it is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their diploma):   * SS MU 3.1 Understand sensory loss. * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland   This is currently the same qualification.  **Scotland:**   * 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)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* is a new induction framework 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland  Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland  Level 5 leadership for Health and Social Care Services (Adults Advanced practice) Wales and Northern Ireland  Level 5 leadership for Health and Social Care Services (Children and Young Peoples Advanced practice) Wales and Northern Ireland |

**Service area**

**Social work services**

Provide a range of services and support to improve personal well-being outcomes for individuals, including both children and adults. This can take place in a number of settings but is normally under local authority direction. These services will include specialist or multi-agency settings and functions such as Emergency Duty Teams (EDT), Multi Agency Safeguarding Hub (MASH), Team Around the Family and integrated health settings.

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**Social work team manager**

The manager is responsible for the day-to-day management of a social work team. This may be multidisciplinary.

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| Social Care Wales’s registration requirements | If the team manager is a social worker, they must be registered with Social Care Wales. |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required to register with Social Care Wales:**  If the team manager is a social worker, they must be registered with Social Care Wales with a:   * Degree in social work |
| Past qualifications accepted for practice | * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | A relevant professional qualification from social care, nursing, occupational therapy or psychology. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to ensure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all managers will receive *The social worker – practice guidance for social workers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration  Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)  Middle Manager Development programme  NVQ level 4 or 5 Leadership and Management work based  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Consultant social worker**

A practising social worker appointed to a specific consultant social worker post.

These social workers are in expert roles. Their role includes:

* complex social work practice
* advising on practice issues
* education or training for social work colleagues
* leading practice research and development.

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| Social Care Wales’s registration requirements | Every social worker must be registered with Social Care Wales. |
| Other requirements | If a social worker qualified after 1 April 2016, they will need to complete the Consolidation Programme for Newly Qualified Social Workers to be able to renew their professional registration with Social Care Wales.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](https://socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor) |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required to register with Social Care Wales:**   * Degree in social work   **Recommended for practice:**   * Consultant social worker programme in the Continuing Professional Education and Learning (CEPL) Framework for Social Workers   You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](https://socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor) |
| Past qualifications accepted for practice | * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  Social workers who qualified after 1 April 2016 are required to complete the Consolidation Programme for Newly Qualified Social Workers as part of their first three years in social work practice.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  It is also expected that all new social workers will receive *The social worker – practice guidance for social workers registered with Social Care Wales* as part of their induction, along with the *Code of Professional Practice for Social Care*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  The Continuing Professional Education and Learning (CPEL) Framework for Social Workers is a set of post-qualifying courses for social workers in certain roles. The CPEL framework supports social workers as they practise and progress through their careers.  There are four programmes:   * **Consolidation Programme for Newly Qualified Social Workers –** this is for social workers in their first social work role after qualifying and is mandatory for those qualifying from April 2016 * **Experienced Practice in Social Work Programme** – this is for social workers in their third year of practice or beyond. Their role includes working with a wide and complex range of situations * **Senior Practice in Social Work Programme –** this is for social workers in senior roles including complex practice, supervising and supporting other social workers, research and development of the service * **Consultant Social Work Programme –** this is for social workers in expert roles including complex practice, advising on practice issues, education and training, leading research and development.   You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  Roles may also lead to opportunities for:   * Approved Mental Health Professional AMHP * Practice learning and assessment of social work students * Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme) * Middle Manager Development programme   **socialcare.wales/learning-and-development/social-work-qualifications#section-952-anchor**   * Adult Protection and Support Order (APSO) Authorised Officers training [**socialcare.wales/hub/hub-resource-sub-categories/adult-protection-and-support-orders**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\hub\hub-resource-sub-categories\adult-protection-and-support-orders) * Best Interest Assessor (BIA) training |

**Senior social work practitioner**

A practising social worker appointed to a designated senior social work post. Social workers in senior roles may carry out complex practice, supervising, supporting and assessing, researching and development of the service.

