



northern
ireland social care council

Now You Are Registered

Information for newly registered social workers
and social care workers in Northern Ireland

Congratulations. You are now registered on the Northern Ireland Social Care Register. Registration shows that you have met the criteria of the Northern Ireland Social Care Council for working in social care and that you have made a personal commitment to adhere to the standards set out in the Code of Practice for Social Care Workers.

Being registered demonstrates to others your professional levels and abilities. Registration brings increased status to the workforce, which will improve recruitment, retention and morale. Registration also benefits service users and the public by promoting high standards in social care services and confidence in the registered workers providing them.

This leaflet provides information on maintaining your registration, renewing registration and the Post Registration Training and Learning Requirements for Registrants.

Contents

Code of Practice for Social Care Workers	3
Conditions placed on registration	3
Renewal of registration	4
Post registration training and learning	5
Types of post registration training and learning	6
Keeping a record of post registration training and learning	7
The employer's role in post registration training and learning	7
Conduct	8
Fees	9
Keeping your details up to date	10
NISCC contact details	11

The NISCC Code of Practice for Social Care Workers

The Code of Practice for Social Care Workers describes in detail the standards of professional conduct and practice required of social care workers once they are registered. (The term 'social care worker' includes all those registered on the NISCC Social Care Register).

By signing the declaration on your application form you confirmed that you have read, understood and agreed to comply with the code. By agreeing to comply with the code you are responsible for upholding it at all times.

The Northern Ireland Social Care Council will investigate any conduct that calls into question the suitability of a registered social care worker to remain on the Social Care Register. This includes the investigation of any alleged breach of the code.

Conditions placed on registration

If a condition or conditions have been placed on your registration, the Notice of Decision from the Registration Committee, and your letter of Registration will contain more information about this and what you need to do about it.

From 2006 newly qualified social work graduates are required to successfully complete an Assessed Year in Employment (AYE). Further information on this is available from our website www.niscc.info

Renewal of registration

Registration is normally granted for three years. Your registration period starts from the date you are registered, which is detailed on your certificate of registration.

No later than twenty-eight days before your registration period ends we will send you a notice telling you that your registration with the Council is about to run out. This notice will be sent to you at your nominated address for correspondence. We will send you a registration renewal pack at the same time.

Renewal of registration is not automatic. You will need to show that you continue to be suitable for work in social care in the same way that you satisfied us at the time of your original registration. We will only grant an application to renew registration where:

- We have received satisfactory evidence of your continued good character, good conduct, good health and competence;
- We have received satisfactory evidence that you have completed post-registration training and learning; and
- We are satisfied that you have satisfactorily fulfilled any condition or conditions attached to registration;
- You have paid your registration fee(s).

Post registration training and learning

The Northern Ireland Social Care Council Registration Rules specify the post-registration training and learning requirements, which you must meet as a condition of continued registration, irrespective of whether you are:

- Directly employed in social care;
- Employed in social care by an employment agency;
- Employed outside social care;
- Self-employed;
- On a secondment; or
- Currently unemployed.

The Registration Rules state that:

- Every social care worker registered with the Council shall, within the period of registration, complete 90 hours of study, training, courses, seminars, reading, teaching or other activities which could reasonably be expected to advance the social care worker's professional development, or contribute to the development of the profession as a whole;
- Every social care worker registered with the Council shall keep a record of post registration training and learning undertaken;
- Failure to meet the foregoing post registration training and learning requirements may be considered misconduct by the Council (and will affect your ability to renew your registration).

What sort of post-registration training and learning activities should I undertake and how much?

A range of activities may be used to meet the post-registration training and learning requirements. There are many ways for registrants to continue to learn and develop. We expect that you will select training and learning activities on the basis of the nature of your current employment and your plans for career progression, your preferred learning style, and the learning opportunities available to you. This could include: attending a course or a conference, shadowing the work of a colleague in a related team or profession, negotiating protected time to research latest policy and good practice developments in your field of practice, and/or undertaking a piece of research related to your practice.

The activity undertaken to meet post-registration training and learning requirements must form part of your wider professional development. The requirement of 90 hours should be treated as a minimum rather than a maximum requirement. Registrants who are undertaking formal certificated, vocational or post-qualifying awards may use these studies as evidence of meeting post-registration training and learning requirements.

The amount of training and learning set down in the registration rules is stated in hours (90) to show that the time does not have to be made up of full days of activity. The 90 hours must be completed within the three-year registration period. It is acceptable to complete all 90 hours of training and learning in one of the years of the registration period. It is equally acceptable for you to undertake 30 hours of training and learning during each year of the three- year registration period.

