

Professional in Practice

The CPD Framework for Social Work



Professional in Practice (PiP) is the Professional Development Framework for Social Work. As registered professionals, Social Workers are required to develop and maintain their knowledge and skills to practise competently and safely.

Professional in Practice is about...

Being A Professional....

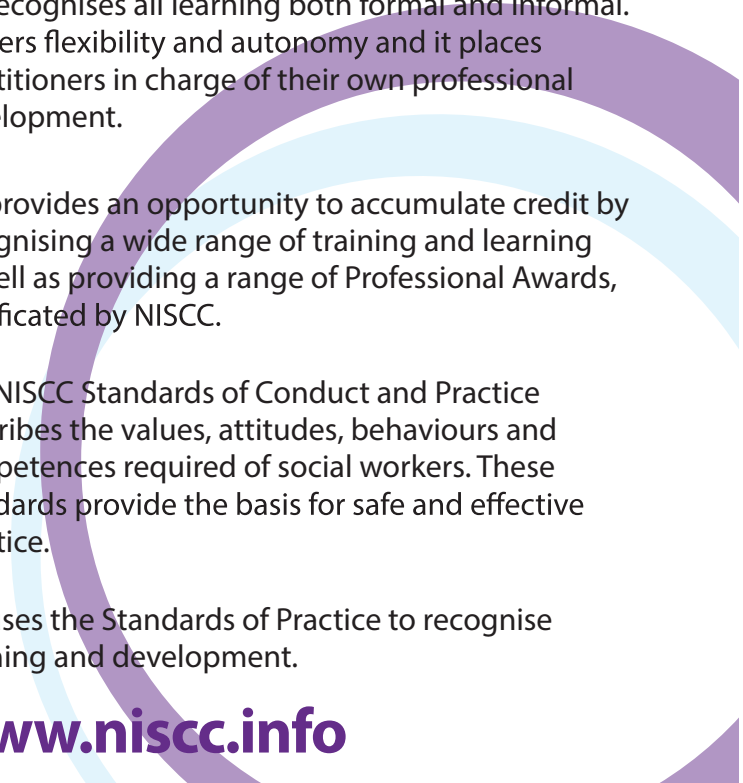
demonstrating the skills and knowledge which make a professional social worker

Being Professional In....

making decisions and working across disciplines

Being active In Practice...

continuously developing skills and knowledge to update and improve practice



PiP recognises all learning both formal and informal. It offers flexibility and autonomy and it places practitioners in charge of their own professional development.

PiP provides an opportunity to accumulate credit by recognising a wide range of training and learning as well as providing a range of Professional Awards, certificated by NISCC.

The NISCC Standards of Conduct and Practice describes the values, attitudes, behaviours and competences required of social workers. These standards provide the basis for safe and effective practice.

PiP uses the Standards of Practice to recognise learning and development.

www.niscc.info

Professional in Practice Framework (PiP)

Credit Accumulation

This offers a way to maintain Post Registration Training and Learning (PRTL) and recognise all CPD activity.

Time spent on learning activities can be used to achieve credits.

These Credits may be exchanged for Requirements within the Professional Awards.

L.E.A.R.N.

The stages involved in credit accumulation.

Learn – where learning takes place.

Credit accumulation is best suited to small scale 'on the job' learning such as short in-service training, attendance at seminars or conferences etc.

Explore – to reflect on learning and consider the impact.

Impact is the demonstration of implementation of learning on:

- Service Users and Carers
- Personal/professional development. The development of a new skill /knowledge or further development of existing skills/knowledge
- The service e.g. developing and implementing a new service
- The impact that a social worker has on others training or leadership within social work locally or nationally

Agree – Seek verification from a line manager/ professional supervisor

and agree the number of credits that this learning activity merits. Credit is calculated using a simple formula to determine the number of credits. NISCC online can calculate the credits due.

Record – Log learning and the reflection that results from it.

NISCC online can be used to record this.