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| Social Care Wales’s registration requirements | Every social worker must be registered with Social Care Wales. |
| Other requirements | If a social worker qualified after 1 April 2016, they will need to complete the Consolidation Programme for Newly Qualified Social Workers to be able to renew their professional registration with Social Care Wales.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications) |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required for registration:**   * Degree in social work   **Recommended for practice:**   * The Senior Practice in Social Work Programme in the Continuing Professional Education and Learning (CEPL) Framework for Social Workers   You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications) |
| Past qualifications accepted for practice | * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  Social workers who qualified after 1 April 2016 are required to complete the Consolidation Programme for Newly Qualified Social Workers as part of their first three years in social work practice.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  It is also expected that all new social workers will receive *The Social Worker – practice guidance for social workers registered with Social Care Wales* as part of their induction, along with the *Code of Professional Practice for Social Care*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  The Continuing Professional Education and Learning (CPEL) Framework for Social Workers is a set of post-qualifying courses for social workers in certain roles. The CPEL framework supports social workers as they practise and progress through their careers.  There are four programmes:   * **Consolidation Programme for Newly Qualified Social Workers –** this is for social workers in their first social work role after qualifying and is mandatory for those qualifying from April 2016 * **Experienced Practice in Social Work Programme –** this is for social workers in their third year of practice or beyond. Their role includes working with a wide and complex range of situations * **Senior Practice in Social Work Programme –** this is for social workers in senior roles including complex practice, supervising and supporting other social workers, research and development of the service * **Consultant Social Work Programme –** this is for social workers in expert roles including complex practice, advising on practice issues, education and training, leading research and development.   You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](https://socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor)  Roles may also lead to opportunities for:   * Approved Mental Health Professional AMHP * Practice learning and assessment of social work students * Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme) * Middle Manager Development programme   [**socialcare.wales/learning-and-development/social-work-qualifications#section-952-anchor**](https://socialcare.wales/learning-and-development/social-work-qualifications#section-952-ancho#r)   * Adult Protection and Support Order (APSO) Authorised Officers training   [**socialcare.wales/hub/hub-resource-sub-categories/adult-protection-and-support-orders**](https://socialcare.wales/hub/hub-resource-sub-categories/adult-protection-and-support-orders)   * Best Interest Assessor (BIA) training |

**Approved mental health professional**

A social worker or other approved professional (including community psychiatric nurse, psychologist or occupational therapist) appointed to exercise designated functions under the Mental Health Act.

Approved mental health professionals are trained to apply elements of mental health law with medical practitioners.

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| Social Care Wales’s registration requirements | Every social worker must be registered with Social Care Wales. |
| Other requirements | If a social worker qualified after 1 April 2016, they will need to complete the Consolidation Programme for Newly Qualified Social Workers to be able to renew their professional registration with Social Care Wales.  You can find more information at:  socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required for registration and regulation:**   * A relevant professional qualification from social work, nursing, occupational therapy or psychology   *and*   * Postgraduate Certificate (Approved Mental Health Professional) * Or a course approved by the appropriate regulatory council as meeting the AMPH requirements |
| Past qualifications accepted for practice | * Social work qualification approved by Social Care Wales   *and*   * Approved Social Work Award under the Mental Health Act (ASW/ MHA) |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  Social workers who qualified after 1 April 2016 are required to complete the Consolidation Programme for Newly Qualified Social Workers as part of their first three years in social work practice.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  It is also expected that all new social workers will receive *The Social Worker – practice guidance for social workers registered with Social Care Wales* as part of their induction, along with the *Code of Professional Practice for Social Care*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  The Continuing Professional Education and Learning (CPEL) Framework for Social Workers is a set of post-qualifying courses for social workers in certain roles. The CPEL Framework supports social workers as they practise and progress through their careers.  There are four programmes:   * **Consolidation Programme for Newly Qualified Social Workers –** this is for social workers in their first social work role after qualifying and is mandatory for those qualifying from April 2016 * **Experienced Practice in Social Work Programme –** this is for social workers in their third year of practice or beyond. Their role includes working with a wide and complex range of situations * **Senior Practice in Social Work Programme –** this is for social workers in senior roles including complex practice, supervising and supporting other social workers, research and development of the service * **Consultant Social Work Programme –** this is for social workers in expert roles including complex practice, advising on practice issues, education and training, leading research and development.   You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  Roles may also lead to opportunities for:   * Practice learning and assessment of social work students * Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)   [**socialcare.wales/learning-and-development/social-work-qualifications#section-952-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)   * Adult Protection and Support Order (APSO) Authorised Officers training   [**socialcare.wales/hub/hub-resource-sub-categories/adult-protection-and-support-orders**](https://socialcare.wales/hub/hub-resource-sub-categories/adult-protection-and-support-orders)   * Best Interest Assessor (BIA) training * Mentor |

**Independent reviewing officer**

Social worker with particular responsibilities for making sure that individual children receive the care and support services they need.

Their specific duties include:

* participating in care and support plan, and placement plan, reviews
* monitoring how well the plans are being delivered to meet the child’s well-being outcomes
* taking action to make sure the plans are revised or renewed where change is required.

The independent reviewing officer has specific responsibilities to ensure children and young people’s voices are heard, and that they are supported to participate.

