



BASW
The professional association for
social work and social workers

Welcome to the Profession!

A BASW Northern Ireland Webinar
for Newly Qualified Social Workers

Friday 19th June 2020



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Cathie Connor
Social Worker, SEHSCT

***My Assessed Year of Employment
The joys and challenges of frontline
practice***

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Mandy Cowden
Professional Adviser,
NI Social Care Council

***Assessed Year in Employment
and Beyond***

Why AYE?

AYE is designed to help you make the transition from being a social work student to a practising social worker and to enable you to develop and strengthen your professional confidence and competence. AYE standards

- Benefit the Public, Registrants and Employers
- Link to registration – only in NI
- Different systems in the rest of the UK
- Part of package of reform of social work training in NI – introduced 2004



What will the AYE offer you?

- Ensures you receive appropriate induction, support and supervision.
- Gives you the opportunity to demonstrate sustained, effective development in knowledge, skills and values in the workplace.
- Enables employers to confirm you meet the Northern Ireland Social Care Council (Social Care Council) requirements for registration and are fit to practise.
- Part of a framework of career long continuous professional development.



Finding a Suitable Post

- Statutory and voluntary sectors
- Must be a post that includes a **social work** qualification in the **essential/desirable criteria**
- The post must be sufficiently challenging for you to extend your knowledge and skills in the six key roles(NOS 2011)
- The employer must agree to facilitate the AYE. While most employers will provide the additional resources to support AYE not all do.
- You must inform the Social Care Council of your start date.

Employer Responsibilities

- Personal Development Plan
- Induction
- Managed caseload/appropriate work opportunities to meet requirements
- Training/development days
- Professional supervision support and appraisal
- Review – 6 and 11 months – sign completion certificate



Your Responsibilities as an AYE Registrant

- Provide your employer with your Summary of Learning
- Open an on-line account and register with the Social Care Council
- Confirm work start date with the Social Care Council; this will be the date you commence the AYE
- Take responsibility for maintaining your knowledge and skills including a minimum of 10 training/development days
- Provide evidence of your competence
- Return signed and endorsed Certificate of Completion of AYE
- Be informed about the process; enjoy the AYE, the first step in your professional development post graduation

Covid 19 and AYE

- Your experience of commencing AYE during Covid 19 will be very different in many ways but as the Regulator we will make sure the standards of support, supervision and practice opportunities are maintained. Please read our regularly updated guidance on the Social Care Council website; Corona Virus and The Social Care Council. Our Work: What you need to know
- We are reassured that employers across all sectors have worked hard, and continue to work to ensure you have a safe and supported practice environment and access to innovative online resources for induction, supervision and training.
- When you are being interviewed for a post make sure you ask how your employer will be supporting your learning and development in the current situation.
- Link with your new employer's Learning and Development Team for support in completing AYE.

AYE - SW Outside NI

- Option – can register or not with the Social Care Council
- If you complete a year's social work practice that can be confirmed by an employer – complete the **'Undertaking Practice Outside NI form'**
- Return this to the Social Care Council– if a year is completed & signed off you will not need to complete the AYE
- If < 1 year up to your employer (in NI) to assess how much of a contribution your practice can contribute to the AYE

PiP Condition of Registration

Relevant qualifications have been shown to support social workers to deliver safe, effective practice.

- The Social Care Council has linked obtaining Professional in Practice (PiP) requirements to the first renewal point of registration for registrants who completed the AYE after 1st April 2011.
- Following successful completion of the Assessed Year in Employment social workers will have a further condition placed on their registration requiring them to complete a minimum of two requirements of the Consolidation Award in the PiP Framework. This must be achieved by the time of their first three year renewal.
- This requirement is outlined in the following document – The Northern Ireland Social Care Council General Guidance for Social Work Registrants/Post Registration Training and Learning (PRTL) June 2011 This document is available at <https://niscc.info/prtl-post-registration-training-and-learning>

Keep in Touch!

- You will have a career long relationship with the Social Care Council as the Regulator of your profession- we encourage you to make the most of the resources and support we can offer you on a journey of continuous professional development.
- If you change post/employer it is important that you let us know and keep your contact details up to date.
- There are fantastic resources available on the Social Care Council Learning Zone which you should make use of to assist with learning and development. We are constantly adding to these. This is a resource developed for and with our registrants.



Website:

www.niscc.info

Registration queries:

Registration@niscc.hscni.net

Password/ portal issues:

Database@niscc.hscni.net

And finally; Welcome to Social Work!

'It will be a continuous journey of critical reflection, new insights and learning. Through constantly adapting your social work approach during each transition you experience, reflecting on your own learning and applying that learning to how you approach and respond to the people whose lives you enter, you will become a better social worker.'

Social Work, Cats and Rocket Science
(James E. et al, 2020, p43)

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#ProudtoMakeaDifference

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Kerry Malone
Independent Social Worker
Kerry Malone Consultancy

***Vicarious Trauma
and How to Ensure Self Care***

Definitions

- **Vicarious Trauma:** cumulative effect upon those working with individuals, families or communities who have experienced traumatic life events
- **Secondary Trauma:** the emotional impact experienced through vicarious exposure to the details and or witnessing the trauma of others
- **Compassionate Fatigue:** the emotional residue of working with those impacted by trauma or suffering a traumatic event
- **Professional Burnout:** linked to work stress



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Stages of Impact on Practitioners (Farrenkopt 1992)



Initial Shock
(up to one year)



Professional Mission
(1-5 years)



Confrontational/ Anger /
Intolerance
(6 months and beyond)



Leading to Professional
Compassion or Burnout



Impact Issues for Practitioners

Symptoms of compassionate fatigue

- Physical
- Emotional
- Behavioral





Strategies for Self care

- Your Responsibility
- Your employer's responsibility
- Professional Bodies

Thank you for Listening

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The logo for BASW, featuring the letters 'BASW' in a bold, blue, sans-serif font. The logo is positioned on a white background that is part of a larger blue and white geometric design on the left side of the slide.

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Any Questions?

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Stepping Stones from Student to
Social Worker
Siobhan Maclean's Top Tips

*If you missed this webinar you can
book to listen again on 22 July.*

www.basw.co.uk/events