Keeping a record of post-registration training and learning

All registered social care workers must keep a record of having successfully met post-registration training and learning requirements. At the point of renewal, NISCC may ask you to provide evidence of all your training and learning activities.

Guidance notes and a format for recording post-registration training and learning are included with this registration pack. It should be completed and returned when you apply to renew your registration. Additional copies are available on our website.

The employer's role in post-registration training and learning

The Code of Practice for Employers of Social Care Workers requires employers to assist registered workers to continue their professional development. Now that your registration is confirmed you must plan with your employer how you will meet your post-registration training and learning requirements.

The post registration training and learning activities you undertake must be consistent with the aims and objectives of your employing organisation and your job role; so that you can build on your knowledge and experience and enhance your expertise in your current area(s) of practice. You must discuss and agree training and learning aims and objectives with your employer and how the activities you undertake can both support your personal training and learning needs and the needs of the organisation you work for.

Conduct

Registered social care workers agree to abide by the NISCC's Code of Practice for Social Care Workers as a condition of their registration. The code of practice is the benchmark of good practice for all registered social care workers. Social care workers who breach the code of practice could be removed from the register through the conduct process.

Under the Health and Personal Social Services Act (NI) 2001, the NISCC has responsibility to investigate any registered social care worker who has allegedly breached the Council's codes or brought their registration into question. We will not investigate matters that are the responsibility of your employer, for example, sickness absence or timekeeping.

Any investigation that the Northern Ireland Social Care Council undertakes will be carried out in accordance with the Northern Ireland Social Care Council (Conduct) Rules, which are available on the NISCC website www.niscc.info. Any investigation that the NISCC carries out will be treated in confidence and with professional impartiality. Those being investigated will retain their statutory rights of access to personal information under the Data Protection Act 1998. In addition the NISCC will uphold the rights of any person being investigated in accordance with the Human Rights Act 1998, ensuring that innocence is presumed before guilt, and that matters are dealt with in a timely manner.

Further information about conduct procedures are available on the NISCC website. Alternatively, you can contact the NISCC Registration Team at Millennium House. Contact details can be found on the back page of this leaflet.

Fees

Annual Fee

Registration is normally granted for three years. An annual fee is due each year, with the exception of every third year, when you pay your renewal fee. (See below for an example of registration that began in 2008).

Twenty-eight days before your annual fee is due, we will send you a reminder notice. Failure to pay your annual fee will result in a referral to the Registration Committee, who may remove you from the NISCC Register.

Renewal Fee

Registration must be renewed every three years. At renewal, you must provide evidence that you continue to be suitable to work in social care. Each time you renew your registration, you must pay a renewal of registration fee.



Keeping your details up-to-date

It is very important that you let us know about changes to the information we hold about you. This will help us make sure that we keep the register up to date and protect the users of social care services.

You must let us know about changes to your:

- Name (including title);
- Home address;
- Address for correspondence;
- Work address;
- Employment;
- Registration with a relevant UK regulatory body;
- Disciplinary record;
- Criminal record; or
- Health.

How to let us know

Write to us with details of the changes in your circumstances. A 'Change in Circumstances' form may be downloaded from our website, completed and returned to the Registration Team. You can help us by including a photocopy of any documents that provide evidence of the change you tell us about.

Examples:

Change	Name change after marriage
Document	Photocopy of your marriage certificate

Change	Disciplinary proceedings at work
Document	Employer's letter describing the proceedings and outcome.

If you have any queries about registration, or you need advice on any of our policies, contact the NISCC registration Team

Write to:

Northern Ireland Social Care Council
Registration Team
7th Floor
Millennium House
19-25 Great Victoria Street
Belfast
BT2 7AQ

Telephone:

Registration Helpline: 028 9041 7633
Main Switchboard: 028 9041 7600

Email:

registration@nisocialcarecouncil.org.uk

Fax:

028 9041 7601

Textphone:

028 9023 9340

**There is more information about the Northern Ireland
Social Care Council on our website:
www.niscc.info**

NISCC, 7th Floor, Millennium House,
19-25 Great Victoria Street, Belfast, BT2 7AQ

Registration Helpline: 028 9041 7633
Email: registration@nisocialcarecouncil.org.uk

Web: www.niscc.info

Contents correct at date of publication

© NISCC September 2009