

2023



NI Professional in Practice (PiP—formerly PQ)

Information Seminar for Social Workers 2023



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**“If you fail to plan,
you are planning to
fail.”**

- Benjamin Franklin





POST AYE PIP INFORMATION SEMINAR 2023 PROGRAMME OUTLINE

- Why Professional in Practice activity is important
- Why is PTRL important
- Your responsibilities in relation to Mandatory Requirements for re-registration with NISCC
- An explanation of the different routes available



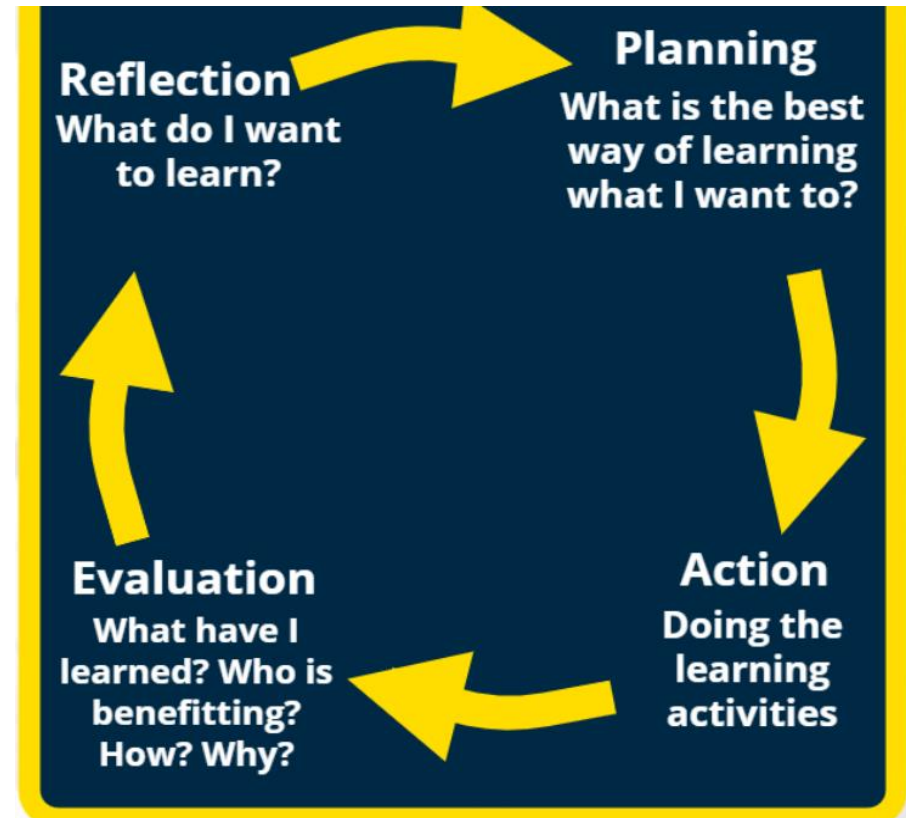
What is the Professional in Practice Framework?

The **Professional in Practice (PIP) Framework** is designed to enable social workers to engage in learning and development using their practice experience, knowledge and skills which they can then convert into submissions for assessment. The PIP Framework:

- recognises all learning both formal and informal;
- offers flexibility and autonomy;
- places practitioners in charge of their own professional development;
- supports social workers to maintain their post registration training and learning (PRTL);
- supports social workers to continue to reflect, learn and develop throughout their careers.

The Learning Cycle and PRTL

Learning and development should be a cyclical process starting with identification of learning needs. It should include reflection on those learning needs and planning activities that will meet the identified needs and contribute to improved practice.



PRTL and Renewal of Registration



The Social Care Council Registration Rules require registered social workers, when they are renewing their registration (i.e. every 3 years), to provide satisfactory evidence that they have completed the required 90 hours of PRTL.

PRTL is a condition of your name remaining on the Social Care Council Register at your renewal of registration.

Failure to meet this requirement may call into question your Fitness to Practise.

