

## Skills for Care London Sub-Regional Co-ordinators

Skills for Care Sub-regional co-ordinators (SRCs) are working alongside PQ Leads in the five sub-regions of London to ensure that all social care stakeholders are aware of new developments affecting care provision in the capital. This vital role includes:

- having an awareness of the types of PQ programmes being developed;
- being aware of all post qualifying activity on

a pan-London and national level;

- participating in the PQ Information Exchange;
- attending Regional Planning Network (RPN) meetings;
- supporting their Sub-Regional PQ lead; and
- liaising with Skills for Care London Regional Development Officers, Bambi Maxwell and Cat Ainsley.



### North West

Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon, Hounslow, Kensington & Chelsea, City of Westminster

**PQ Lead:** Anna Dias

**Tel:** 8937 6194

**Email:** Anna.dias@brent.gov.uk

### Sub-regional co-ordinator (SRC):

Sandeep Birk

**Tel:** 07875 470969

**Email:** sandeep.birk@skillsforcare.org.uk

### North Central

Barnet, Camden, Enfield, Haringey, Islington

**PQ Lead:** Chandana Sanyal

**Tel:** 8359 6396

**Email:** Chandana.sanyal@barnet.gov.uk

**SRC:** Alexandra Wicke-Canagalla

**Tel:** 07969 749456

**Email:** Alexandra.wicke-canagalla@skillsforcare.org.uk

### North East

Barking & Dagenham, City of London, Hackney, Havering, Newham, Waltham Forest, Redbridge, Tower Hamlets

**PQ Lead:** Jan Hill

**Tel:** 7364 2325

**Email:** Jan.hill@towerhamlets.gov.uk

**SRC:** Cheryl Gregory

**Tel:** 07969 749642

**Email:** cheryl.gregory@skillsforcare.org.uk

### South East

Bexley, Bromley, Greenwich, Lambeth, Lewisham, Southwark

**PQ Lead:** Teresa Gray

**Tel:** 8854 2226 – extn 211

**Email:** Teresa.gray@greenwich.gov.uk

**SRC:** Dupe Pennant

**Tel:** 7228 4780

**Email:** dupe.pennant@skillsforcare.org.uk

### South West

Croydon, Kingston, Merton, Richmond, Sutton, Wandsworth

**PQ Lead:** Wendy Kimberley

**Tel:** 8871 7784

**Email:** wkimberley@wandsworth.gov.uk

**SRC:** Ed Annis

**Tel:** 07969 749 642

**Email:** ed.annis@skillsforcare.org.uk

The PQ Bulletin was prepared by Marcia White Media/Shirley Ayres Consulting Ltd on behalf of Skills for Care London.

# pqboullletin

The London Post-Qualifying Framework January 2008

## New Tool to Champion PQ

Skills for Care London has developed a new tool to assist Learning and Development managers in arguing the business case to support Post-Qualifying training.

“Developing the Business Case for Post-Qualifying Awards in Social Work” is expected to prove a useful tool for employers and senior managers to fully champion continuing professional development in social work. The document was developed following concerns expressed at the PQ Information exchange meetings held regularly in London that it has become increasingly difficult to secure funding for social workers to undertake PQ awards, an example being that local authority spending on Post-Qualifying courses is no longer protected by ring-fenced money.

### Programme of Training

The document highlights key areas which link the new PQ framework to standards and inspection drivers. It also demonstrates how the framework provides a programme of training and learning which not only takes account of the government’s modernisation agenda, but also of the resulting changes within the roles, responsibilities and tasks of social workers.

It is anticipated that the revised PQ framework will be viewed by many as a way of further enhancing recruitment and retention strategies; playing a key role in the development of career pathways; and providing pathways to the modernisation agenda and inter-professional working.

Research into the effect of post qualifying awards since its inception in 1992 suggests that such awards have had a positive impact upon the professional development of candidates, the social work teams and organisations award holders work in; and the quality of service delivery for people who use services.

### Person-centred Framework

The General Social Care Council (GSCC) praised the “person-centred approach” of the revised PQ framework for taking account of recent changes in social work practice and providing a legitimate platform to further build upon the social work degree.