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| Social Care Wales’s registration requirements | Every independent reviewing officer must register with Social Care Wales as a social worker. |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required for registration:**   * Degree in social work |
| Past qualifications accepted for practice | * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  Social workers who qualified after 1 April 2016 are required to complete the Consolidation Programme for Newly Qualified Social Workers as part of their first three years in social work practice.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  It is also expected that all new social workers will receive *The Social Worker – practice guidance for social workers registered with Social Care Wales* as part of their induction, along with the *Code of Professional Practice for Social Care*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  The Continuing Professional Education and Learning (CPEL) Framework for Social Workers is a set of post-qualifying courses for social workers in certain roles. The CPEL framework supports social workers as they practise and progress through their careers.  There are four programmes:   * **Consolidation Programme for Newly Qualified Social Workers –** this is for social workers in their first social work role after qualifying and is mandatory for those qualifying from April 2016 * **Experienced Practice in Social Work Programme –** this is for social workers in their third year of practice or beyond. Their role includes working with a wide and complex range of situations * **Senior Practice in Social Work Programme –** this is for social workers in senior roles including complex practice, supervising and supporting other social workers, research and development of the service * **Consultant Social Work Programme –** this is for social workers in expert roles including complex practice, advising on practice issues, education and training, leading research and development.   You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  Roles may also lead to opportunities for:   * Approved Mental Health Professional AMHP * Practice learning and assessment of social work students * Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme) * Middle Manager Development programme   **socialcare.wales/learning-and-development/social-work-qualifications#section-952-anchor**   * Adult Protection and Support Order (APSO) Authorised Officers training   [**socialcare.wales/hub/hub-resource-sub-categories/adult-protection-and-support-orders**](https://socialcare.wales/hub/hub-resource-sub-categories/adult-protection-and-support-orders)   * Best Interest Assessor (BIA) training |

**Social worker in years 3 and beyond**

A social worker with more than two years’ post-qualifying experience.

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| Social Care Wales’s registration requirements | Every social worker must be registered with Social Care Wales. |
| Other requirements | If a social worker qualified after 1 April 2016, they will need to complete the Consolidation Programme for Newly Qualified Social Workers to be able to renew their professional registration with Social Care Wales.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications) |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required for registration:**   * Degree in social work   **Recommended for practice:**   * Experienced Practice in Social Work Programme |
| Past qualifications accepted for practice | * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  Social workers who qualified after 1 April 2016 are required to complete the Consolidation Programme for Newly Qualified Social Workers as part of their first three years in social work practice.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  It is also expected that all new social workers will receive *The Social Worker – practice guidance for social workers registered with Social Care Wales* as part of their induction, along with the *Code of Professional Practice for Social Care*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  The Continuing Professional Education and Learning (CPEL) Framework for Social Workers is a set of post-qualifying courses for social workers in certain roles. The CPEL framework supports social workers as they practise and progress through their careers.  There are four programmes:   * **Consolidation Programme for Newly Qualified Social Workers –** this is for social workers in their first social work role after qualifying and is mandatory for those qualifying from April 2016 * **Experienced Practice in Social Work Programme –** this is for social workers in their third year of practice or beyond. Their role includes working with a wide and complex range of situations * **Senior Practice in Social Work Programme –** this is for social workers in senior roles including complex practice, supervising and supporting other social workers, research and development of the service * **Consultant Social Work Programme –** this is for social workers in expert roles including complex practice, advising on practice issues, education and training, leading research and development.   You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  Roles may also lead to opportunities for:   * Approved Mental Health Professional AMHP * Practice learning and assessment of social work students * Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme) * Middle Manager Development programme   **socialcare.wales/learning-and-development/social-work-qualifications#section-952-anchor**   * Adult Protection and Support Order (APSO) Authorised Officers training   [**socialcare.wales/hub/hub-resource-sub-categories/adult-protection-and-support-orders**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\hub\hub-resource-sub-categories\adult-protection-and-support-orders)   * Best Interest Assessor (BIA) training * Mentor |

**Social worker in years 1 and 2**

A social worker with less than two years’ post-qualifying experience and in their first social work role.

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| Social Care Wales’s registration requirements | Every social worker must be registered with Social Care Wales. |
| Other requirements | If a social worker qualified after 1 April 2016, they will need to complete the Consolidation Programme for Newly Qualified Social Workers to be able to renew their professional registration with Social Care Wales.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications) |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Required for registration:**   * Degree in social work |
| Past qualifications accepted for practice | * Social work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  Social workers who qualified after 1 April 2016 are required to complete the Consolidation Programme for Newly Qualified Social Workers as part of their first three years in social work practice.  You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  It is also expected that all new social workers will receive *The Social Worker – practice guidance for social workers registered with Social Care Wales* as part of their induction, along with the *Code of Professional Practice for Social Care*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Everyone registered with Social Care Wales is required to complete a total of 90 hours’ or 15 days’ PRTL for each three-year period of registration.  The Continuing Professional Education and Learning (CPEL) Framework for Social Workers is a set of post-qualifying courses for social workers in certain roles. The CPEL framework supports social workers as they practise and progress through their careers.  There are four programmes:   * **Consolidation Programme for Newly Qualified Social Workers –** this is for social workers in their first social work role after qualifying and is mandatory for those qualifying from April 2016 * **Experienced Practice in Social Work Programme –** this is for social workers in their third year of practice or beyond. Their role includes working with a wide and complex range of situations * **Senior Practice in Social Work Programme –** this is for social workers in senior roles including complex practice, supervising and supporting other social workers, research and development of the service * **Consultant Social Work Programme –** this is for social workers in expert roles including complex practice, advising on practice issues, education and training, leading research and development.   You can find more information at:  [**socialcare.wales/learning-and-development/social-work-qualifications#section-936-anchor**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\learning-and-development\social-work-qualifications)  Roles may also lead to opportunities for:   * Approved Mental Health Professional AMHP * Practice learning and assessment of social work students * Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)   **socialcare.wales/learning-and-development/social-work-qualifications#section-952-anchor**   * Adult Protection and Support Order (APSO) Authorised Officers training   [**socialcare.wales/hub/hub-resource-sub-categories/adult-protection-and-support-orders**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\socialcare.wales\hub\hub-resource-sub-categories\adult-protection-and-support-orders)   * Best Interest Assessor (BIA) training |