When registrants renew their registration they are asked to:

- Confirm that they have undertaken the required 90 hours of PRTL
- Pay a registration renewal fee

NB: Registrants may be called for audit



Standards and Assessment Criteria



Standards and Assessment Criteria for PRTL Audit

The submission will be assessed against the criteria as outlined in the [Standards and Assessment Criteria for PRTL Audit](#) located within the Guidance (See p.14).

Any registrants who have previously deferred an audit or have had relevant PRTL conditions placed on their registration will automatically be included in the audit.

Exemption For Audit

You can be exempt from audit in the following ways:

- If you have accumulated 100 credits via the PiP Credit Accumulation Route (this equates to one PiP Requirement) within the audit period.
- If you have achieved one PiP requirement by any other route within the audit period.

PiP offers flexibility and autonomy and it places practitioners in control of their own professional development – supporting social workers to maintain their Post Registration Training and Learning (PRTL) and continue to reflect, learn and develop throughout their careers.

At two points in the year the Social Care Council will select a random selection of registrants to provide a submission containing information on how they have met the PRTL standards.

PRTL submission dates will be **1st June** and **1st December** each year.

PRTL Submission for Audit!

If you have been selected for audit you will be informed 5 months in advance of the date you are required to submit your PRTL submission to the Social Care Council.

You will be advised which of these dates (i.e. 1st June or 1st December) you must meet.

If you fail to submit within the required timescale, unless there are exceptional circumstances, it may be considered impaired fitness to practice.

Newly Qualified Social Workers

Social workers in the **first three year period** of registration following successful completion of AYE must complete a **minimum** of two requirements of the Northern Ireland Consolidation Award within the period of registration

- May seem like a lengthy period
- Time passes quickly
- You need time and space to study
- Submitting for assessment regardless of the route takes time before results are ready

Award Levels



- **Consolidation Award**
- **Specialist Award**
- **Leadership & Strategic Award**
- **Advanced Award (PhD)**

The **Advanced Scholarship Award** provides the opportunity for social workers to have their learning and development recognised at doctoral level and beyond.

The Award provides: an opportunity for social workers to progress their professional development beyond the Leadership and Strategic Award professional recognition for PhDs and for practice which is commensurate with that level of study. This award has 9 Professional in Practice Requirements.

ROUTES TO ACHIEVING MANDATORY REQUIREMENTS OR FULL CONSOLIDATION AWARD

INITIAL PROFESSIONAL DEVELOPMENT PROGRAMME (NOT AVAILABLE FOR AGENCY STAFF):

A Professional in Practice (PiP) NISCC accredited Programme providing professional and academic credits

PROFESSIONAL CREDITS:
1 Module = 3 Requirements
2 Modules within the Programme leading to FULL Consolidation Award on successful completion

ACADEMIC CREDITS (UU): Full CONSOLIDATION AWARD equates to 60 academic credits

60 credits=PgCert Professional Development in Social Work
120 credits=PgDip Professional Development in Social Work
180 credits=MSc Professional Development in Social Work

PIP CREDIT ACCUMULATION ROUTE:

Provides professional credits only

100 Credits=1 Requirement at Consolidation Level
You can complete 2/3 of your Consolidation Award through PiP Credit Accumulation

One submission point:
January

INDIVIDUAL ASSESSMENT ROUTE:

Professional and academic credits

Submission can be assignment, Direct Observation, In-Service Training, Presentation Or APEL/APCL. IAR can be used to complete full Awards

Two submission points: March and October

Candidates (TEMP/PERMANENT CONTRACT ONLY) wishing to complete the full Consolidation Award can do so by full IPD or mixed route

IPD Programme

There are only **2 Modules**, with **3 PiP Requirements each**, since Revalidation

- IPD Module 1,
SWK764:
PiP Requirements 1,
5 & 6
- Runs each
September until
November
- IPD Module 2
SWK765
PiP Requirements 2,
3 & 4
- Runs each
January/February
until March/April