Next – Accumulate credits as a way to maintain PRTL

or accumulate at least 100 credits and claim a Requirement from the NISCC Professional Awards.

DEMENTIA CARE
PERSONAL AND PUBLIC INVOLVEMENT
RESTORATIVE PRACTICES
COGNITIVE BEHAVIOURAL PRACTICE
DUAL DIAGNOSIS
CRIMINAL JUSTICE
PROFESSIONAL
FAMILY AND CHILDCARE
DECISION-MAKING IN SOCIAL WORK
LEARNING DISABILITY
PSYCHOANALYTIC
COURT WORK SKILLS
CHILD OBSERVATION
FAMILY THERAPY & SYSTEMIC PRACTICE
PRACTICE TEACHING
PSYCHOANALYTICAL STUDIES
CARE/WORKING WITH SUICIDAL PEOPLE
COUNSELLING
REMINISCENCE WORK
MANAGEMENT & LEADERSHIP
DEVELOPING PROFESSIONAL/INTERPROFESSIONAL PRACTICE
ADULT SAFEGUARDING
RESEARCH, AUDIT AND EVALUATION
MENTAL HEALTH

PiP Approved Programmes/Modules

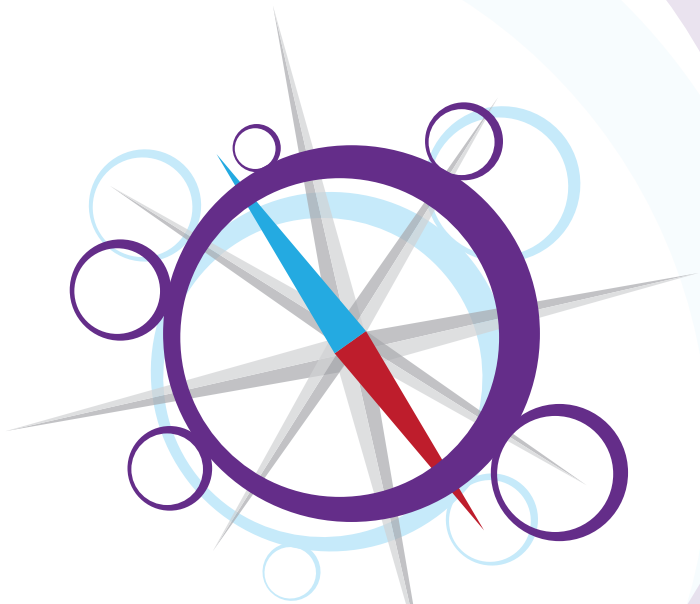
The PiP Framework offers a wide range of Approved Programmes that provide formal learning and development in a specified area of practice/work.

The programmes have a modularised structure, enabling candidates to take individual modules or full programmes.

Many of the programmes are provided by academic institutions thus offering both NISCC Professional Awards in Social Work and Academic Awards.

The Programmes and Modules have been designed to meet the needs of social workers across a range of contexts and settings with many providing specialist knowledge and skills as well as qualifications.