The Business Case covers key factors including:

- The positive impact of Post-Qualifying awards for candidates, teams and organisations
- Links to standards and inspection drivers
- Post-Qualifying awards and how they can benefit recruitment and retention opportunities
- Development of career pathways
- Linking PQ to the modernisation agenda and inter-professional working

Senior managers and organisations should be keen to embrace the revised PQ awards as the qualifications link to various quality



**Cat Ainsley**  
Interim Regional Development Officer (PQ/PL)

assured social care standards, inspections drivers and professional requirements, such as the General Social Care Council’s (GSCC) Codes of Practice.

“Developing the Business Case for Post-Qualifying Awards in Social Work” is now available on the Skills for Care London website.

**Cat Ainsley is Interim Regional Development Officer (PQ/PL), Skills for Care London**

“Organisations should be keen to embrace the revised PQ awards as the qualifications link to various quality assured social care standards.”

## Regional Planning Network Board

The London Post-Qualifying Regional Planning Network (RPN) board includes statutory and independent employers plus representation from universities and other key organisations such as the Children’s Workforce Development Council (CWDC) and the General Social Care Council (GSCC).

### RPN board members

**Cat Ainsley** • Skills for Care London  
**Ben Arnold** • Amicus Recruit (co-vice chair)  
**Rohan Burke** • GLPQ  
**Linda Christian** • GSCC  
**Marcia Daigo-Daley** • CWDC  
**Anna Dias** • LB Brent (NW PQ rep) (co-vice chair)  
**Stephen Fox** • London Metropolitan University

**Teresa Gray** • LB Greenwich (SE PQ rep)  
**Jan Hill** • LB Tower Hamlets (NE PQ rep)  
**Wendy Kimberley** • LB Wandsworth (SW PQ rep)  
**Bambi Maxwell** • Skills for Care London  
**Chandana Sanyal** • LB Barnet (NC PQ rep)  
**Martin Webber** • APSWN  
**Michael Williams** • Barnardo’s (chair)

# Professional Leadership – the Challenges for Advanced Practitioners

**Employers, social workers and training managers in the capital will have a unique opportunity to learn more about how the revised Post-Qualifying framework for social work can benefit the sector.**

The one-day conference being organised by the Advanced Practice Social Work Network (APSWN), in liaison with Skills for Care London, is to be held on January 31 and will showcase the range of training opportunities available at the higher PQ levels. Delegates will hear from a range of speakers including John Nawrockyi, Director of Adult Services at Greenwich Social Services; Professor Joan Orme from the University of Glasgow; Professor Jan Fook from the University of Southampton; and Malcolm Payne, Emeritus Professor at Manchester Metropolitan University.

Employers, people who use services, academics and practitioners will explore together the value of advanced practitioners in social work and the higher PQ awards which support their professional development. Plenary sessions will highlight the important issues facing the future of social work and the role of advanced practitioners in providing leadership to the profession.

The conference will provide delegates with an opportunity to discover more about the personal experiences of advanced award holders when undertaking the award and the impact it has had on their practice.

The conference will also feature an information 'marketplace' about the range of higher specialist and advanced award programmes in London; a display of posters by advanced award candidates and graduates; and a range of stalls from associated organisations.

According to the Institute of Psychiatry (IoP) less than two out of five practitioners starting its advanced award programme in September 2007 received any financial support from their employer. These indicators suggest that employers still need to be convinced of the merits of PQ programmes, says IoP programme leader, Martin Webber.

"Advanced practitioners constantly reflect upon the work they do to ensure they respond appropriately to people who use services; they draw upon the best available research evidence to inform their work in developing effective services; and they create new forms of knowledge that inform social work practice and social policy through original research," says Webber speaking on behalf of the APSWN.

"Finally, they provide professional leadership, supervision and management skills which are widely respected by junior colleagues and senior managers alike."

