 

# **Employer assessment for social care worker registration**

Employers should use this guide to decide if a social care worker is fit to practise and has the appropriate understanding to apply for registration with us.

The competencies listed are based on a social care worker’s understanding of the principles of social care in Wales, which they need to carry out their role.

Employers should read the list and approve the worker’s application if they’re satisfied the worker has the appropriate understanding.

**Evidence**

Social care workers are legally required to show evidence of their understanding as part of their application to register. This guide will help social care workers and their employers provide the appropriate evidence.

Social Care Wales and Care Inspectorate Wales (CIW) may sample the evidence you used to support your decision, so you should make this available to us if we ask you for it. You can use this [evidence log](https://socialcare.wales/resources/evidence-log) to record your evidence.

Examples of evidence could include (but isn’t limited to):

* probationary review and induction activities
* training records or course attendance
* certificates gained through assessed training, such as moving and handling, first aid and food hygiene
* observation, discussions, supervision and/or appraisal notes
* team meetings
* completion of the Principles and Values Award or the All Wales Induction Framework
* feedback from colleagues and people who use care and support.

**How to confirm employer assessment**

Complete the relevant sections and provide evidence of how the social care worker has shown their appropriate understanding.

As part of their application, the social care worker will be asked to identify their manager from a list on SCWonline. The manager will be contacted by email to confirm the application.

 

# Employer assessment form

**Worker’s name:**

**Manager’s name:**

Read and review the list below.

Tick the box if you’re confident the social care worker has the appropriate understanding.

**The social care worker has an understanding of:**

* the Code of Professional Practice for Social Care
* the principles of the Social Services and Well-being (Wales) Act 2014
* how to work in ways that embed rights-based and person/child-centred approaches in day to day practice
* how to promote and respect equality, diversity and inclusion
* how to use a range of communication methods and adapt communication approaches
* the importance of the Welsh language, culture and identity for those they are supporting
* how the worker’s beliefs, values and own experiences can affect their attitude and behaviour, and how this can affect others
* how to promote and support the safeguarding of individuals.

## Employer endorsement

[ ]  I confirm the employee can apply for registration with Social Care Wales.

As an employer, you’re now expected to support your employee to complete the [All Wales Induction Framework](https://socialcare.wales/learning-and-development/induction-frameworks) and to complete the required qualifications for their role within the next three years. You can find more information on our [website.](https://socialcare.wales)