PiP Approved Programmes

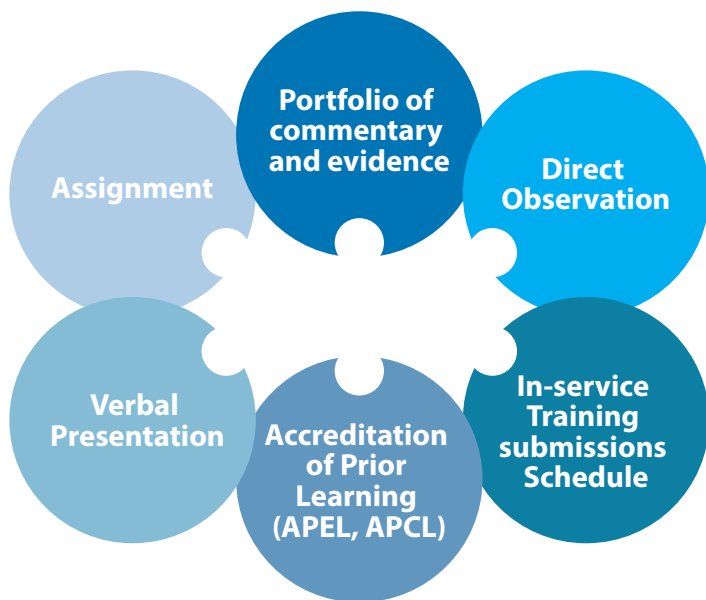


**reflection
learning
practice**

The PiP Individual Assessment Route

Offers the potential for self-directed learning to be assessed for PiP Requirements or Awards.

IAR provides the social worker with a choice of how to present their learning for assessment:



This route is a good option for social workers who want to gain formal recognition for a significant piece of social work practice or development including the application of learning from in-house training.

Support will usually be available from the learning and development team within organisations.

Professional in Practice

Achieving professional recognition
for your CPD through....



The PiP Awards recognise professional competence to span the social work career.

There are three Professional Awards within Professional in Practice that can be attained through the routes described within this booklet:

NI Consolidation Award in Social Work

For newly qualified social workers or those re-entering the workforce. This Award supports the development of in-depth competence, to produce well rounded competent and confident practitioners.

NI Specialist Award in Social Work

For social workers involved in complex decision-making requiring high levels of professional responsibility and accountability. This award supports social workers to develop high levels of specialist knowledge, skills and expertise.

NI Leadership & Strategic Award in Social Work

For social workers demonstrating high levels of competence, moving beyond the detail of their own practice to explore a wider perspective where they influence developments and are thought leaders.

NI Consolidation Award in Social Work

CORE REQUIREMENTS

- A.** Demonstrate a systematic understanding of their own practice and a critical awareness of current issues and challenges in the context of the NISCC Codes of practice, professional ethics, the principles of diversity, equality and social inclusion in a wide range of situations;
- B.** Use evaluation to systematically develop and improve their specific practice, including implementing effective practice in inter-professional and inter-agency contexts;
- C.** Take responsibility for continuing professional development making use of professional and managerial supervision, consultation and other professional support as appropriate to identify and address issues; develop, implement and evaluate plans; and continue to advance knowledge and understanding in order to improve practice;

PIP REQUIREMENTS

- 1.** Develop and consistently sustain in-depth competence within their specific area of practice to agreed national, occupational or recognised agency standards, applying knowledge and experience of relevant service provision with confidence;
- 2.** Demonstrate systematic and appropriate application of relevant legislation/policy, theories, research and methods of practice that include a range of skills;
- 3.** Demonstrate consistent and sustained sound judgement and decision making in the context of complexity, risk, uncertainty, conflict and/or contradiction;
- 4.** Systematically apply knowledge and understanding of service user and carers issues to actively contribute to social support strategies that promote choice, independence and empowerment and which involve service users and carers (where appropriate);
- 5.** Effectively and efficiently manage and be accountable for own work and demonstrate a capacity to plan for and respond to change;
- 6.** Demonstrate confidence in, and promote understanding of, own professional role within networks across organisational and professional boundaries and support others as appropriate to the candidate's level of learning

