Gofal Cymdeithasol Cymru
Social Care Wales

Code of Professional Practice for Social Care Employers: key changes

Section 1

Previous code	Current code	Action
	Employers must:	
1.1 Use rigorous recruitment policies and processes to make sure that only suitable people with appropriate knowledge, skills, values and potential enter the workforce. Where relevant, make sure people hold the qualification and professional registration required for their post.	1.1 make sure that only suitable people with the right knowledge, skills, values, potential, and any required qualifications or professional registration, enter the workforce, by using rigorous recruitment policies and processes	Changed
1.2 Check criminal records, relevant registers any gaps in employment history and legal entitlement to work in Wales. This should be done before an appointment is made.	1.2 check criminal records, relevant registers, references from previous employers, any gaps in employment history, and legal entitlement to work in Wales before an appointment is made for someone to work in social care	Changed
1.3 Seek and provide accurate and appropriate references about a person's suitability to work in social care and in a specific role.	1.3 seek and provide accurate and appropriate references about a person's suitability to work in social care and in a specific role	Unchanged
1.4 Give workers clear information about their roles, responsibilities, accountabilities, relevant legislation and the policies and procedures they must adhere to in their work.	1.4 make sure workers understand their roles, responsibilities and accountabilities by giving them clear information	Changed

Previous code	Current code	Action
	Employers must:	
1.5 Give workers clear information about lines of management, communication and support in the workplace. This includes information about support for the worker's health, safety and well-being in the workplace.	1.5 make sure workers know how they can meet relevant legislation, policies and procedures by giving them clear information and guidance	Changed
1.6 Make sure workers' terms and conditions are lawful and adequate to sustain a suitable workforce and review terms and conditions regularly to ensure they remain lawful and adequate.	1.6 give workers clear information about lines of management, communication and support in the workplace. This includes information about support for their health, safety and well-being in the workplace	Changed
	1.7 make sure workers' terms and conditions are lawful and adequate to sustain a suitable workforce. Review terms and conditions regularly to make sure they remain lawful and adequate.	Added

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Section 2

Previous code	Current code	Action
	Employers must:	
2.1 Support social care workers to meet the standards in the Code of Professional Practice and associated practice guidance.	2.1 support social care workers (including agency staff) to meet the standards in the Code of Professional Practice and associated practice guidance	Changed
2.2 If employing workers from other professions (such as nursing or occupational therapy), support them to meet their professional codes and report workers whose fitness to practise may be impaired to the relevant authority.	2.2 make sure the management and supervision of workers is effective, to promote best practice and good conduct. This includes supporting workers to improve their performance and making sure they are fit to practise	Changed
2.3 Put in place and monitor policies and procedures to respond to allegations of harm, neglect or abuse. This includes ensuring that workers have knowledge about signs of harm, neglect or abuse and know the action they should take.	2.3 if employing workers from other professions (such as nursing or occupational therapy) support them to meet their professional codes and report workers whose fitness to practise may be impaired to the relevant regulatory body	Changed

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Previous code	Current code	Action
	Employers must:	
2.4 Put in place and monitor written policies on confidentiality and record keeping.	2.4 put in place and monitor policies and procedures to respond to allegations of harm, neglect or abuse. Policies and procedures must make sure that workers have knowledge about signs of harm, neglect or abuse and know the action they should take	Changed
2.5 Have effective arrangements for the management and supervision of workers to promote best practice and good conduct and support workers to improve their performance. This includes making sure workers are fit to practise.	2.5 put in place and monitor written policies on confidentiality and record keeping and make sure workers understand their data protection responsibilities	Changed
2.6 Have robust systems in place to actively listen to and respond to feedback from individuals and carers to shape and improve services and staff performance.	2.6 make sure there are robust systems to actively listen to and respond to feedback from individuals and carers to shape and improve services and staff performance	Changed
2.7 Have policies and systems in place for workers to raise concerns about any matter which might have a negative effect on the delivery of safe and dignified care and support and take adequate action to respond to concerns.	2.7 make sure there are policies and systems for workers to raise concerns about any matter which might affect the delivery of safe and dignified care and support, and take adequate action to respond to concerns	Changed

Previous code	Current code	Action
	Employers must:	
2.8 Have a culture and systems in place to support all workers to be open and honest if things go wrong, to report adverse incidents and to learn from mistakes. This includes making efforts to resolve difficulties at an early stage, to reduce the chances of a problem escalating. Workers should be supported to meet their professional 'duty of candour'.	2.8 make sure there is a supportive culture and systems in place so that workers will be open and honest if things go wrong (meet their duty of candour), report adverse incidents and learn from mistakes. This includes trying to resolve difficulties at an early stage	Changed
	2.9 make sure you are compliant with legislation and duties in relation to safeguarding and provide appropriate training to staff.	Added

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Section 3

Previous code	Current code	Action
	Employers must:	
3.1 Provide robust and accessible induction, learning and development opportunities to help workers do their jobs effectively and prepare for new and changing roles and responsibilities. This includes giving workers access to their personal learning and development record.	3.1 provide robust and accessible induction and ongoing learning and development opportunities to help workers do their jobs effectively. This includes giving workers access to their personal learning and development record	Changed
3.2 Contribute to providing social care and social work education and learning, including effective workplace assessment and practice learning.	3.2 contribute to providing social care and social work learning and development, including effective workplace assessment and practice learning	Changed
3.3 Support workers who need to be registered with us to meet and maintain the conditions for professional registration and the requirements for post registration training and learning.	3.3 support workers to meet and maintain the conditions for professional registration, including any requirements for post registration training and learning	Changed
3.4 Respond appropriately to workers who need support because they do not feel able, or adequately prepared, to carry out their work. This includes new and established workers.	3.4 respond appropriately to any workers who need support because they do not feel able, or adequately prepared, to carry out their work	Changed