**Professional Leadership – The Challenge for Advanced Practitioners** takes place on January 31 at the Holiday Inn London Kensington Forum. Further information from: [Edith.lfekwuna@skillsforcare.org.uk](mailto:Edith.lfekwuna@skillsforcare.org.uk)

## PQ Programme Directory now available

**Skills for Care London has now published a new comprehensive directory of all post qualifying programmes in London. *The London PQ Directory* lists universities running GSCC-approved courses in the Post Qualifying Award in Specialist Social Work; the Post Qualifying Award in Higher Specialist Social Work, and; the Post Qualifying Award in Advanced Social Work.**

The directory comes ahead of a new national directory of PQ programmes that will soon be available on the Skills for Care and CWDC websites. Employers and candidates alike can download the London PQ Directory from: [www.skillsforcarelondon.org.uk/member/Download/downloads.aspx?option=PQ](http://www.skillsforcarelondon.org.uk/member/Download/downloads.aspx?option=PQ)

## Access to Libraries in London Goes Live

**Social workers, practice teachers, managers and researchers are amongst a host of social care professionals living or working in the capital who are now able to benefit from a new service jointly provided by Skills for Care London.**

*Learning Resources for Social Workers* is a partnership between Skills for Care London and the NHS Health Libraries. It is aimed at supplementing existing Skills for Care resources with a wider range of complementary materials.

Professionals will be able to benefit from a walk-in reference and study area; walk-in PC access to the social care database; inter-library loans; core social work books and related social care and health materials; and access to social work journals either on site or through the photocopying service.

Librarians, trained in supporting social work learning needs, will also be able to provide training on use of PC and search skills, and most libraries will also provide a free information searching service. The libraries are located at the following sites:

**North West London**  
John Squire Medical Library  
Northwick Park Hospital  
Watford Road, Harrow,  
Middlesex HA1 3UJ  
**Main contact:** Mike Kendall  
**Tel:** 020 8869 3322

**Central Middlesex Hospital Library**  
Acton Lane, London NW10 7NS  
**Main contact:** Marina Rossi  
**Tel:** 020 8453 2504

**North Central London**  
Archway Healthcare Library  
Holborn Union Building, Archway Campus,  
Highgate Hill, London N19 3UA  
**Main contact:** Beverley Chapman  
**Tel:** 020 7288 3580

**Islington PCT Library & Knowledge Service**  
338–346 Goswell Road, London EC1V 7LQ  
**Main contact:** Mandy Guest  
**Tel:** 020 7527 1241 / 1242 / 1243

**North East London**  
Aubrey Keep Library  
St. George's Hospital  
Sutton's Lane, Essex RM12 6RS  
**Main contact:** Maureen Rouse  
**Tel:** 01708 46 5530 / 29

**Waltham Forest Healthcare Library**  
Whipps Cross University Hospital NHS Trust  
Whipps Cross Road, London E11 1NR  
**Main contact:** Angela Head  
**Tel:** 020 8535 6973

**Central London**  
Bloomsbury Healthcare Library  
Bonham Carter House,  
52 Gower Street, London WC1E 6EB  
**Main contact:** Michael Larkin  
**Tel:** 020 7380 9097

**South West London**  
Croydon Health Library & Resource Service  
Croydon PCT  
12–18 Lennard Road, Croydon CR9 2RS  
**Main contact:** Jenny Williams  
**Tel:** 020 8274 6316 / 6313

**St George's Library**  
St George's University of London  
Hunter Wing, Cranmer Terrace,  
Tooting, London SW17 0RE  
**Main contact:** Karen John-Pierre  
**Tel:** 020 8725 5441

**South East London**  
Health First Learning Centre  
Mary Sheridan House,  
15 St Thomas Street, London Bridge,  
London SE1 9RY  
**Main contact:** Heidi Fanning  
**Tel:** 020 7188 2862

**SLAM Multidisciplinary Library**  
South London and Maudsley NHS Trust,  
108 Landor Road, Stockwell,  
London SW9 9NT  
**Main contact:** Paul Harrington  
**Tel:** 020 3228 6336

**Bromley Central Library**  
High Street, Bromley, Kent BR1 1EX  
**Main contact:** David Brockhurst  
**Tel:** 020 8461 7233

## Volunteers Needed for Research Writing

The Institute of Psychiatry, King's College London, is currently recruiting a group of eight volunteers to pilot an eLearning course for social workers interested in undertaking a small-scale practitioner research project but who have no experience in writing research proposals.

