



Northern Ireland Post Qualifying
Education & Training Partnership

STRATEGIC PLAN

2007 – 2010

Produced by:

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INTRODUCTION

The Northern Ireland Post Qualifying Education & Training Partnership has as its membership a range of bodies, representing both social work education and employer interests. Members come from voluntary and statutory social work agencies and educational establishments involved in the delivery of post qualifying education and training.

In developing this 3 year strategic plan the partnership is mindful of the Review of Public Administration and the potential impact of these structural changes. However, it has taken the view that its role in the development and delivery of the Post Qualifying Framework will continue between 2007-2010.

The core business of NIPQETP is influenced by Personal Social Services Development & Training Strategy 2006 – 2016 and by standards set by the Northern Ireland Social Care Council (NISCC) and the Regulation and Quality Improvement Authority (RQIA). One of the strategic targets in the Development & Training Strategy will have a direct impact on the work of the Partnership i.e. from 2009, all new social work registrants and re-registrants will be working towards or hold relevant accredited training or qualifications appropriate to the job role and associated with continuing registration. The increasing number of Social Workers accessing the PQ framework will have an impact on the existing systems for enrolment, assessment and accreditation.

“Post-qualifying education and training is designed to equip social workers to develop further their knowledge and expertise beyond qualifying level in working with and safeguarding people in risky situations.” (Personal Social Services Development & Training Strategy 2006 – 2016).

MISSION

The aim of the Northern Ireland Post Qualifying Education & Training Partnership is to provide a visionary, comprehensive and flexible approach to the determination and management of the arrangements for the delivery of the Northern Ireland Post Qualifying Framework; the framework supports the continuing professional development of social work staff throughout their careers. The partnership collaborates to manage the arrangements for the delivery of the Post Qualifying Framework which supports effective, safe and competent interventions with service users.

VALUES

The work of the partnership is underpinned by the Northern Ireland Social Care Council's Codes of Practice for Employers and Employees; and the following values which NIPQETP will actively apply to all areas of its work:

Collaboration

NIPQETP believes that effective collaboration between employers, educational establishments and social workers from all sectors is essential to meeting professional standards and the needs of service users.

Life-long Learning

NIPQETP believes that learning continues throughout the worker's professional life and builds on the individual's experience. Such learning is underpinned by professional social work values and anti-oppressive practice.

Accessibility

NIPQETP believes that post qualifying training should be available to all social work professionals wherever they work. The flexible routes to achievement reflect the diversity of the service and the different working environments.

Integrity

NIPQETP believes that integrity and honesty are vital in maintaining trust and confidence. We will work in an open and transparent manner to ensure the highest standards of professionalism.

Excellence

NIPQETP believes in the importance of high standards in meeting the needs of service users and stakeholders. It will continuously improve the standard of service it provides to social workers.

Equality, Diversity & Human Rights

NIPQETP believes that a commitment to equality, diversity and the rights of the individual underpin all of what we do. We will ensure that the partnership's role in managing the arrangements for the delivery of the Northern Ireland Post Qualifying Framework reflects this commitment.

CORE AIMS 2007 – 2010

1 DELIVERY of THE CURRENT UK PQ FRAMEWORK

NIPQETP will continue to facilitate access for eligible candidates to enable them to complete UK PQ Awards by 30 June 2010. NIPQETP recognises the importance of managing this delivery to the highest standards.

Priorities 2007 -2010

- 1.1 To ensure the UK PQ Framework remains fit for purpose to meet the needs of stakeholders.
- 1.2 To ensure the delivery of the UK PQ Framework is supportive of the strategic aims of the Personal Social Services Development and Training Strategy.
- 1.3 To ensure common minimum standards across the wide variety of post qualifying education and training provision.
- 1.4 To provide opportunities which will enable candidates to complete awards by 30 June 2010.

2 THE TRANSITION FROM THE UK PQ FRAMEWORK TO THE NI PQ FRAMEWORK

NIPQETP will effectively manage the transitional arrangements as responsibilities move from the General Social Care Council to the Northern Ireland Social Care Council. It recognises the importance of managing effectively during a period of change.

Priorities 2007 -2010

- 2.1 To manage the transitional arrangements and their impact on candidates.
- 2.2 To provide requirements and guidance for the transition of existing programmes to the Northern Ireland Post Qualifying Framework.
- 2.3 To manage the transitional arrangements and monitor their impact on programmes.
- 2.4 To manage the impact of the change in role of the Northern Ireland Social Care Council and the withdrawal of the General Social Care Council from arrangements in NI.
- 2.5 To provide information with regard to candidates completing within the UK PQ Framework.