Module 1

Developing professional and Inter-Professional Practice. (30 Credits)

Requirements 1, 5, and 6 (September 2023 intake)

Staff who have **completed SWK706/7/8**
(Requirements 2 and 4) will have no overlap of requirements

Application Deadline

24th June 2023

Teaching:

Start: 6th Sept 2023

End: 20th Sept 2023

Class Test: 20th Sept 2023

Presentation: 11th Oct 2023

Assignment: 8th Nov 2023

Module 2

Practice in Mental Health, Poverty, Substance Misuse and Trauma across Service User groups. (30 Credits)

Requirements 2, 3 and 4 (Jan/Feb 2024 intake)

Staff who have **completed SWK704**
(Requirements 5 and 6) will have no overlap of requirements

Application Deadline

Needs clarified

Teaching:

Start: 17th January 2024

End: 31st January 2024

Presentation: 5th March 2024

Assignment: 10th April 2024

Staff who have **completed SWK705 only**
(Requirements 1 and 3)
will **have overlap** whichever module they complete

CAR

Complete process for credit accumulation NISCC website

Alternative options for completion of one requirement

IAR

Complete Application for IAR
March / October each year

Full consolidation requirements (60 Credits) = 1,2,3,4,5,6

Three stages to applying for IPD*:

Please note that this route is no longer open to Agency Staff

Apply within the Trust

Register with NISCC PiP

Register with UU

Application for IPD

- Post-AYE database within Trust
- Circulation of IPD application forms
- The advantages of being in temp/permanent Trust post:
funding/study leave
- Links with NISCC

Entry Requirements for IPD

Applicants must:

- Be registered with NISCC on the social work part of the register
- Hold a degree in social work, or recognised equivalent qualification in social work for those qualified before 2007. Those who do not have a second class honours degree or higher will be required to complete a written assignment as specified by Ulster University
- Be in a substantive SW post (Temp/Permanent Trust Contract), where the core social work activities of assessment, planning, intervention and evaluation underpin their practice. This can be part-time, but workers must be able to meet the course requirements in terms of hours of teaching, private study, and supervised practice

- Have a supervisor who is a professionally qualified social worker
- Have their agency's agreement to the requirements of the programme relating to support, supervision and access to appropriate work
- Have successfully fulfilled the AYE requirements
- Be registered as a student with Ulster University
- Be enrolled on the PiP Consolidation Award on the NISCC portal.

Funding for IPD?

- Currently all permanent and temporary social workers are fully funded for all IPD modules
- A recent regional directive means that social workers employed through an agency will not be able to self fund/access L&D support for IPD route
- Please note that as numbers are capped, timely application is required- you may not get a place on the programme, so its important not to leave the application until the last minute.

Am I entitled to Study Leave?

- All accredited programmes have SUGGESTED study leave attached- usually one study day per Requirement. (Temp/Permanent staff)- please note that this is negotiable with your line manager; L&D cannot enforce study leave

So:

Consolidation Award- Full Award (2 modules each providing 3 Requirements = 6 study days)

Specialist and Leadership Awards (9 Requirements = 9 study days)

Advanced Award (9 Requirements = 9 study days).

Building Academic credits

- IPD provides you with two Professional Requirements, and also provides you with 20 academic credits.
- The importance of building academic credits across post-qualifying programme pathways
- Think long term- once academic credits are “cashed in”, they cannot be reused
- Academic credits at post-qualifying level may not currently be transferable between UU and QUB

Specialist Award Level

ACCREDITED COURSE EXAMPLES INCLUDE:

- **Practice Teacher's Award (UU) (There is a requirement that you have acted as OSS to two students)**
- **Approved Social Work Award (UU)- operational decision as to who gets a place on the course**
- **Regional Adult Safeguarding Programme (UU) (Applicants must be IO/DAPO trained)**
- **Research Programme/EIPO (UU)**
- **Childcare Award (QUB)**
- **Community Development Programme (UU)**

Courses circulated from Learning and Development via Line Manager

Continuing your studies at Masters level

- If you have achieved professional and academic credits at Consolidation and Specialist award level
- One year Dissertation route (QUB) or completion of EIPO (UU) could be a option for you to achieve Masters in Advanced social work.