Previous code	Current code	Action
	Employers must:	
3.5 Provide effective, regular supervision to workers to support them to develop and improve through reflective practice.	3.5 provide effective, regular supervision to workers to support them to develop and improve through reflective practice, using the Code of Professional Practice and associated practice guidance as a basis for discussions.	Changed

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Section 4

Previous code	Current code	Action
	Employers must:	
4.1 Put in place policies and procedures that promote the health, well-being and equality of workers and respect diversity.	4.1 put in place and follow policies and procedures that promote the health and well-being of workers, individuals and their families and carers, and take steps to act where policies and procedures are not being followed	Changed
4.2 Put in place policies and procedures to ensure compliance with relevant health, safety and security requirements. This includes making sure workers are aware of these including mandatory requirements, any changes or updates, monitoring compliance and taking appropriate action where policies and procedures are not adhered to.	4.2 put in place and follow policies and procedures to protect the equality, diversity and inclusion of workers, individuals and their family and carers, and take steps to act where policies and procedures are not being followed	Changed
4.3 Put in place policies and procedures to investigate and deal adequately with disciplinary matters, including where the worker leaves the organisation.	4.3 put in place policies and procedures that make it clear to workers that bullying and harassment is not acceptable and take action to deal with such behaviour	Changed
4.4 Make it clear to workers that bullying, harassment or any form of discrimination is not acceptable and take action to deal with such behaviour.	4.4 put in place procedures for workers to report dangerous, discriminatory, or abusive behaviour and practice, and deal promptly, effectively and openly with reports	Changed

Previous code	Current code	Action
	Employers must:	
4.5 Have procedures for workers to report dangerous, discriminatory, or abusive behaviour and practice and deal promptly, effectively and openly with reports.	4.5 make it clear to workers, individuals, families and carers that violence, threats or abuse are not acceptable. This includes having clear policies and procedures for reducing the risk of violence and managing violent incidents	Changed
4.6 Make it clear to workers, individuals and carers that violence, threats or abuse are not acceptable. This includes having clear policies and procedures for reducing the risk of violence and managing violent incidents.	4.6 put in place policies, procedures and support for workers who experience trauma, harassment or violence in their work	Changed
4.7 Support workers who experience trauma or violence in their work.	4.7 put in place and follow policies and procedures to make sure there's compliance with relevant health, safety and security requirements. This includes making sure workers are aware of these, including mandatory requirements, any changes or updates, monitoring compliance and taking appropriate action where policies and procedures are not being followed	Changed

Previous code	Current code	Action
	Employers must:	
4.8 Provide support to workers whose fitness to practise may be impaired and give clear guidance about any limits on their work while they are receiving support. While doing this, make sure that the care and safety of individuals using services is the priority.	4.8 put in place and follow policies and procedures to investigate and deal adequately with disciplinary matters, including where the worker leaves the organisation. Take steps to act where policies and procedures are not being followed such as making referrals to the Social Care Wales Fitness to Practise Team	Changed
	4.9 provide support to workers who have had a fitness to practise concern raised about them and give clear guidance about the limits on their work. While doing this, make sure that the care and safety of individuals using services is the priority.	Added

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Section 5

Previous code	Current code	Action
	Employers must:	
5.1 Inform social care workers about this Code for employers and the responsibility to adhere to it.	5.1 inform social care workers about this Employers' Code and what it means for them and the workplace	Changed
5.2 Inform social care workers about their Code of Professional Practice for Social Care and their professional responsibility to adhere to it.	5.2 make sure social care workers know about and understand their Code of Professional Practice for Social Care Workers and their professional responsibility to adhere to it	Changed
5.3 Support social care managers to meet their additional responsibilities in Section 7 of the Code of Professional Practice for Social Care.	5.3 support social care managers to meet their additional responsibilities in Section 7 of the Code of Professional Practice for Social Care Workers	Unchanged
5.4 Make individuals and carers aware of the Codes of Practice for employers and social care workers and inform them how to raise issues relating to the Codes, including how to contact us.	5.4 make individuals and carers aware of the Codes of Practice for employers and social care workers and inform them of how to raise issues relating to the Codes, including how to contact the employer and Social Care Wales	Changed
5.5 Take account of the Code of Professional Practice for Social Care when making any decision that relates to a worker's fitness to practise.	5.5 use the Code of Professional Practice for Social Care Workers when making any decision that relates to a worker's fitness to practise	Changed
5.6 Follow guidance on how to make a referral to us about a worker whose fitness to practise may be impaired and, if appropriate, tell the worker a referral has been made.	5.6 refer workers whose fitness to practise may be impaired to Social Care Wales. If appropriate, tell the worker a referral has been made	Changed

Previous code	Current code	Action
	Employers must:	
5.7 Co-operate with Social Care Wales' investigations and hearings including providing documents and attending hearings.	5.7 co-operate with Social Care Wales's investigations and hearings, including providing documents and attending hearings	Changed
5.8 Respond appropriately to the findings and decisions of Social Care Wales about a worker's fitness to practise.	5.8 respond appropriately to the findings and decisions of Social Care Wales about a worker's fitness to practise.	Unchanged