

## **SSSC New CPL requirements** from June 2024

## **Old CPL requirements**

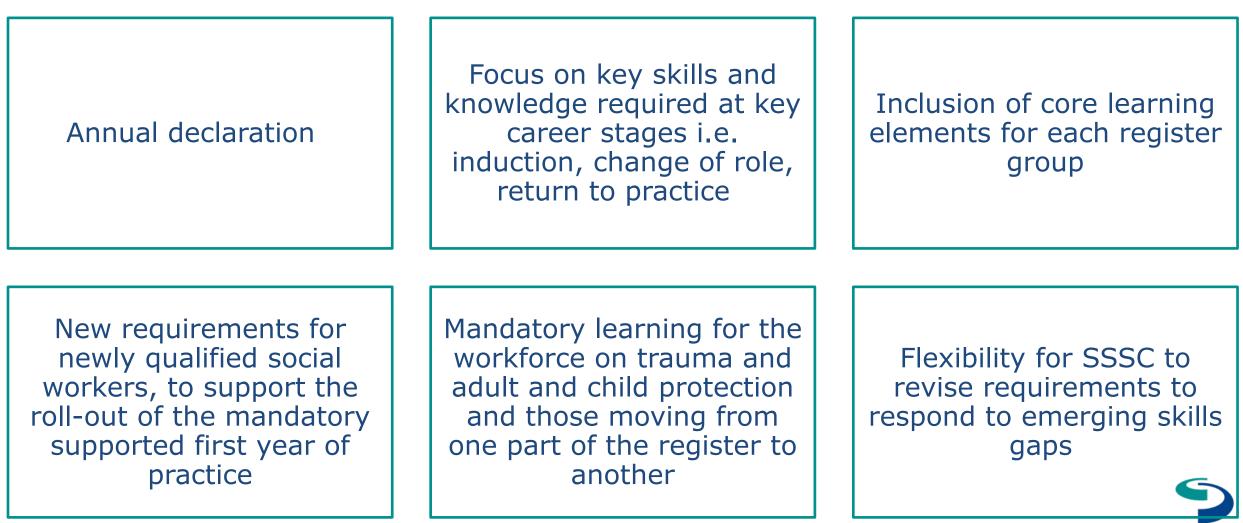
Checked at registration renewal every five years Focus was on hours of CPL across register period

Hours were variable across register groups

No recommended resources or areas of learning Mandatory learning for social workers on protection but not other areas of the workforce



## **New CPL Requirements**



#### **CPL Principles**

Our principles came from the design sprints, workshops and working group meetings.

My Continuous Professional Learning:

- **Principle 1**: is my responsibility and will be supported by my employer
- Principle 2: improves the lives of, and protects, individuals and carers
- Principle 3: improves the quality of care or support I provide
- Principle 4: is relevant to my role and the outcomes of the individuals I support
- **Principle 5**: supports my career, increases my confidence and improves my professional practice.



## **New model of CPL**

# Social care workforce

## Children and young people workforce

Social workers (including NQSW) Care Inspectorate authorised officers



#### **Career Pathways**

- (Newly Qualified Social Workers, NQSWs)
- I am new to my role
- I want to return to practice after a career break
- I want to complete a professional qualification
- I want to keep my practice up to date
- I want to specialise
- I want to change jobs
- I want to retire
- I want to take a career break



#### **Core Learning Elements for Social care and Children and young people workforces**

- Rights based and ethical practice
- Communication and Relationships
- Wellbeing and Support
- Protection
- Knowledge for your role
- Reflective Practice
- Leadership and Quality assurance



#### **Core Learning Elements for Social workers and Care Inspectorate authorised officers**

- Ethics, values and rights-based practice
- Communication, engagement and relationship-based professional practice
- Critical thinking, professional judgement and decision making
- Promoting wellbeing, support and protection
- Working with complexity in unpredictable and ambiguous contexts
- Use of knowledge, research and evidence in practice
- Self-awareness and reflexivity
- Professional leadership



#### **Mandatory Learning for all register parts**

For every registrant we have identified the need to complete some mandatory CPL:

- trauma awareness
- protection of both children and adults

This means that each year you will need to either attend a training course or complete a learning log that demonstrates your reflective practice about being trauma aware and the protection of children and adults, no matter which part of the workforce you are in.



#### What counts as CPL?

learning procedures	
professional journals	visiting other settings
collegiate conversations	courses
professional networking	academic papers
shadowing conferences bodcasts budcasts	preparing for new work
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#### Summary

- Each year an annual declaration will be signed to say that the registrant has completed CPL. If they have not, or are sampled, we will ask for further information and contact their supervisor or counter-signatory for the organisation for confirmation.
- The requirements for CPL will change with the registrant's next fee payment after June 2024.
- For example, if a registrant registers every September, in September 2024 they will be asked to sign an annual declaration to say they have met the CPL requirements as they were up until now. From September onwards they will then be expected to follow the new CPL requirements for their next annual declaration.

#### Summary

- All core learning elements must be covered every year. It is up to the registrant and their supervisor to select the most appropriate pathway and whether a mix of these are best.
- Trauma training and Adult and Child protection are mandatory every year.
- We will provide suggestions via our website to free at the point of access training and resources relevant to the core learning elements.
- Employers can provide their own learning opportunities or direct registrants to those on the CPL website.



#### **CPL website**



Use the QR code to access the CPL website or find it here: https://learn.sssc.uk.com/cpl/



### Thank you

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