



# Registration is changing

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# Have your say on our proposals for:

* a new way to register and reducing the time to register
* continuous professional development for social care workers.

Consultation closes on 22 March 2022

# Overview

We want to hear from you about our proposals for:

* a new way to register social care workers and reducing the time to register
* reducing the number of hours of continuous professional development (CPD) for social care workers.

For the purposes of this consultation, the term **‘social care workers’** means residential child care workers, domiciliary care workers, adult care home workers and residential family centre workers.

Social Care Wales was established in 2017 and we are responsible for leading improvement in social care. Part of our role is to ensure the best care and the protection of the public, as set out in the Regulation and Inspection of Social Care (Wales) Act 2016.

We keep a Register of workers to help safeguard the public and improve standards for people receiving and providing care, who are fit to practise. There are more than 34,000 workers on our Register and all adult care home workers will have to register with us by October 2022. This will mean that most of the social care workforce in Wales will be regulated.

The pandemic has led us to look at our processes and systems to make sure we continue to meet our commitment to protect the public. As the social care workforce continues to grow, we know how important it is to make our registration process simpler, to help encourage people to work in the social care sector.

## **How to respond**

Our proposals are explained in each section. If you’d like to have your say on our changes, you can do so by:

* completing the online survey at <https://www.surveymonkey.co.uk/r/gofrestru>
* completing this document and emailing it to consultations@socialcare.wales.
* registering to attend our webinar at 10am on 15 February 2022 by emailing consultations@socialcare.wales.

If you need a copy of this consultation in a different format or have any questions, please contact us at consultations@socialcare.wales.

The closing date for the consultation is **5pm, 22 March 2022**.

Thank you for taking the time to tell us what you think.

**New way to register social care workers and reducing the time to register**

Introduction of a new employer assessment route

What are we changing?

We propose:

* to introduce a **new way** to register, which will allow employers to endorse their workers’ application to register after assessing them against a list of competencies. This route will be for people who don’t have a required qualification and will replace the [Principles and Values Award](https://inductionframework.wales/) and/or the [All Wales Induction Framework](https://socialcare.wales/learning-and-development/induction-for-health-and-social-care-awif)
* to work with Care Inspectorate Wales to reduce the time period before a social care worker must register to its previous period of six months.

Why are we changing it?

The pandemic has shown us the importance of having robust ways to register. We have looked at what is necessary and appropriate, while making sure that we meet the requirements of public protection.

The new employer assessment route will follow a similar approach to the [confirmed competence](https://socialcare.wales/cms_assets/file-uploads/Confirm-Competence-FAQs-2.pdf) route. Employers will provide assurance that the social care worker has met the required level of competence. This new route recognises that employers are, in the main, responsible for the competence of their workers.

Social care workers who use the employer assessment route to register will need to complete one of the qualifications listed in the qualification framework within the first (three-year) period of registration.

The Principles and Values Award will be available as a route to register up to the introduction of the new route, but after this workers will not be able to register using the award. The All Wales Induction Framework will still be an important resource and we will continue to develop and promote it.

We will work with Care Inspectorate Wales (CIW) to review the period before social care workers must register, to **reduce** the time from 12 months to **six months.**

Under regulations, care staff working in care homes for children, secure accommodation or domiciliary support services must register with us within six months of the date they start employment. The regulations give CIW the power to extend the six months period of grace in exceptional circumstances.

In response to the exceptional circumstances of the Covid-19 pandemic, CIW temporarily extended the period of grace to 12 months for all new employees in these services. CIW took this decision to support providers to recruit and retain extra staff when they needed them most.

But, this extended time means that workers are not visible on the Register available to the public. They are also not subject to the same oversight as registered workers.

We believe the new employer assessment model for registration will make the process simpler for social care workers and will allow them to register earlier. The change will mean more of the workforce will be on the Register sooner and this will strengthen public protection.

We will continue to work with CIW to review the time period before social care workers must register, with the aim of changing it to six months when the pressures of the pandemic have eased.

**Continuous professional development**

Reducing the number of hours of continuous professional development (CPD) social care workers have to do to renew their registration.

What are we changing?