Benefits of Engaging in Research

- Using evidence in your practice
- Researching a topic/area of interest, directly applicable to your practice
- Building your competence and confidence
- Gaining recognition in valuable/innovative practice/raising profile of your service area
- Importance of research to inform and underpin your practice

Leaders in Practice for Social Work Team Leads

(HSC Leadership Centre) NOMINATION ONLY - 9 DAYS

- **Purpose**

This programme is for leaders who manage people on the front line in Social Work and Social Care. These leaders will develop critical reflection skills and new insights into their management and leadership, equipping them for their challenging role. This will be clearly demonstrated through a transfer of learning into managing practice on the front line. Not only will they personally benefit but the rewards will be reaped by staff, service users/carers and by their Trust/organisation.



Learning Outcomes

- Develop critical reflection and new insights into their management and leadership role within a complex environment, including service user involvement. Network with other managers in HSC and other sectors.

Audience

- Social Work Team Leads

- **Method**

NISCC PIP Specialist Award in Social Care - 1, 3, 7 and 8

It will be delivered with some of the 4 modules face to face and some virtually. (November to March)

LEADING SOCIAL WORK

Stronger Together: Developing a community of Social Work

Leaders (October to June)

Our **STRONGER TOGETHER** programmes provide an opportunity for social workers (Band 8a and 8b – including those in acting up arrangements) who have current lead roles within their respective areas to develop the collective leadership capability across the HSC system.

The program aims to maximise the contribution that you, as an experienced social work leader, can make to high performing, successful organisations. Stronger Together builds on your existing leadership skills and challenges your existing mindset to become more agile, working across system boundaries to deal with complexity and harness new opportunities.

The programme will support 'Improving and Safeguarding Social Wellbeing; A Strategy for Social Work.'



The programme will implement a hybrid model of online and face-to-face delivery over 9 months and will provide recognition of continued professional development by NISCC. It is specifically aligned to the **Professional in Practice Leadership and Strategic Award**.



The programme will be available for talented social work leaders primarily at Band 8a and 8b (including those who are currently in acting up arrangements)

Particular consideration will be given to those senior professionals who are in critical leadership roles or those with the ambition to fill such roles and have demonstrated evidence of their ability to lead social work and social care

The programme is also open to social work leaders in the voluntary, community, criminal justice and education welfare sectors.

HOW WILL IT BE DELIVERED?

- Hybrid Delivery (Face-to-Face & Online)
- Personal Diagnostics
- Leadership Events
- Four Core Modules
- Coaching
- Supporting resources
- Onboarding Residential
- Action Learning Sets
- Subject Expert Guest Speakers
- Peer support and networks
- Insight Visits
- Leadership Inquiry

WHAT WILL YOU GET?

Personal and People Leadership

Improved understanding of self, your contribution and your ability to successfully lead and deliver transformational change through people and teams in a complex environment

Collaborative and Systems Leadership

Engaging with other talented social work leaders from across the system to develop your profile, networks and collaborative strategic alliances for improved systems outcomes

INDIVIDUAL ASSESSMENT ROUTE

This route offers candidates the opportunity for self-directed learning tailored to their job role.

IAR will suit social workers who want to gain professional recognition for a significant piece of social work practice or development including the application of learning from in-house training.

