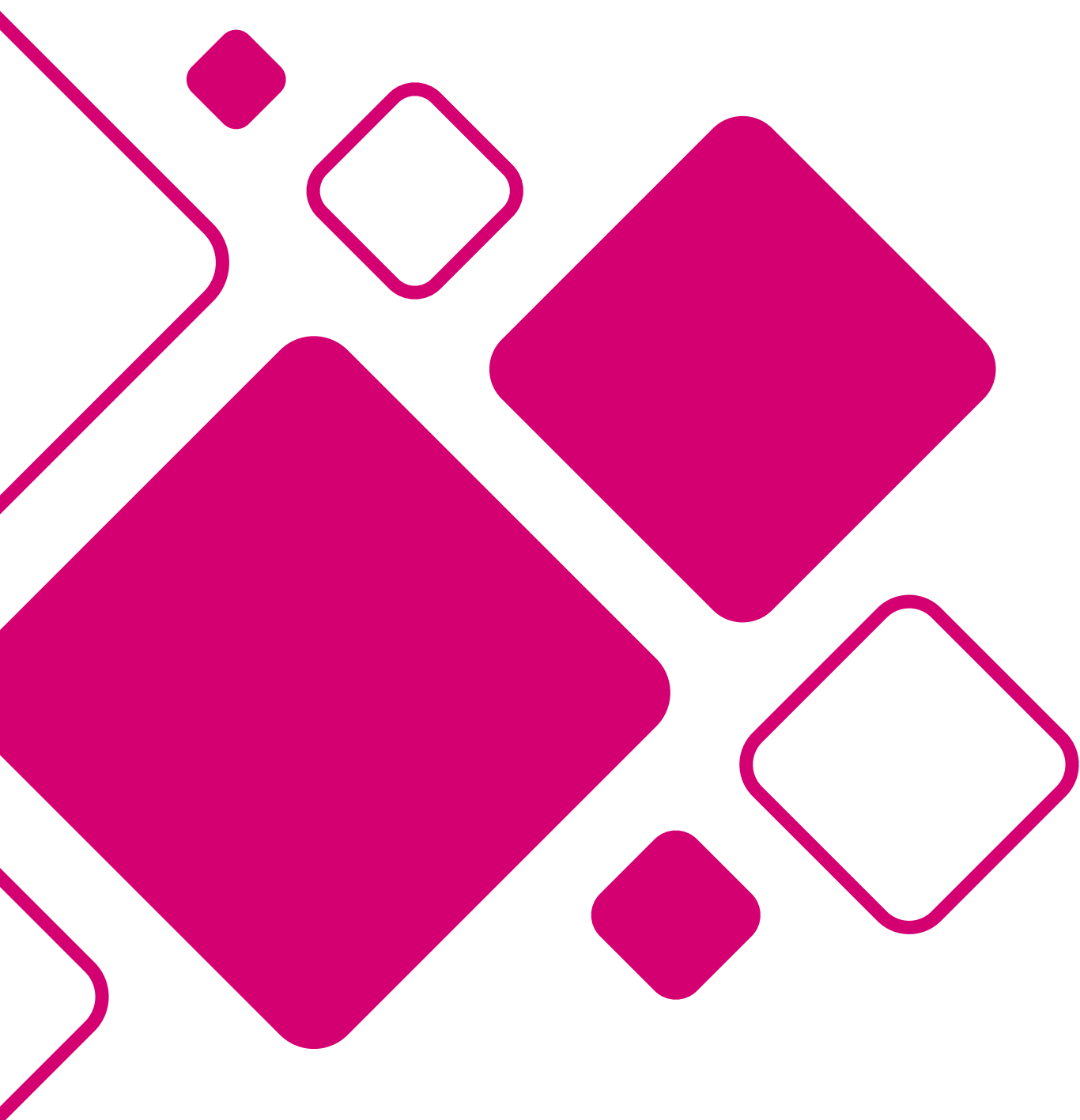


NursingDirect

POLICY NUMBER: **76**

POLICY TITLE: **CARE CERTIFICATE**

WHO MUST ABIDE BY THIS POLICY? **ALL AGENCY STAFF**



CARE CERTIFICATE

THE PURPOSE OF THIS POLICY

To provide guidance to care workers on Care Certificate.

INTRODUCING THE CARE CERTIFICATE

Following the Francis Inquiry, Camilla Cavendish was asked by the Secretary of State to review and make recommendations on the recruitment, training, management and support of healthcare assistants and social care support workers.

The resulting report, published in July 2013, found that the preparation of healthcare assistants and social care support workers for their roles within care settings was inconsistent, and one of the recommendations was the development of the Care Certificate.

Achievement of the Care Certificate should ensure that the care worker has the required values, behaviours, competences and skills to provide high quality, compassionate care.

The Care Certificate standards were released on 31 January 2015 and the expectation is that all new starters in health and social care, from April 2015, will complete the Care Certificate as part of their induction.

CONTENT

The Care Certificate replaces the existing Common Induction Standards and the National Minimum Training Standards.

The Care Certificate sets out explicitly the learning outcomes, competences and standards of behaviour that must be expected of social care workers, ensuring that they are caring, compassionate.

And provide quality care. It will form a key component of the overall induction an employer must legally provide to meet the essential standards set out by the Care Quality Commission (CQC).

ASSESSMENT OF THE CARE CERTIFICATE

Most assessments should be within a care setting, in practice, with individuals who use care services, and should be completed face to face by an occupationally competent assessor who has the relevant qualifications, knowledge, skills and experience to carry out their role. Some elements may be theory based, using scenarios, role play and reflection. Learners can practice and develop their new skills in a classroom or similar setting but the assessment evidence must be collected during real work activity.

The Care Certificate must be completed and assessed before new social care workers can practice without supervision in any setting. The certificate can be achieved by a staged approach and as the care worker achieves each standard they can operate within those standards independently.

QUALITY ASSURANCE

The employer is responsible for assuring the quality of the teaching and assessment of the Care Certificate. The Registered Manager or named person must assure themselves that the standard of teaching and assessment is of sufficient quality that they can be confident that the social care worker has fully met the standard. The Care Certificate will be quality assured via the CQC's existing methodology in reviewing its essential standards.

HOW WILL WE DELIVER THE CARE CERTIFICATE?

All of our existing training materials have been written to meet the outcomes and we will rely on our workbooks and observation of practice in the workplace to help you achieve within 12 weeks of starting with us.

IN SUMMARY

All new starters with Nursing Direct will have the Care Certificate delivered to them.

The Care Certificate outcomes will be covered through a combination of face to face training, knowledge tests, and observation of practice in the workplace and completion of the new Learner Tool-kit for Carers.

There are 15 standards that need to be completed - time-scales for completion will vary depending on hours worked but the Certificate should generally be achieved by 12 weeks. Lynn James our Registered Manager remains responsible for ensuring the Care Certificate is delivered and signing new staff off as complete once all elements have been achieved.

You can find out more about the Care Certificate standards using the Skills for Health Care Certificate Framework.