We propose to:

* **reduce** the amount of CPD social care workers have to do to renew their registration, from 90 hours to **45 hours**
* develop an **outcome-focused approach** to CPD, which will allow people on the Register to apply their knowledge by reflecting and showing how they meet the requirements of the [Code of Professional Practice](https://socialcare.wales/cms_assets/file-uploads/Code-of-Professional-Practice-for-Social-Care-web-version.pdf) when they are providing care and support.

Why are we changing it?

We are committed to the professionalisation of the social care workforce and know that gaining qualifications and completing continuous professional development are important when developing a more skilled workforce.

Currently, everyone who is registered with us must show evidence of [90 hours of appropriate CPD](https://socialcare.wales/cms_assets/file-uploads/PRTL-Requirements_ENG.pdf) over the three-year registration period. We believe the current system is challenging for social care workers and we want to reduce the number of hours of CPD needed.

We also recognise that the current system places more weight on formal learning and development, when we know practical experience is often as effective as studying. So, we want to move towards an outcome-focused way of recording learning in the future.

# Consultation questions:

# About you/your organisation

Are you responding to this consultation:

1. **as an individual**

**If you’re responding as an individual, are you a/an:**

[ ]  person who uses care and support

[ ]  early years worker

[ ]  social care manager

[ ]  social care worker

[ ]  social worker

[ ]  social work student

[ ]  owner of a setting providing care

[ ]  responsible individual

[ ]  employer of social care workers

[ ]  educational professional

[ ]  member of the public

[ ]  other – please describe below:

1. **on behalf of an organisation**

**If you’re responding as an organisation, is the organisation:**

[ ]  central or devolved government

[ ]  a local authority

[ ]  a social care employer

[ ]  a learning provider

[ ]  other – please describe below:

**Organisation name/type of work carried out:**

**About our proposals**

We welcome your views about our new proposals and would be grateful if you could take the time to answer these questions:

|  |
| --- |
| 1. **Do you agree with our proposal that social care workers who do not hold the recognised qualifications should register using a list of competencies assessed by their employer?**
 |
| Yes [ ]  No [ ]  |

|  |
| --- |
| 1. **Do you agree with our proposal to reduce the time social care workers have to register from 12 months to six months, once the employer assessment model is introduced?**
 |
| Yes [ ]  No [ ]  |

|  |
| --- |
| 1. **Do you agree with our proposal to reduce the amount of CPD social care workers have to do to renew their registration, from 90 hours to 45 hours?**
 |
| Yes [ ]  No [ ]  |
|  |
| 1. **Do you agree with our proposal to move towards an outcome-focused approach to CPD in the future?**
 |
| Yes [ ]  No [ ]  |

|  |
| --- |
| 1. **Do you have any comments about our proposals?**

Please comment in the space below: |
|  |

**Effects of our changes**

1. **What effects will our proposals have on the Welsh language, specifically on:**

**i) opportunities for people to use Welsh**

**ii) treating the Welsh language no less favourably than the English language.**

**How could we increase the positive effects or reduce the negative ones?**

Please comment in the space below:

|  |
| --- |
|  |

1. **What effects will our proposals have on people with protected characteristics, specifically on:**
* age
* disability
* gender reassignment
* marriage and civil partnership
* pregnancy and maternity
* race
* religion or belief
* sex
* sexual orientation.

**How could we increase the positive effects or reduce the negative ones?**

Please comment in the space below:

|  |
| --- |
|  |

# How we will use your views

Any response you send us will be seen in full by our staff dealing with the issues this consultation covers. It may also be seen by other members of staff to help us plan future consultations.

We will be publishing a summary of the responses to this document. We may also publish the responses in full. Normally, the name and address of the person or organisation who sent the response are published with the response. This helps show that the consultation was carried out properly. If you do not want your name or address published, let us know in writing when you send your response. We will then blank them out.

Names or addresses we blank out might still get published later, but we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including Social Care Wales. This includes information that has not been published.

But the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it. If someone has asked for their name and address not to be published, that is an important fact we would take into account. There may sometimes be important reasons why we would have to reveal someone’s name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we decided to reveal the information.



# Contact details

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