[Professional in Practice \(PiP\) Framework](#)

[Individual Assessment Route \(nisc.info\)](#)

IAR

All candidates must be Social Care Council Registered Social Workers and be enrolled on the relevant award on the NISCC online registration system at <https://portal.niscc.org>

- The Individual Assessment Route offers the flexibility of two submission points per year in
 - **March (first Monday)**
 - **October (first Monday)**
- Refer to IAR Handbooks for candidates and for more guidance on the Individual Assessment Route. It can be used to put requirements in Consolidation, Specialist and Leadership & Strategic
- [IAR Handbook for Candidates](#)

Individual Assessment Route

Candidates can submit in a number of ways:



- **Each one has their own handbook that you should download and follow as the requirements differ. You need to read them first to decide and then get in touch with Trust rep for IAR.**

Assignment

- The assignment method provides the candidate the opportunity to claim [Professional in Practice Requirements](#) by illustrating the integration of knowledge, skills and values within their work context and the discussion of their work (See Section 2 – Professional Awards for more information on Requirements).

Work referred to in assignments can include:

- practice with a service user or a practice theme, if consent from a service user cannot be obtained.
- Other examples of work can be: management, training, research, project development, etc.
- Your PiP Representative can help select the PiP Requirements and PiP award that best match the piece of chosen work.
- See [Assignment Method for Submission Handbook](#) for more guidance on eligibility criteria, word count and assignment content.

APEL and APCL

- The PiP Framework makes provision for candidates to obtain credit for and acknowledgement of learning and/or achievement gained elsewhere through experiential learning, i.e. using learning that has been obtained informally or through practice experience and applied to practice experience. This process is known as Accreditation of Prior Experiential Learning (APEL).
- APCL claims can be made for learning that has been previously assessed and certificated by an academic or other equivalent institution. The certificated programme must have been at postgraduate level, e.g. PG Cert; PG Dip; Master's Degree, Doctorate or Higher Level Professional Award.
- A claim may be made for any of the Professional in Practice Requirements within any of the Awards.
- APCL may be used for achievement of a full Award. **Academic credits may not be claimed via an APCL submission.**

Documents Required:

- See also the following documents for more guidance:
- [APEL Method for Submission Handbook](#)
- [Claim Form for APL](#)
- [IAR Mapping Matrix for APL Claims Suggested Template](#) - used to identify where within the body of work the PiP Requirements are evidenced.
- Candidates wishing to make an APEL claim should refer to the [Guiding Principles and Arrangements for Accreditation of Prior Learning within the Professional in Practice Framework, July 2021](#).
- For more information and guidance see:
- [APCL Submission Handbook](#)
- To make an APCL claim, candidates must submit the following documentation:
- [Claim Form for APL](#)
- A copy of the certificate issued by the awarding body or verification that the certificate was issued.
- [IAR Mapping Matrix for APL Claims Suggested Template](#) - used to identify where within the body of work the PiP Requirements are evidenced.

In Service Training Method

- This method of submission has been developed to enable social workers to achieve professional recognition within the PiP Framework for the learning achieved through training programmes which are not already PiP-accredited.
- Most of this training is provided in-house within specific organisational contexts and contributes to meeting ongoing professional development needs.

For more guidance see:

- [In-Service Schedule Handbook](#)
- [In-Service Training Submission Schedule](#)

Direct Observation Method

- Candidates considering this method should discuss with their Agency Representative their particular area of focus and which Requirements are best met by the direct observation method.
- See the [Direct Observation Handbook](#) for more guidance.



- There are three components to the assessment process; all three must be submitted to the Social Care Council at the relevant submission point:
- [Direct Observation Written Preparation](#)
- [Assessor Record of Direct Observation](#)
- [Direct Observation Candidate Critical Evaluation and Reflection](#)
- **NB: All three elements *must* meet the required standard.**

See [Direct Observation Assessment Summary](#) - this is completed by the assessor and shared with the candidate as feedback and as part of the final assessment outcome.

Verbal Presentation Method

There are two stages to the assessment process:

- Submission of a written preparatory statement to inform the panel of assessors how you have prepared for the presentation as well as outlining how the presentation will meet the requirements being claimed.
- Verbal presentation to a panel of assessors appointed by the Assessor panel members.

See [Verbal Presentation Handbook](#) for more guidance and the forms required.

WHAT YOU NEED TO INCLUDE

Each submission **must** include the following:

- An introduction to agency and role
- The work to be assessed
- An up-to-date reference section (See Harvard Referencing System for more information).



