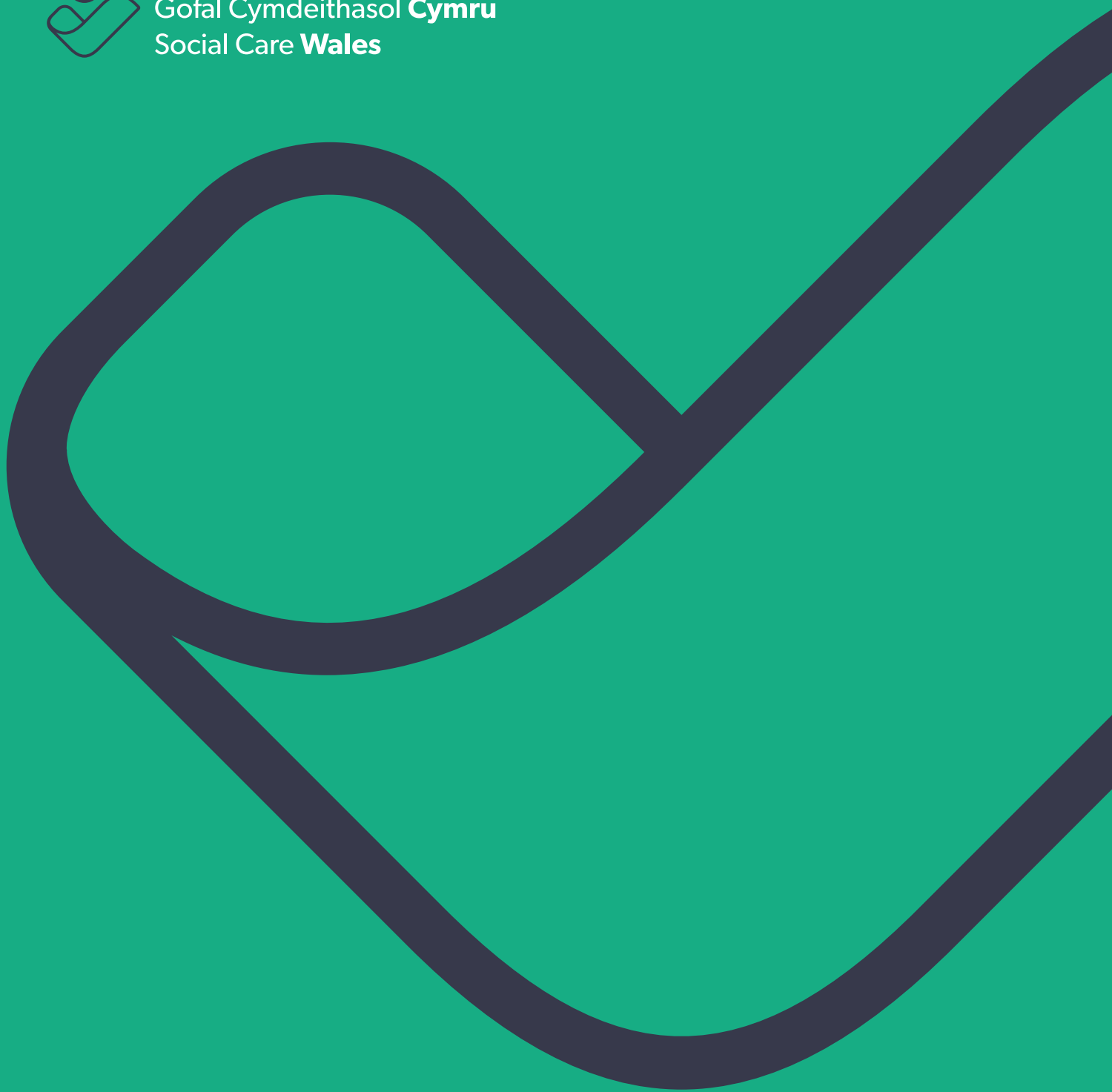




Gofal Cymdeithasol **Cymru**
Social Care **Wales**



Review of the Social Care Induction Framework

A consultation document

Start date: 26 April – End date: 21 June 2017



Noddir gan
Lywodraeth Cymru
Sponsored by
Welsh Government

How to submit a response to the consultation

Social Care Wales is inviting comments on the revised Social Care Induction Framework **by 5pm on Wednesday 21 June 2017.**

Comments received after this date will not be considered.