**Social services practitioner**

Working in partnership with other professionals and agencies to promote person-centred outcomes for individuals with care and support needs and within communities. It may include providing information about accessing services and contributing to assessment, planning, delivery and review.

The recommended qualification for this role is currently being explored, together with the full role and function of workers who directly support social work activities.

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| Social Care Wales’s registration requirements | N/A |
| Other requirements | If a social services practitioner is carrying out assessments, the local authority must make sure that they are suitably skilled, trained and qualified in carrying out assessments.  Appropriate levels of qualification for carrying out these activities include:   * either a registered social work or social care practitioner holding a professional qualification at level 5 or above * or a person holding a social care qualification at level 4 or above, which includes knowledge and skills of carrying out a person-centred assessment under the supervision of a registered social work or social care practitioner.   The local authority will also need to be satisfied that all staff carrying out these activities have the skills, knowledge and competence to work with children and young people, adults, and carers, as appropriate.  The recommended qualification for this role is currently being explored, together with the full role and function of workers who directly support social work activities. |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Open University HE Certificate in Social Care Practice (Wales)   The recommended qualification for this role is currently being explored, along with the full role and function of workers who directly support social work activities. |
| Past qualifications recommended for practice |  |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Social work degree |

**Support worker**

Provides person-centred care and support for individuals (adults or children) to enable them to live independent lives and meet their personal well-being outcomes.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 3 Health and Social Care (Adults/Children and Young People) * NVQ 3 Care NVQ 3 Promoting Independence * NVQ 3 Caring for Children and Young People |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.   * 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 * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Northern Ireland:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is the same qualification, although it is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland   This is currently the same qualification.  **Scotland:**   * Level 3 SVQ Health and Social Care (Children and Young People) * Level 3 SVQ Health and Social Care (Adults)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Information, advice and assistance worker or operator**

Information, advice and assistance workers are largely working in call centre jobs (one-stop shop) and are signposting or providing information to the public at their first point of contact with the care and support system. They may also provide advice and assistance, which will include a proportionate assessment.

The recommended qualification for this role is currently being explored, together with the full role and function of workers who directly support social work activities.

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| Social Care Wales’s registration requirements | N/A |
| Other requirements | If the information, advice and assistance worker is carrying out assessments, the local authority must make sure that they are suitably skilled, trained and qualified in carrying out assessments.  Appropriate levels of qualification for carrying out these activities include:   * either a registered social work or social care practitioner holding a professional qualification at level 5 or above * or a person holding a social care qualification at level 4 or above, which includes knowledge and skills of carrying out person-centred assessments under the supervision of a registered social work or social care practitioner.   The local authority will also need to be satisfied that all staff carrying out these activities have the skills, knowledge and competence to work with children and young people, adults, and carers, as appropriate.  The recommended qualification for this role is currently being explored, together with the full role and function of workers who directly support social work activities |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice and required by regulation:**  The recommended qualification for this role is currently being explored, together with the full role and function of workers who directly support social work activities. |
| Past qualifications recommended for practice | * NVQ 4 Leadership and Management of Care Services * NVQ 4 Health and Social Care * NVQ 4 Registered Manager Award * NVQ 4 Care * Social Work qualification approved by Social Care Wales |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Social work degree  Open University HE Certificate in Social Care Practice (Wales)  Completion of IAA competence framework |

**Service area**

**Allied professional services**

Statutory registered practitioners employed within social care services to provide a range of services and support to individuals, including both children and adults. This will include reablement services, which play an increasingly important role in the provision of modern social care in Wales. In some areas there are specific, named reablement services; in others, a more flexible approach is taken. The purpose of reablement is a broad approach to the way that services are provided, drawing upon a wide range of expertise to achieve personal well-being outcomes through collaborative working.

