

Registration of Domiciliary Care Workers

Patricia Higgins
Director of Registration
NISCC



Registration of Domiciliary Care Workers

- Role and function of the NISCC
- Key features of registration
- Public confidence
- Your role in preparing for registration

Northern Ireland Social Care Council

- Established October 2001 under the Health and Personal Social Services Act (NI) 2001
- Non-Departmental Public Body
- 12 Council Members plus a Chairperson
- Council is made up of:
 - 1/3 Lay Members
 - 1/3 Social Work/Social Care Members
 - 1/3 Stakeholders
- Public Appointments process for selection of Members



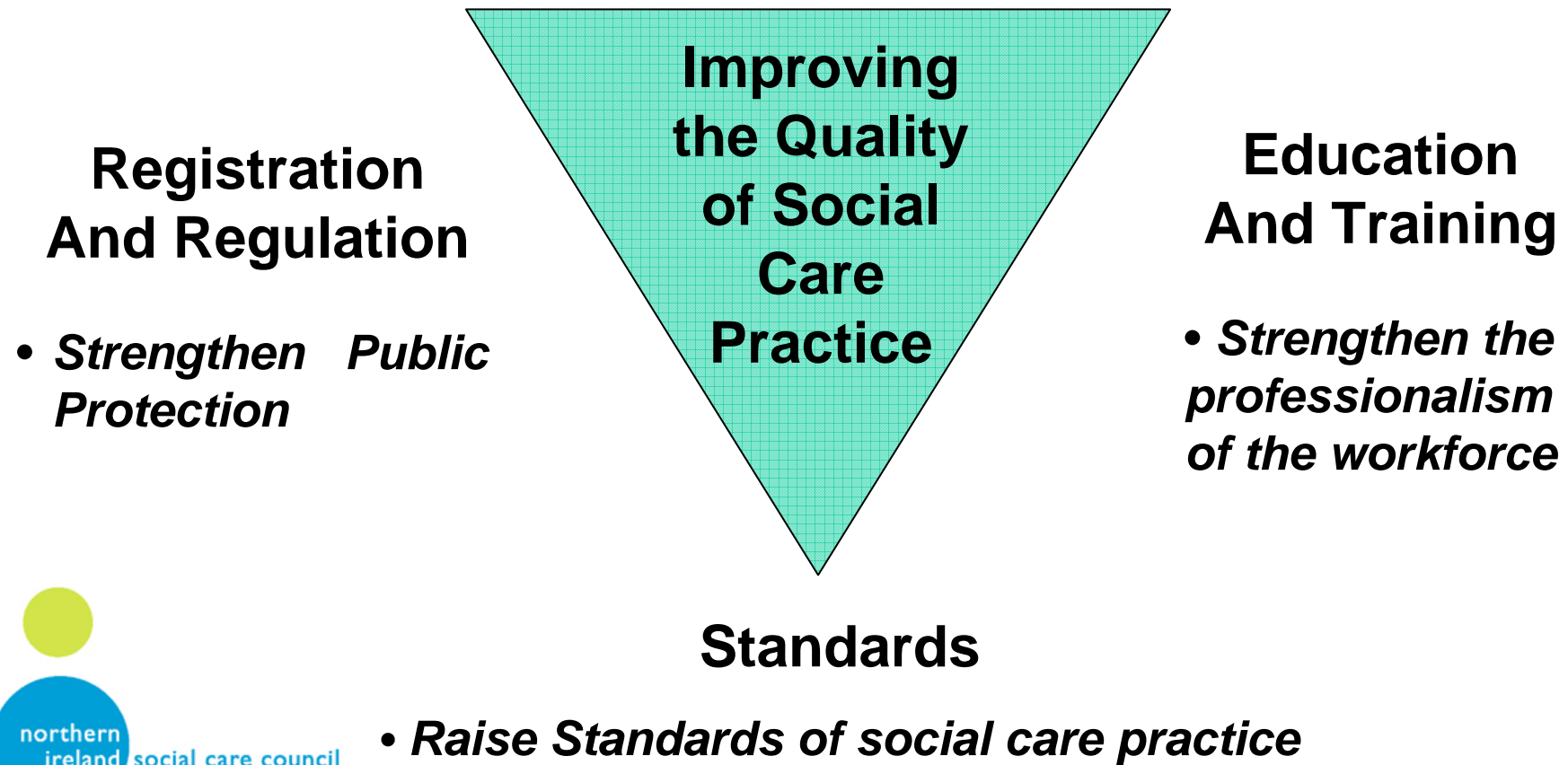
Northern Ireland Social Care Council

AIM:

To protect the public through improving safeguards for vulnerable people, raising the standards of social care practice and strengthening the professionalism of the workforce.