IAR SUBMISSION RULES

- A candidate can claim up to 3 requirements of an Award per submission. Guidance on work counts is in submission handbooks.
- If you are working towards a full award using IAR you must have a minimum of two submissions and one must be an assignment.
- The number of submissions will depend on the number of requirement claimed per Award.
- An APL /APEL submission is an exception and can be used to claim a full award if there is sufficient evidence.
- With each submission the candidate must make it clear what Pip requirements in their selected award are being addressed.

ASSESSMENT OUTCOMES

- The Individual Assessment Route has 4 possible outcomes:
- 1. **Competent:** Candidates will be awarded the PiP Requirements they have claimed.
- 2. **Partially Competent:** Candidates will be awarded some of the Requirements they have claimed.
- 3. **Referred:** Candidates will not be awarded the Requirements they have claimed.
- 4. **Not Assessed:** Submission has not been assessed as it is incomplete; in breach of the word count; or is not in a suitable form for assessment.

CLAIMING ACADEMIC CREDITS FOR AN IAR

- You need to enrol with the UU for this if you want to gain academic credits towards MSc in Professional Development via an IAR submission.
- You can not claim academic credits if you chose an In Service Training Schedule submission or an APL

Credit Accumulation Route.

The CREDIT ACCUMULATION ROUTE enables you to claim Professional Credits for Training/Learning such as:

- In-house training
- Reading journals
- Peer support sessions
- Conferences/workshops

* NO ACADEMIC CREDITS LINKED TO ROUTE

CAR GUIDANCE

- Log learning items on NISCC portal
- Exchange 100 credits, gained from learning items for a Consolidation or Specialist Requirement
- Exchange 200 credits, gained from learning items for a Leadership and Strategic Requirement
- One submission point for assessment – January
- Up to two thirds of an award can be gained by this route
- No University academic credits
- 100 PIP learning credits within every three years of registration will exempt you from Audit.

- Read the guidance
- Then decide which Award and Requirement
- Seek advice from your Agency Rep or Line Manager
- Look at the exemplars on the NISCC website
- Be clear on the process
- Keep a copy of your learning items in a word document just in case they get lost in submission.

LOGGING PIP CREDITS

- Log into the NISCC portal.
- Go to “ Professional in Practice” section.
- Go to “CAR” section.
- Within this section go to “Add Credit”
- The “Add Credit “ page will open
- On this page record details of the learning activity, description , Reflective statement and impact statement.
- Click on “SAVE”
- All entries should be saved in word format prior to entry on the NISCC portal.

CAR SUBMISSION

When your items within the 'Reflection and Impact' section have accumulated 100+ credits you will be eligible to claim a Requirement from an Award – go back to the 'Professional in Practice' header and click on 'Claim a Requirement' icon.

Select the items you wish to include in your Claim (see below) – amounting to 100 + Credits

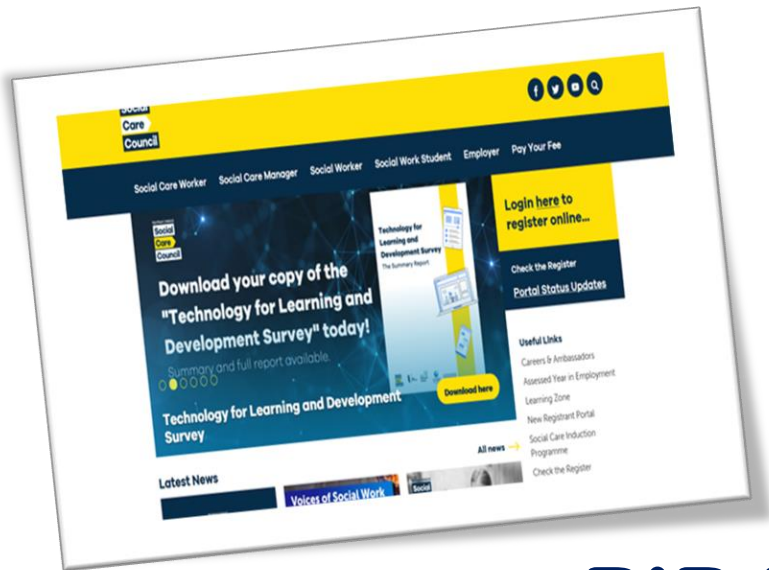
The total credits selected must be at least 100 credits