Responses can be made online at:

www.surveymonkey.co.uk/r/SCIFconsultation

Hard copy versions and different formats are available from:

Gethin White, gethin.white@socialcare.wales

Social Care Wales, South Gate House, Wood Street, Cardiff CF10 1EW.

A consultation event will be held in Cefn Lea Park, Newtown on Wednesday 24 May 2017. Further details are available on the Social Care Wales website:

www.socialcare.wales

If you have any queries about this consultation, please contact:

Gethin White on 02920 780685.

Background to the consultation

Section 1: Background – The Social Care Induction Framework

- 1.1 The Social Care Induction Framework (SCIF) has been available as an all Wales framework since 2001. The SCIF set out learning outcomes that workers joining the social care sector, a new organisation, or undertaking a new role should meet within the first 12 weeks of employment.
- 1.2 The SCIF was designed to be applicable across all parts of the social care sector and has alignment with the Early Years and Childcare Induction Framework. The National Minimum Standards state that induction programmes should take account of the SCIF and since 2008 the completion of the SCIF has been a requirement of registration for those residential childcare workers who do not hold a specified qualification.¹

Section 2: Purpose and scope of consultation

- 2.1 The SCIF has been reviewed and revised every 4 four years since 2001; the last review took place in 2012. There have been many changes across the social care workforce in recent years that relate to national and local changes in strategy, policy and practice. As a result, the content of the SCIF is outdated and not consistent with that of the Social Services and Well-Being (Wales) Act. Therefore, this review is timely to reflect these changes and to ensure that the new induction framework is fit for purpose.
- 2.2 In 2016, Qualifications Wales carried out a review of health and social care qualifications. One of the recommendations made as part of this review was the development of a new suite of health and social care qualifications, which will be ready for delivery in September 2019. It is intended that the content of the revised induction framework will mirror that of the 'core content' of the new qualifications, creating a robust induction for health and social care workers before they start the practice based or occupational competence qualification for their role. This will provide assurance that all new workers are being provided with appropriate learning and support during their first period of employment that can be used towards the achievement of the qualifications required for practice.
- 2.3 It is intended that the revised induction framework will be used as a joint framework across health and social care. New sections have been added on health and well-being to reflect this. The title of the induction framework has also been changed to Health and Social Care Induction Framework (the induction framework).
- 2.4 The review has also taken account of requirements made by the Older People Commissioners report, A Place to Call Home: A Review into the Quality of Life and Care of Older People living in Care Homes in Wales. Some of the requirements included the physical and emotional needs of older people, including older people living with dementia; adult safeguarding, emotional neglect and 'never events'; how to raise concerns; good communication and alternative methods of communication for those living with dementia and/or sensory loss; supporting without disabling; the rights and entitlements of older people; care, compassion, kindness, dignity and respect.