**Research Protocol Writing for Social Workers** starts on January 14 and is expected to take around 5–10 hours of study time each week over 12 weeks to fit around existing work and home commitments.

On successful completion of the course students will receive 30 academic credits at Masters level and 30 credits in the Post-Qualifying Framework for Social Work at Higher Specialist/Advanced Level.

Further information can be found on the IoP eLearning web pages at:  
[www.iop.kcl.ac.uk/swsc](http://www.iop.kcl.ac.uk/swsc)

# New Guidance on PQ Students Suitability for Work

**The General Social Care Council has recently produced new guidance aimed at clarifying the roles and responsibilities of universities, employers and the social care regulator regarding a student's suitability for the profession.**

All students on approved social work courses must now be registered with the GSCC, which has now taken over responsibility from higher education institutions (HEIs) for the suitability of students, including those on PQ courses, to enter and remain on social work programmes.

*Suitability for social work: ensuring the suitability of social work students to access and continue their training* includes an entire section on suitability procedures in the new PQ framework.

In particular, the new guidance updates procedures relating to a Post-Qualifying student's suitability to continue in the profession; including how and when information is shared between HEIs, the student's employer and the GSCC.

HEIs offering approved Post-Qualifying (PQ) awards in social work are required to establish and maintain processes to deal with students who are unsuitable to continue PQ training and remain on the Social Care Register.

In addition, a new duty has been placed upon employers to inform an HEI if a PQ student becomes the subject of a serious disciplinary investigation or suspension for reasons of unsuitability in the course of their work.

Other clauses in the guidance relate to procedures regarding self-employed independent social workers on PQ courses and concerns raised by HEIs about a student's suitability to continue in the profession.

The new guidance primarily aims to:

- clarify and improve the interface between HEI and GSCC processes and decision-making when there are concerns about a student's suitability;
- increase opportunities for sharing information;
- build upon case experience and examples to assist decision making;
- ensure that decision-making processes are fair and transparent, and that their legal basis is made explicit to applicants and students.

Other areas covered in the 57-page document range from application, selection and student registration processes; the roles and responsibilities of applicants, HEIs and the GSCC; to student withdrawal from programmes.

"Suitability for social work" is available from: [www.gsc.org.uk/NR/rdonlyres/CC3D2AC4-79FB-4A6B-B36F-47A7456C444F/0/SuitabilitydocumentPDF.pdf](http://www.gsc.org.uk/NR/rdonlyres/CC3D2AC4-79FB-4A6B-B36F-47A7456C444F/0/SuitabilitydocumentPDF.pdf)

## Apply Now for PQ Bursary Awards

**Independent social workers who have enrolled for post qualifying courses starting in the New Year have until 18 January 2008 to apply for financial help. In a bid to encourage more London applicants to take advantage of PQ bursary funding, Skills for Care London has increased the maximum limit to £600.**

Skills for Care London and the Children's Workforce Development Council are jointly offering PQ Bursary Awards to qualified social workers pursuing either a Post-Qualifying Specialist Award in Social Work, a Post Qualifying Higher Specialist Award in Social Work, or an Advanced Award in Social Work.

The award is only available to social workers who are responsible for paying their own national insurance contributions and who live in, and undertake most of their work, in the UK.

Interested candidates can apply for an application form from: [Edith.lfekwuna@skillsforcare.org.uk](mailto:Edith.lfekwuna@skillsforcare.org.uk) heading the subject field 'Bursary Information', or telephone Edith on 0207 471 6773.

## Assessment-only Provides Key Route



Margaret Delpy

**A new project to utilise the knowledge and skills from in-house courses to offer an assessment-only route to the specialist PQ modules, has been wholeheartedly embraced by employers in south-west London.**

The proposed route to the Post Qualifying Award in Social Work in the children, families and young people's specialism places greater emphasis on outcomes from in-house training by avoiding double input from employer in-house courses and university-based teaching.