3 IMPLEMENTATION OF THE NI PQ FRAMEWORK

NIPQETP aims to manage the arrangements for the delivery of the Northern Ireland Post Qualifying Framework. This framework will determine the content of post qualifying education and training for social workers in Northern Ireland leading to Northern Ireland Social Care Council awards.

Priorities 2007 -2010

- 3.1 To implement the NI PQ Framework efficiently and effectively, ensuring it supports the delivery of Personal Social Services Development & Training Strategy 2006 – 2016.
- 3.2 To ensure the implementation of the NI PQ Framework meets the changing needs of key stakeholders.
- 3.3 To determine the accreditation of existing and new programmes in the NI PQ Framework, ensuring provision meets the education and training need of the social workforce.
- 3.4 To develop agreed standards across routes to achievement within the NI PQ Framework.
- 3.5 To develop new Quality Assurance arrangements, in preparation for the implementation of the NI PQ Framework.
- 3.6 To develop and implement a consultation strategy which will facilitate engagement with a range of stakeholders and interested parties.

4 PROMOTION OF THE NI PQ FRAMEWORK

NIPQETP aims to effectively promote the NI PQ Framework to the social work workforce of NI and their employers. This is particularly important during a period of change which has an impact on social work staff.

Priorities 2007 -2010

- 4.1 To promote the NI PQ Framework and provide information to key stakeholders and interests.
- 4.2 To promote the value and credibility of social work post qualifying education and training for with other disciplines.
- 4.3 To promote shared learning with professionals in other key services such as health, education and justice

5 SYSTEMS INFORMATION ON THE NI PQ FRAMEWORK

NIPQETP aims to provide and manage a comprehensive information base that records and reports on all activity within the NI PQ Framework. The effective delivery of this system is critical to the success of the NI PQ Framework.

Priorities 2007 -2010

- 5.1 To manage enrolment and ensure prospective candidates and employers are kept informed about the enrolment system.
- 5.2 To manage the development and provision of the information base for the NI Post Qualifying Framework.
- 5.3 To ensure the effective access by key stakeholder to the information base as appropriate to their role.
- 5.4 To ensure effective use of the information and data relevant to:
 - (a) the completion of the UK PQ Framework and
 - (b) the delivery of the NI PQ Framework.

6 MAINTENANCE AND DEVELOPMENT OF THE PARTNERSHIP

NIPQETP aims to maintain and develop the expertise of the partnership as the structure for managing the delivery of the NI PQ Framework.

Priorities 2007-2010

- 6.1 To manage the impact for NIPQETP of the Review of Public Administration (when the partnership's functions come under the auspices of the Regional Health and Social Services Authority) on the relationships between NIPQETP and
 - the Department of Health, Social Services and Public Safety;
 - the Regional Health & Social Services Authority;
 - the Northern Ireland Social Care Council.
- 6.2 To agree and establish effective relations with the relevant regulatory and inspection bodies in all social work sectors.
- 6.3 To ensure the partnership and its structures are fit for purpose and enable NIPQETP's role in taking forward the Personal Social Services Development & Training Strategy.

- 6.4 To develop strategic relationships with relevant Government Departments.
- 6.5 To facilitate discussion within the Partnership and with other relevant bodies on those strategic and operational developments with the potential to have an impact on social work education and training provision.
- 6.6 To advise the NISCC of any gaps or potential gaps in post qualifying education and training provision, enabling the most efficient use of resources to address these gaps.
- 6.7 To ensure the highest standards and practice in the partnership's governance arrangements that reflect best practice and changes in the external environment.

SUPPORTING AIMS

7 MANAGING & DEVELOPING HUMAN RESOURCES

NIPQETP will ensure that staff are recruited, valued, supported and developed to achieve the aims of the partnership.

Priorities 2007 - 2010

- 7.1 To ensure there is an appropriate staffing structure and complement to achieve the objectives of NIPQETP.
- 7.2 To review employment policies and procedure to ensure they reflect statutory requirements and best practice.
- 7.3 To develop, implement and review a performance appraisal system.

8 ACQUIRING & MANAGING FINANCIAL RESOURCES

NIPQETP will strive to optimise its annual budget and ensure that it is effectively and efficiently managed.

Priorities 2007 - 2010

- 8.1 To secure sufficient income for the partnership to achieve its aims and objectives.
- 8.2 To continue to improve financial planning, control and accountability.