NI Specialist Award in Social Work

PIP REQUIREMENTS

- 1.** Apply independent critical judgement to systematically develop their own practice and that of others in the context of the NISCC Codes of Practice, professional ethics, the principles of diversity, equality and social inclusion in a wide range of situations;
- 2.** Demonstrate a substantially enhanced level of competence in a defined area of professional practice, professional management, professional education or applied professional research to agreed national, occupational or recognised agency standards;
- 3.** Demonstrate a well-developed capacity of using analysis and evaluation to continuously develop and enhance own performance and contribute to the performance of professional and inter-professional groups, teams and networks;
- 4.** Demonstrate a well-developed capacity to analyse, evaluate and apply relevant and current research evidence including service-user research;
- 5.** Using a range of skills and methods of intervention, work effectively and creatively and with initiative in a context of risk, uncertainty, conflict and contradiction where there are complex challenges. Make informed and balanced judgements in the context of relevant policy and legislation;
- 6.** Use a critical knowledge and understanding of service user and carers issues to develop and implement service user and where appropriate carer rights and participation in line with the goals of choice, independence and empowerment;
- 7.** Take responsibility for influencing key aspects of complex change processes, including those involving other professions or other agencies;
- 8.** Support, mentor, supervise or manage others including contributing to practice learning opportunities, enabling self and others to identify and explore issues, improve and develop and share best practice;
- 9.** Develop and implement effective ways of working in networks across organisational and professional boundaries, having confidence in own professional role and taking responsibility for identifying, analysing and resolving complex issues, promoting partnership and collaboration, thus ensuring the delivery of integrated and person-centred services.

NI Leadership & Strategic Award in Social Work

PIP REQUIREMENTS

- 1.** Use independent critical judgement to take a leading role in systematically developing their own practice and that of others in the context of the NISCC Standards of Practice and conduct, codes of professional ethics, the principles of diversity, equality and social inclusion in a wide range of situations;
- 2.** Demonstrate a substantially enhanced and sustained level of competence in a defined area of work, taking a leading role in developing and promoting good practice drawing on international perspectives to inform this;
- 3.** Demonstrate conceptual understanding and a well developed capacity to take responsibility for the use of critical analysis and evaluation to continuously develop and enhance own performance and that of others;
- 4.** Demonstrate a significant contribution to the development, delivery and evaluation of the service provided in a chosen area by demonstrating the ability to research, plan, implement, monitor and evaluate strategies for improvement or change;
- 5.** Work creatively, innovatively and effectively, taking a leading role in the context of risk, uncertainty, conflict and contradiction or where there are complex challenges and a need to make informed, independent and balanced judgements;
- 6.** Take a lead responsibility, using initiative and self direction, for managing key aspects of complex change processes, including those involving other professions or other agencies;
- 7.** Support, mentor, supervise or manage others exercising leadership to enable them to identify and explore complex issues and improve practice and service delivery;
- 8.** Take a leading role in developing and implementing effective ways of working in networks across organisational and professional boundaries, taking responsibility for identifying, analysing and resolving highly complex issues, promoting partnership and collaboration, thus ensuring the delivery of integrated and person-centred services;
- 9.** Use critical knowledge and comprehensive understanding of service user and carers' issues to actively promote, develop and implement service-user and, where appropriate, carer rights and participation in line with the goals of choice, independence and empowerment.

PiP Toolkit

NISCC offers a range of products to support social workers and their employers to engage with the Framework

They are all free and available to access on the NISCC website

Introduction to PiP

An interactive guide using Prezi software that outlines the detail of how to make best use of PiP

PiP Credit Accumulation Guide

A short animation that describes the PiP credit accumulation

Credit Accumulation Formula 2 + 1

1 hour learning activity + a brief reflective analysis = 2 learning credits.

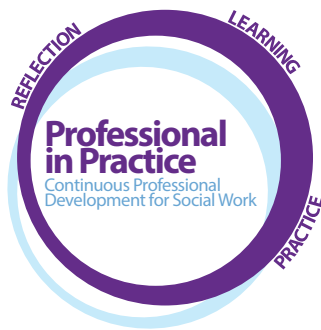
Demonstrate impact of professional development and claim an additional 1 credit per hour = demonstration of implementation of learning on:
(choose 1 or more as appropriate)

PiP Verification of Learning Guide

A short animation that supports line managers to verify learning as part of credit accumulation

Reflective Practice: A Model for Supervision and Practice in Social Work

Reflection is central to on-going learning and development. Use of the model provides a structure that supports reflective learning and encourages evidence-based practice.



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