The project – which won an Innovation Fund Award – also allows for closer links between the preparation and input provided for modules and boroughs' development and work priorities. This is a joint project by the SW London Skills for Care sub-regional group and Kingston University.

Assessments are to be undertaken by designated universities thereby guaranteeing the maintenance of academic standards and

mentors will be appointed to advise and support candidates completing the award by this route.

### Aims:

- to provide a strong employer led route to the specialist modules;
- to link in house training, adjusting and developing as necessary, to the assessment criteria for the PQASW;
- to use the professionalism and expertise of trainers in the field;
- to share in house training between the SW London boroughs of Croydon, Kingston, Merton, Richmond, Sutton & Wandsworth for economies of scale but also for the enrichment of the training.

Currently, the project is midway through a scoping exercise in finding the fit between available in-house courses, university curriculum, and assessment. Further information can be obtained from Margaret Delpy, Qualifications Advisor for Sutton Council, [margaret.delpy@sutton.gov.uk](mailto:margaret.delpy@sutton.gov.uk)

## Key features of PQ

- The new framework has the potential to support workforce development, new roles, and career ladders;
- PQ is part of the wider context of CPD for the entire social care workforce;
- Employers can fashion the PQ framework to their needs by "commissioning" programmes from universities;
- PQ awards could help develop the skills of lead professionals, the Early Years Professional, and the social pedagogue in children's workforce development;
- PQ learning emphasises multi professional practice;
- PQ benefits include the ASW/ Mental Health Award, which will become an Approved Mental Health Practitioner Award;
- The PQ awards or modules for Children, Young People, Families and Carers, are available to a range of children's workforce practitioners;
- The new Leadership and management specialism could develop social workers as mentors and leaders within skill mix teams;
- 'Social work consultants' – providing practice leadership whilst retaining some practice – could be developed via a 'professional doctorate'/DBA.

## Wanted: PQ Champions

**The social care sector is in urgent need of people keen to champion the new post qualifying and continuing professional development agenda, according to a leading social care consultant.**

Independent consultant Patricia Higham believes social care champions could help employers better understand the range of benefits to be derived from embracing the CPD/PQ framework, as it is still relatively unknown.

Writing in the October 2007 issue of the East Midlands PQ Bulletin, Higham said champions can achieve this within their own organisation by placing CPD/PQ on agendas of meetings.

Champions could also be instrumental in convincing employers to incorporate on-going staff training and development into strategic plans, and encouraging organisations to devote greater resources to CPD/PQ.

A host of features of PQ (including those listed above) will be of interest to senior managers responsible for strategic workforce planning, including recruitment and retention; middle managers; and team managers.

Higham believes that the new PQ framework could be the initial platform for the promotion of CPD whose scope can then be extended to cover other strategic aspects of CPD for a wider range of workers in later years.

# PQ Information Exchange Update

**Initial feedback from employers about the new PQ framework has revealed a keen interest in specialist level awards but a lukewarm welcome for Higher Specialist and PQ Advanced Awards.**

The third Skills for Care London PQ Information Exchange Forum explored the impact upon employers since the framework was introduced in September.

Lack of information about 2008–09 funding streams, such as NTS and HRD grants, has given rise to concern that demand could outstrip monies available and impact upon the roll out of the revised PQ framework.

Other issues centred around the level of support for practitioners undertaking modules where there is legal, professional and political necessity such as the ASW, children’s work and practice learning; and the need to actively promote PQ for those working in adult social care.

The forum suggested that support from senior managers could be improved if the framework was linked to requirements of Ofsted, the GSCC and government performance indicators.

### Innovation Fund

London is celebrating significant successes following awards from the Skills for Care Innovation Fund to London partnerships including some work with international candidates, via Greenwich University/Bromley College and employers. The more recent successful bids have been from partnerships led by Goldsmiths College, University of London and City University. See box below for full list.

Although it is anticipated there will be a further round of innovation funding, the themes and timescales for this have not yet been confirmed.