100 Credits = 1 Requirement within Consolidation or Specialist Award

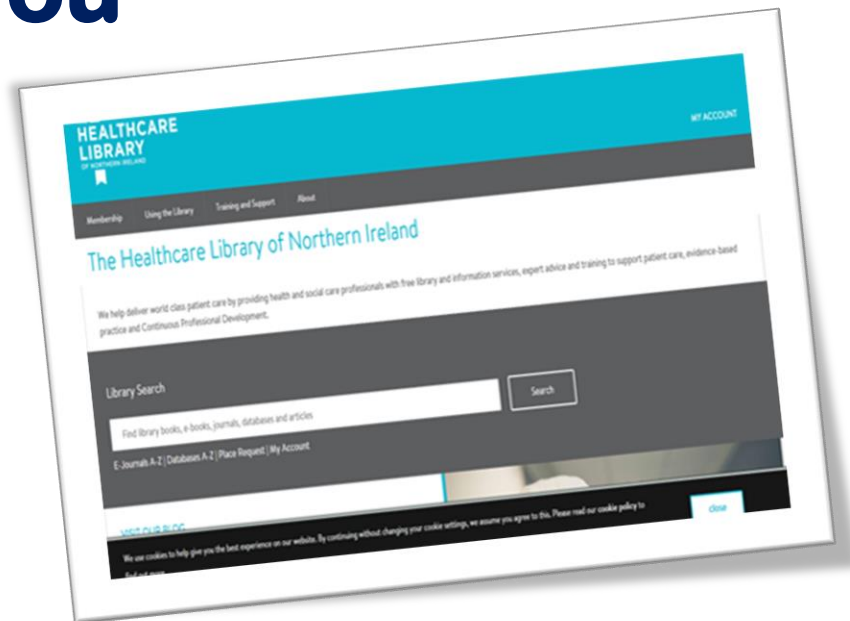
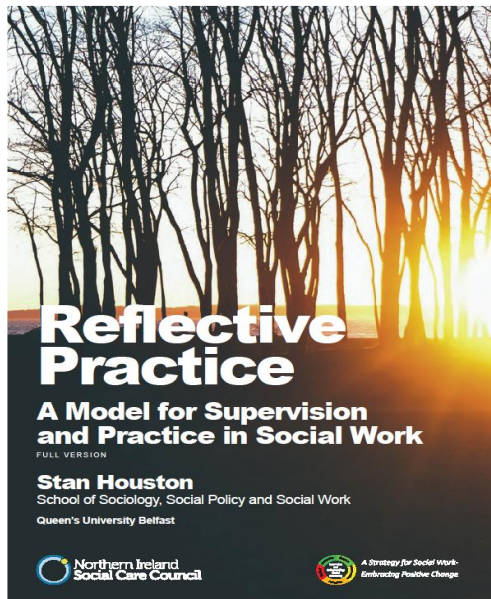
200 Credits = 2 Requirements within Consolidation or Specialist Award or 1 Requirement within Leadership & Strategic Award

CAR SUBMISSION continued

- When you have selected all of the items you want to submit against a Requirement - hit the ' Claim a Requirement' button.
- Choose the Requirements within the Award that you want to claim – ensure that your learning items reflect the description of the Requirement.
- Confirm that your line manager has verified your claim against the description of the Requirement(s) you have selected.
- Then complete the summary statement to the Requirement. The summary statement shows how your learning is linked with the requirement and how implementation of learning was demonstrated.



PIP Resources for You



Any Questions



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