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**Senior practitioner occupational therapy**

Assist individuals to engage in activities or occupations to promote, regain or maintain health and well-being through needs assessments, care and support packages. Senior practitioner occupational therapists will also carry out additional supervisory duties.

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| Social Care Wales’s registration requirements | A large number of allied health professionals work in partnership with social care services to provide services to people in the community. Some are employed within social care and need to register to practise, but they are not required to register with Social Care Wales.  Occupational therapists and some other allied health professionals working in social care are required to register with the Health and Care Professional Council. The qualifications required by these workers can be found at: [**hpc-uk.org/**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\hpc-uk.org\) |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**  The qualifications required by the Health and Care Professions Council. You can find these required qualifications at: [**hpc-uk.org/**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\hpc-uk.org\) |
| Past qualifications recommended for practice |  |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Occupational therapist**

Help individuals engage in activities or occupations to promote, regain or maintain health and well-being through needs assessments, care and support packages.

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| Social Care Wales’s registration requirements | A large number of allied health professionals work in partnership with social care services to provide services to people in the community. Some are employed within social care and need to register to practise, but are not required to register with Social Care Wales.  Occupational therapists and some other allied health professionals working in social care are required to register with the Health and Care Professional Council. You can find the qualifications required by these workers at: [**hpc-uk.org/**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\hpc-uk.org\) |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**  The qualifications required by the Health and Care Professions Council. You can find these required qualifications at: [**hpc-uk.org/**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\hpc-uk.org\) |
| Past qualifications recommended for practice |  |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Occupational therapy assistant**

Working under the supervision of the occupational therapist, the occupational therapy assistant will help with direct service provision and supporting individuals to engage in activities or occupations to promote, regain or maintain health and well-being.

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| Social Care Wales’s registration requirements | A large number of allied health professionals work in partnership with social care services to provide services to people in the community. Some are employed within social care and need to register to practise, but are not required to register with Social Care Wales.  Occupational therapists and some other allied health professionals working in social care are required to register with the Health and Care Professional Council. You can find the qualifications required by these workers at: [**hpc-uk.org/**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\hpc-uk.org\) |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Agored Cymru Level 3 Diploma in Occupational Therapy Support * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland   The qualifications required by the Health and Care Professions Council. You can find these required qualifications at: [**hpc-uk.org/**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\hpc-uk.org\) |
| Past qualifications recommended for practice | * NVQ 3 Health and Social Care (Adults/ Children and Young People) * NVQ 3 Promoting Independence |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss. * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.  **Northern Ireland:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is the same qualification, although it is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland   This is currently the same qualification.  **Scotland:**   * Level 3 SVQ Health and Social Care (Adults) * Level 3 SVQ Health and Social Care (Children and Young People)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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.  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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Rehabilitation officer visually impaired (ROVI) / Mobility rehabilitation officer**

Provides specialist assessment, training and advice to visually impaired individuals to increase their knowledge, skills and independence.

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| Social Care Wales’s registration requirements | A large number of allied health professionals work in partnership with social care services to provide services to people in the community. Some are employed within social care and need to register to practise, but are not required to register with Social Care Wales.  Some other health professionals working in social care are required to register with the Health and Care Professional Council. You can find the qualifications required by these workers at: [**hpc-uk.org/**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\hpc-uk.org\) |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**    There is currently no qualification available in Wales that meets Social Care Wales’s design principles.  You can find the qualification required by the Health and Care Professions Council at: [**hpc-uk.org/**](file:///C:\Users\bethanprice.SocialCare\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\FQ8YR40X\hpc-uk.org\) |
| Past qualifications recommended for practice | * Certificate in Rehabilitation Work in Visual Impairment (CRWVI) |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Service area**

**Day/Community services for adults**

Provide support to individuals to access a broad range of activities aimed at increasing individual well-being and social inclusion. These may take place within the community or at a day centre.

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**Day service manager**

The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs.

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Management) Wales and Northern Ireland |
| Past qualifications recommended for practice | * 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 (Adults) * NVQ 4 Care |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Management) England   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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.  This means that people holding this qualification will need to complete an extra 10, 13 or 16 credits.   * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) Listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Management) Wales and Northern Ireland   This is currently the same qualification.  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | 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 |

**Day service deputy manager/senior officer**

These roles support the co-ordination of person-centred day service provision, including the management of buildings and staff where appropriate. Deputies assist the manager of the service in a number of the crucial management functions and will, where required, deputise for them.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Management) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Advanced Practice) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 4 Leadership and Management for Care Services * NVQ 4 Health and Social Care (Adults) * NVQ 4 Management (assessed in a care setting) * NVQ 4 Care |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services (Adults’ Management) England   All workers with this qualification need to complete an additional 10 credits (to make up for the smaller qualification size in England).  Workers who have also 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.  This means that people holding this qualification will need to complete an extra 10, 13 or 16 credits.     * A Higher Apprenticeship in Care Leadership and Management (Adult Social Care) Listed on the Skills for Care Apprenticeship Framework   **Northern Ireland:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Management) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Adults Advanced Practice) Wales and Northern Ireland   These are currently the same qualifications.  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)  Coaching and Mentoring levels 3  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Day service officer**