¹ Qualification Framework for the Social Care Sector in Wales

Section 3: Initial review and findings

- 3.1 Taking into account the above legislative and policy changes, an initial review of the current SCIF has been undertaken by Social Care Wales officers to reflect the changes needed.
- 3.2 These proposed changes were tested through a series of focus groups that were held across Wales in November and December 2016. Participants included social care managers, practitioners and learning providers. In addition the Workforce Education Development Service (WEDS) for NHS Wales ran additional focus groups predominantly for the health sector.
- 3.3 The feedback was very positive with participants supporting the changes being proposed. Where it was considered appropriate, further changes to the revised content were made to reflect suggestions captured at those focus groups.
- 3.4 Key proposed changes are:
 - Title to be changed to 'Health and Social Care Induction Framework'
 - New sections for health and well-being
 - Changes to language to reflect Social Services and Well-being (Wales) Act 2014 and other key current policy and guidance
 - Changes made to reflect the requirements set out in A Place to Call Home: A Review into the Quality of Life and Care of Older People living in Care Homes in Wales
 - Period of time to complete the whole induction framework extended to 6 months with key sections identified for completion within first 12 weeks.
- 3.5 It is proposed that the revised induction framework will be implemented and applicable for social care workers from September 2017.

Content of new Health and Social Care Induction Framework

The revised Induction Framework includes the following sections:

- Section 1: Principles and values of health and social care (adults)
- Section 2: Principles and values of health and social care (children and young people)
- Section 3: Health and well-being (adults)
- Section 4: Health and well-being (children and young people)
- Section 5: Professional practice as a health and social care worker
- Section 6: Safeguarding individuals
- Section 7: Health and safety in health and social care

The consultation process

The focussed consultation will run for eight weeks between 26 April – 21 June 2017.

We are inviting comments on revised content of the induction framework by 5pm on 21 June 2017. Comments received after this date will not be considered.

Responses can be made on-line at: www.surveymonkey.co.uk/r/SCIFconsultation

Consultation questions

Section One – Yourself / Your organisation

Question 1

In which capacity are you responding to this consultation?

On behalf of:

A representative organisation

Central or devolved governments

A local authority

A health sector organisation

An employer

An individual

Learning provider

Other – please describe below:

Question 2

If responding on behalf of a representative organisation are you a:

Voluntary organisation

Trade union or professional association

Other representative organisation

Please describe the work you do:

Question 3

If responding as an individual are you a:

Adult care home manager

Adult care home worker

Domiciliary care manager

Domiciliary care worker

Employed by NHS Wales

Learning provider

Residential child care manager

Residential child care worker

Social care worker (not registered)

Individual using services

Carer

Member of the public

Other – please describe below

Section Two – Consultation questions

1. The period of time proposed to complete the whole induction framework has been extended to six months. The following sections have been identified for completion within the first 12 weeks:

- The principles and values of health and social care (section 1 or 2)
- Aspects of health and well-being (section 3) which are essential to the workers role e.g. if they support individuals with personal care, they will have completed this part
- Professional practice as a health and social care workers (section 5)
- Safeguarding individuals (section 6)
- Aspects of health and safety in health and social care (section 7) which are essential to the workers role.

Do these sections reflect what workers need to be able to know and do in their first 12 weeks?

Yes:

No:

If no, please suggest changes that should be made – *Any comments*

It is proposed that workers should then go on to complete the remainder of the induction framework within six months of their start date.

Does the whole Induction Framework reflect what workers need to be able to know and do in their first 6 months?

Yes:

No:

If no, please suggest changes that should be made – *Any comments*

2. Is the language used clear and understandable?

Yes:

No:

If no can you suggest how this can be improved?– *Any comments*

3. Some learning resources have been suggested as helpful for completing the induction framework. What other learning resources would help you or your organisation to implement the revised induction framework? – *Any comments*

4. What support would be helpful for you or your organisation to implement the revised induction framework? (i.e. briefing sessions, practice exchange sessions) – *Any comments*

5. In what formats would you like the induction framework to be presented in? Please tick all that apply.

Hard copy

Interactive electronic version

Writable/editable Pdf

Mobile App version

Desktop App version

Any other suggestion

6. Do you have any further comments on the revised induction framework? – *Any comments*

Contact details

Social Care Wales

South Gate House
Wood Street
Cardiff
CF10 1EW

Tel: 0300 3033 444

Fax: 029 2038 4764

Minicom: 029 2078 0680

Email: info@socialcare.wales

socialcare.wales



@SocialCareWales

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