

# **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

Annual declaration

Focus on key skills and knowledge required at key career stages i.e. induction, change of role, return to practice

Inclusion of core learning elements for each register group

New requirements for newly qualified social workers, to support the roll-out of the mandatory supported first year of practice

Mandatory learning for the workforce on trauma and adult and child protection and those moving from one part of the register to another

Flexibility for SSSC to revise requirements to respond to emerging skills gaps

## 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  
collegiate conversations  
professional networking  
visiting other settings  
courses  
academic papers  
preparing for new work  
sharing practice  
workshop  
listening  
books  
reading  
coaching  
podcasts  
inductions  
shadowing  
conferences  
buddying  
open badges  
practice changes  
informal discussions  
formal discussions  
reflection on learning  
supporting induction  
team meetings  
supervision  
group supervision  
webinar  
documentaries  
policy review  
articles  
modules  
mentoring  
legislation  
national policy  
reading guidance

## 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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