An officer will provide person-centred day service activities and support for individuals in accordance with their care and support plan and personal well-being outcomes.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 3 Health and Social Care (Adults) * NVQ 3 Care * NVQ 3 Promoting Independence |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Northern Ireland:**   * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is currently the same qualification, although it is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Scotland:**   * Level 3 SVQ Health and Social Care (Adults)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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 |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Level 5 Diploma in Leadership for Health and Social Care Services (Adults Advanced Practice) Wales and Northern Ireland  University Certificate Step up to Management Programme (Social Care Wales)  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Day service assistant**

An assistant will help individuals take part in activities in accordance with their care and support plan and personal well-being outcomes.

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| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * 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 |
| Past qualifications recommended for practice | * NVQ 2 Health and Social Care * NVQ 2 Care * NVQ 3 Health and Social Care (Adults) * NVQ 3 Care * NVQ 3 Promoting Independence |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 2 Diploma in Health and Social Care (Adults) England   It is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 2.1 Introductory Awareness of sensory loss * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Northern Ireland:**   * Level 2 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is currently the same qualification, although it is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 2.1 Introductory Awareness of sensory loss * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is currently the same qualification, although it is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss   **Scotland:**   * Level 2 SVQ Health and Social Care * Level 3 SVQ Health and Social Care (Adults)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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 |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland |

**Service area**

**Day/Community services for children and families**

Provide support to children and families to access a broad range of activities aimed at increasing individual well-being and social inclusion. These may take place within the community or at a day centre.

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**Day service manager**

The manager will set the operational direction and organise the effective running of the service provision to meet overall service needs.

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Management) Wales and Northern Ireland |
| Past qualifications recommended for practice | * 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 * NVQ 4 MRCC (assessed in a care setting) |
| Other qualifications accepted for practice, including those from other UK nations | **England:**  **Northern Ireland:**  This is currently the same qualification  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | 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 |

**Day service deputy manager/senior officer**

These roles support the coordination of person-centred day service provision, including the management of buildings and staff where appropriate. Deputies assist the manager of the service in a number of the key management functions and will, where required, deputise for them.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Management) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Advanced Practice) Wales and Northern Ireland * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 4 MRCC (assessed in a care setting) * NVQ 4 Health and Social Care (children and Young People) * NVQ 4 Management (assessed in a care setting) * NVQ 4 Care * NVQ 3 Health and Social Care (Children and Young People) * NVQ 3 Care * NVQ 3 Caring for Children and Young People |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required  **Northern Ireland:**   * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Management) Wales and Northern Ireland * Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Advanced Practice) Wales and Northern Ireland * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland   These are currently the same qualifications.  **Scotland:**   * Level 4 SVQ Leadership and Management for Care Services * Level 4 SVQ Health and Social Care (Children and Young People) * Level 3 SVQ Health and Social Care (Children and Young People)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that any person working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing Professional Development (CPD) and Post Registration Training and Learning (PRTL) can be used for updating and maintaining skills and knowledge or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)  Coaching and Mentoring levels 3  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF  Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Management) Wales and Northern Ireland  Level 5 Diploma in Leadership for Health and Social Care Services (Children and Young Peoples Advanced Practice) Wales and Northern Ireland |

**Day service officer**

Provides person-centred day service activities and support for children and their families in accordance with their care and support plan and personal well-being outcomes.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| 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 framework (see qualifications section). |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 3 Health and Social Care (Children and Young People) * NVQ 3 Care * NVQ 3 Caring for Children and Young People * NVQ 2 Care |
| Other qualifications accepted for practice, including those from other UK nations | **England:**   * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.  **Northern Ireland:**  This is currently the same qualification.  **Scotland:**   * Level 3 SVQ Health and Social Care (Children and Young People)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Service area**

**Social care planning and commissioning**

Develop and commission social care services to help individuals and communities achieve the well-being outcomes they need, and represent value for money.

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**Commissioning manager**

The manager will be responsible for supporting managers and staff to commission high quality, outcome focused services that support the overall aims of the organisation.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | Recommended for practice: |
| Past qualifications recommended for practice | * MSC OM5 (Operational Management) * MSC SM5 (Strategic Management) * NVQ 5 Commissioning, Procurement and Contracting for Care Services |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Middle Manager Development programme |

**Operational officer**

The officer will develop, implement, monitor, review and evaluate commissioning and contracting arrangements in line with agreed plans, policies and procedures.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | Recommended for practice: |
| Past qualifications recommended for practice |  |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Commissioning support officer**

The support officer will assist and support the development, implementation, monitoring and review of commissioning and contracting arrangements in line with agreed plans, policies and procedures.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | Recommended for practice: |
| Past qualifications recommended for practice |  |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Service area**

**Inspectors in health, social care and early years childcare**

Inspectors register, inspect and take action to improve the quality and safety of services for the well-being of the people of Wales.

