

Northern Ireland Social Care Council

NI Induction Standards Implementation Guidance January 2008

The NI Induction Standards were launched in September 2007 and are required to be implemented by employers from 1st April 2008. This guidance aims to set the standards for induction and to assist employers to ensure that their induction arrangements are appropriately focused on meeting the standards effectively.

NISCC is well aware that as part of meeting their governance responsibilities, employers already invest considerable resources on staff training and specifically on induction training. Given the differing Induction requirements of workers and the variety of tasks and settings within which social work and social care takes place, the NI Induction Standards have been developed following consultation with organisations throughout NI and allow considerable flexibility in approach to detail by employers. This guidance addresses both general and specific issues to the workforce.

- I. Induction Standards requirements are applicable to all social services staff, including those who are professionally qualified and irrespective of grade. They apply throughout the statutory, voluntary and independent sectors.
- II. The content of induction training for individual workers and specific groupings is at the discretion of organisations and line managers within them and should reflect appropriate work related knowledge delivered within the context of the NI Induction Standards.
- III. Managers/supervisors are required to satisfy themselves that a new member of staff has appropriate knowledge and skills to work safely. Prior learning, if considered to meet Standards requirements, may be taken in to account: e.g. AYE achievements.

- IV. Employers should note that the Induction Workbook has been provided as a tool to assist workers and managers, and is primarily for use in social care contexts. Completion of the workbook is advised by NISCC, but requirements for use are at the discretion of organisations since content may not be appropriate for more senior managerial and professional staff.
- V. From 1st April 2008, newly registered social care workers will be required by the NISCC to complete their induction with their employer to the new NI Induction Standards. Newly employed workers will be registered initially and this will be with the condition that endorsement from their employer is received within six months, to confirm that the induction process to the NI standards requirements has been completed successfully. [New registrants will receive an endorsement pro forma with their initial registration pack].
- VI. Employers are advised to ensure that Bank staff and temporary workers recruited through employment agencies receive appropriate induction which reflects the NI Induction Standards requirements and supports safe practice.

Employers should be aware that implementation of the NI Induction Standards will be monitored from April 2008 by RQIA.