The Role of the NISCC in the Quality Framework



Registration and Regulation of the Social Care Workforce

Registration - Where we are (May 2009)

- 13,000 Registrants on the Social Care Register
- The groups registered include
 - Social workers
 - Heads of residential homes
 - Head of daycare
 - Residential childcare workers
 - Social work students
 - Domiciliary care managers
 - Adult Residential Care workers

Registration Roll Out

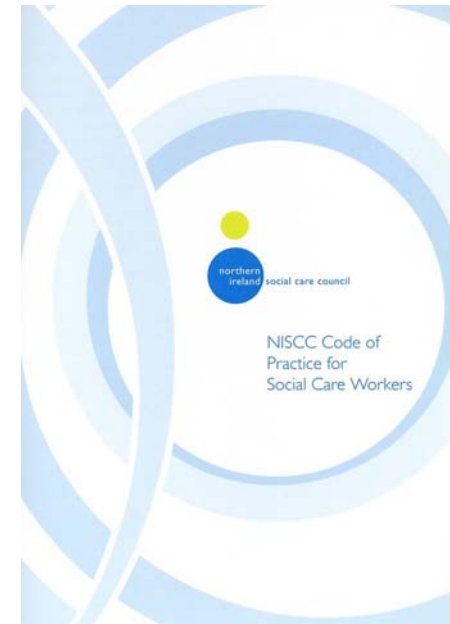
- Phase 1
 - Social workers
 - Residential child care workers
 - Heads of Residential homes
 - Heads of Day Care
- Phase 2
 - Social Work Students
- Phase 3
 - Domiciliary Care Managers
 - Adult Residential Care Workers
- Phase 4
 - Domiciliary Care Workers
 - Day Care Workers
 - Social Work Assistants
 - Drivers with Care responsibilities

Key Features of Registration

- Codes of Practice
 - Clear minimum standards for staff, employers and service users
- Regulation
 - Public protection; ensuring workers are fit to practice
- Post Registration Training and Learning (PRTL)
 - Raising standards

The Codes of Practice for Social Care Workers and Employers of Social Care Workers

- **Reflect existing good practice**
- **Main regulatory tool**
- Complement each other and highlight the shared responsibilities of employees and employers
- Inform service users, workers, employers and the public the standards to expect
- Describe the responsibilities of employers in supporting workers to meet the standards



Code of Practice for Employers

Responsibilities:

1. Making sure employers recruit the right people.
2. Helping staff to follow the Codes.
3. Providing learning opportunities for staff.
4. Making sure staff work in a respectful and safe way
5. Work with NISCC to promote good practice.

Code of Practice for Social Care Workers

- Standards of Practice to provide safe, reliable and competent service

- **R**ights of service users and carers
- **E**arning trust and confidence
- **S**tandards
- **P**rotecting from danger and harm
- **E**ncourage independence
- **C**onfidence of the public
- **T**raining and development

The Skills Agenda

- Setting standards for social work and social care training
- Making training and development more responsive to employment needs
- Learning from audit and inspection
- PSS Development and Training Strategy
- Linking re-registration to ongoing training and development

Providing Social Care Services

- Services to those who are vulnerable and in need;
- Public places trust and confidence in social care workers;
- Trust and confidence is influenced by standards, for example:
 - Attitude
 - Conduct
 - Knowledge and skills
 - Continuous improvement

Public Confidence

- Increasing expectation of the public about standards of social care
- The common themes are:
 - Good clinical and social care governance;
 - Setting clear standards; and
 - Ensuring people are held to them.

DHSSPS Strategy for safe and effective care delivery

Three columns of support for quality:

- SCIE – evidence of what constitutes good practice
- RQIA – assures quality of services
- NISCC – assures quality of staff and staff training

Key Current Issues

Need for Compulsion to ensure comprehensive registration

- Consultation paper from Department imminent
- Implement by end of year
- Require close working with employers

The Role of Employers in the Quality Framework

How can you prepare for registration?

**Registration
And Regulation**

- *Strengthen Public Protection*



**Improving
the Quality
of Social
Care
Practice**

**Education
And Training**

- *Strengthen the professionalism of the workforce*

Standards



- *Raise Standards of social care practice*