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**Inspector**

The inspector will carry out inspections to ensure that services comply with service regulations, taking into account any National Minimum Standards. Health and social care inspectors will make recommendations and where necessary impose enforcements.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**  National Occupational Standards have been developed for inspectors of services. The qualifications will be developed from the National Occupational Standards |
| Past qualifications recommended for practice | * Regulation of Care Services Award Programme Wales |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations |  |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Service area**

**Workforce development and training**

Deals with the planning, development, commissioning and provision of learning and development opportunities. This may include assessment and delivery of qualifications for the workforce, both within their own organisation and in partnership with other stakeholders.

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**Workforce development manager**

The manager will be responsible for co-ordinating the overall management, planning and development of learning opportunities within an organisation. They may also commission learning, development and qualifications from learning providers outside the organisation. They may lead on promoting access for partner organisations across the health and social care sectors.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Social care qualification that appears on this Qualification Framework appropriate to the level and function   *and/or*   * Learning and development qualification that complies with the   Best Practice Guidance for Learning and Assessment of Social Care, the Care of Children and Young People and Early Years in Wales |
| Past qualifications recommended for practice | * Social work qualification approved by Social Care Wales * MSC OM5 (Operational Management) * MSC SM5 (Strategic Management) * Level 4 Leadership and Management for Care Services * NVQ 4 Management (assessed in a care setting) * NVQ 4 Health and Social Care (Adults/Children and Young People) * NVQ 4 Care * NVQ 4 Training and Development Lead Body (TDLB) |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities.  It is also expected that all new managers will receive *The Social Care Manager – practice guidance for social care managers registered with Social Care Wales* as part of their induction, along with the *Code of Practice for Social Care Employers*. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Postgraduate Certificate in Managing Practice Quality in Social Care (known as the Team Manager Development Programme)  Middle Manager Development programme  NVQ level 4 or 5 Leadership and Management work based  Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF |

**Workforce development officer/ Training officer**

The officer supports the planning, development and provision of learning and development opportunities within an organisation. They may also commission leaning, development and qualifications from learning providers outside the organisation. They may be involved in facilitating access to learning and development for partner organisations across the health and social care sectors.

|  |  |
| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * Social care qualification that appears on this Qualification Framework appropriate to the level and function   *and/or*  Learning and development qualification that complies with the Best Practice Guidance for Learning and Assessment of Social Care, the Care of Children and Young People and Early Years in Wales |
| Past qualifications recommended for practice | * MSC OM5 (Operational Management) * MSC SM5 (Strategic Management) * Level 4 Leadership and Management for Care Services * NVQ 4 Management (assessed in a care setting) * NVQ 4 Health and Social Care (Adults/Children and Young People) * NVQ 4 Care NVQ 4 Training and Development Lead Body (TDLB) |
| Other qualifications accepted for practice, including those from other UK nations | England:  Northern Ireland:  Scotland: |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Coaching and Mentoring levels 3 or 5  Units from Level 5 Diploma in Leadership for Health and Social Care Services QCF  University Certificate Step up to Management Programme (Social Care Wales)  Assessor or Internal Quality Assurance IQA qualifications |

**Service area**

**Central management**

Develop and agree strategies with partners and decision makers to meet the care and support needs of individuals who use services. Support the implementation of strategies, service provision and/or development.

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**Director**

The director is responsible for the overall leadership and management of social work and/or social care within an organisation, including strategic planning, the commissioning of services and service development/planning.

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | Recommended for practice: |
| Past qualifications recommended for practice | * Social work qualification approved by Social Care Wales * MSC OM5 (Operational Management) * MSC SM5 (Strategic Management) * NVQ 5 Commissioning, Procurement and Contracting for Care Services * NVQ 4 Management (assessed in a care setting) * NVQ 4 Care |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression |  |

**Head of service/ Assistant director**

The assistant director will lead on an area of social work/social care with responsibility for planning, development and management within that area. They may also deputise for the director.

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| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | Recommended for practice: |
| Past qualifications recommended for practice | * Social work qualification approved by Social Care Wales * MSC OM5 (Operational Management) * MSC SM5 (Strategic Management) * NVQ 5 Commissioning, Procurement and Contracting for Care Services * NVQ 4 Management (assessed in a care setting) * NVQ 4 Care |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Middle Manager Development programme  Coaching and Mentoring levels 3 or 5 |

**Service manager/ Principal officer**

The service manager is responsible for overseeing the planning and delivery of projects, services and initiatives in line with organisational aims.