### GLPQ Update

The Greater London Post-Qualifying Consortia (GLPQ) is to provide a residual

service until September 2008 with bursary and registration advice available from candidate services manager, Emma Smallacombe, and professional practice advice from former chief officer Rohan Burke, via the GLPQ mobile number **07903 800082** or by email **info@glpq.com**

**The next PQ Information Exchange Forum will be held on the morning of 26 February 2008.**

For a copy of the booking form, please contact Edith Ifekwuna on **Edith.ifekwuna@skillsforcare.org.uk** **020 7471 6773**

# City Leads the Way

**City University is soon to launch an inter-professional practice project which could see skills development being more integrated into the workplace through action learning sets.**

The 12-month pilot project, *Organisational Learning and Change in Inter-professional Practice*, is amongst six London bids allocated an Innovation Fund award.

The pilot is being run in conjunction with Hackney children’s, and Corporation of London adult social services departments; mental health charity Young Minds; and people who use services and their carers affiliated to Barts hospital and the London Patient Advice and Liaison Service (PALS).

Dr Kathryn Waddington and Jeanette Copperman – both senior lecturers at City University’s Department of Applied Psychosocial Sciences in the School of Community and Health Sciences – will lead on the project aimed at professionals working in adult, children’s or mental health services.

Kathryn explained that the idea had its roots in a scoping exercise in which local authority employers in north east London expressed a keen interest in organisational management learning.

A consultation workshop with social work employers last March further identified inter-professional leadership and management as a particular priority area, together with work-based learning.

The action learning sets are to be delivered in the workplace as eight half-day workshops running between April and July 2008.

Action learning projects are an effective way of tackling work-based issues and problems in which participants reflect the range of practitioners, managers

and others involved in or with decision-making responsibility for the project, explained Kathryn.

“What we want is to engage in an organisational project that candidates work on through the action learning sets. And what is most important is that the action learning sets are delivered inter-professionally.”

Under this approach a team could consist of people on the ground floor, struggling to attract resources working alongside those further up the ladder with decision-making responsibility. Inter-professional learning in this way unlocks the organisational challenges in an effective way for the entire team.

“We are really hoping that by working in this way with this group of people we can engage from an inter-professional point of view,” added Kathryn. “We want to use this project to gauge what future research and workforce development needs from social work will be.”

The project is expected to contribute to the development of advanced inter-professional practice development in leadership and management within the new PQ framework

and participants will receive academic credit for the action learning module should they wish to do so through the university’s professional development work based learning programme .

The action learning set approach is expected to further develop inter-professional leadership and team working skills; strengthen inter-professional networks of practitioners, researchers and educationalists; and further build upon existing partnerships between the university, its project partners and employers.

Three working papers are planned across the lifespan of the project, with the final paper – due to be completed in August 2008 – primarily being a review containing recommendations for developing advanced inter-professional practice, service delivery and next steps.

**Further information:**  
Scoping Interprofessional Education and Training in Social Work in Eight London Boroughs: [www.city.ac.uk/ippr/dps/Scoping%20Document%20JCPN.pdf](http://www.city.ac.uk/ippr/dps/Scoping%20Document%20JCPN.pdf)

| Name  | Innovation Fund Bid Title  |
|---|--|
| Sub Regional Partnership – SW London LRN/Kingston University/NWL/Kingston University PWUS | Developing an Electronic Portfolio to support Social Workers’ achievement of the PQ Specialist Awards  |
| Bromley, Greenwich, Greenwich University & Mental Health Services                         | The use of the PQ framework to support the continuing professional needs of internationally qualified social workers recruited to services in London, particularly in the use of the consolidation module to ensure readiness to practice. |
| SW London LRN & Sub regional group, Kingston University                                   | To develop an assessment-only route to modules at the Specialist level (Child Care) of the new PQ framework  |
| LB Southwark, SLM-NHS, IOP & PWUS   | Widening access to modules of the Post-Qualifying award in higher specialist and advanced social work that support an expansion in the evidence base for social work.  |
| City University, Institute of Community and Health Sciences                               | Using the PQ Framework to promote advanced inter-professional practice in managing change: a work based initiative.  |
| Professional and Community Education (PACE), Goldsmiths, University of London             | Integrating employer workforce planning and people who use services, and carers’ perspectives on practice education with the new PQ award framework.   |