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| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | Recommended for practice: |
| Past qualifications recommended for practice | * Social work qualification approved by Social Care Wales * MSC OM5 (Operational Management) * MSC SM5 (Strategic Management) * NVQ 5 Commissioning, Procurement and Contracting for Care Services * NVQ 4 Management (assessed in a care setting) * NVQ 4 Care |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Middle Manager Development programme  Coaching and Mentoring levels 3 or 5 |

**Adviser planner researcher**

Responsible for the supporting of strategic functions within organisations by the planning, development and review of information and services.

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| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | Recommended for practice:   * Degree in social work * Level 5 Diploma in Commissioning, Procurement and Contracting for Care Services |
| Past qualifications recommended for practice | * Social work qualification approved by Social Care Wales * NVQ 4 Commissioning, Procurement and Contracting for Care Services |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare for new and changing roles and responsibilities. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | University Certificate Step up to Management Programme (Social Care Wales)  Coaching and Mentoring levels 3 or 5 |

**Other manager (administrative, finance, HR, ICT)**

Responsible for the directing and planning of operations and systems within a specific area or function, such as administration, finance, personnel, ICT and information.

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**  See appropriate standard setting body – for example:   * **Chartered Institute of Purchasing and Supply (CIPS) –** the Chartered Institute of Purchasing and Supply develop learning programmes and resources for those whose work involves purchasing and supply management [**www.cips.org**](http://www.cips.org) * **Chartered Institute of Personnel and Development (CIPD) –** the CIPD is Europe’s largest HR and development professional body [**www.cipd.co.uk**](http://www.cipd.co.uk) * **Skills CFA (formerly the Council for Administration) –** Skills CFA provides and promotes both business skills and knowledge and aims to ensure that employees from all types of organisations have the required skills to excel and develop throughout their careers [**www.skillscfa.org/**](http://www.skillscfa.org/) * **Finance and Legal Skills Partnership (FLSP) –** the Financial Skills Partnership aims to support the development of a skilled workforce in the UK’s financial, finance and accountancy sectors [**www.financialskillspartnership.org.uk**](http://www.financialskillspartnership.org.uk) * **e-skills –** e-skills is the Sector Skills Council for Business and Information Technology, working on behalf of employers to develop the software, internet, computer gaming, IT services and business change expertise necessary to thrive in today’s global digital economy [**www.e-skills.com**](http://www.e-skills.com) |
| Past qualifications recommended for practice |  |
| Other qualifications accepted for practice, including those from other UK nations |  |
| Induction requirements and recommendations | It is the responsibility of employers and the service provider to make sure that everyone working at the service receives an induction that’s appropriate to their role – this includes managers. This induction is expected to be robust and accessible to prepare them for new and changing roles and responsibilities. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Coaching and Mentoring levels 3 or 5 |

**Service area**

**Personal assistants (PAs) in social care**

Personal assistants are employed directly by individuals to assist them with care and support. Personal assistants are included in this framework to provide information about appropriate recommended qualifications.

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**Personal assistants**

A personal assistant provides person-centred care and support for individuals so they can achieve personal well-being outcomes where the individual lives.

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| --- | --- |
| Social Care Wales’s registration requirements | N/A |
| Other requirements |  |
| Current qualifications for working in the role, which are:   * required to register with Social Care Wales * required by regulation, the National Minimum Standards or Welsh Government policy * recommended for practice | **Recommended for practice:**   * 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 * If working with children: Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland |
| Past qualifications recommended for practice | * NVQ 2 Health and Social Care * NVQ 2 Care * NVQ 3 Health and Social Care (Adults) * 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 accepted for practice, including those from other UK nations | **Health qualifications for domiciliary support 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   **England:**   * Level 2 Diploma in Health and Social Care (Adults) England   It is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 2.1 Introductory awareness of sensory loss. * Level 3 Diploma in Health and Social Care (Adults) England   It is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss. * Level 3 Diploma for the Children and Young People’s Workforce (Children and Young People’s Social Care Pathway)   No additional learning required.  **Northern Ireland:**   * Level 2 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is the same qualification, although it is recommended that workers attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 2.1 Introductory awareness of sensory loss * Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland   This is the same qualification, although it is recommended that individuals attain this additional QCF unit (if they have not already taken it as part of their Diploma):   * SS MU 3.1 Understand sensory loss * Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland   This is currently the same qualification.  **Scotland:**   * 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)   No additional learning required. Social Care Wales has agreed that SVQs can be considered equivalent to current Welsh qualifications where NVQs appear as predecessor qualifications. |
| Induction requirements and recommendations | The *All Wales induction framework for health and social care* 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.  This would be applicable and helpful to personal assistants. Workers may be new to the role or the setting. |
| Continuing professional development (CPD) and post-registration training and learning (PRTL) can be used for updating and maintaining skills and knowledge, or for progression | Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland  Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland |