



Introduction

The free summary of **Effective workplace assessment in social care** has been published by Skills for Care. It covers the adult social care sector and the effectiveness of its workers.

The summary is available on the following website, accessed on 14th August 2024: <https://www.skillsforcare.org.uk/briefing>

You can find Skills for Care's **Effective supervision** guide here.

In both cases, the availability of information, recording, and data has improved and is improving in the care sector as a result of the Skills for Care 'Accade' standard.

Effective workplace assessment and Effective supervision are fundamental to adult social care practice and must be used in a fair and balanced manner.

Both publications make a clear reference to the standards set out in CQC-registered social care employers' Care Certificate requirements for the role.

Background

Workers in the sector are often faced with an increasing number of issues that affect their performance. This can be due to a number of factors, including workload, lack of training, and poor supervision. The aim of these documents is to provide a clear overview of the requirements for effective workplace assessment and supervision in the social care sector.

There is a need to ensure that workers are supported and enabled to meet the requirements of the Care Certificate, but the current practice is often not in line with the requirements.

In a case, a worker may not be able to perform their role effectively. This is often due to a lack of training, experience, or supervision. It is important to ensure that workers are competent to work unsupervised, i.e. be able to perform their role effectively, reliably and safely.

Effective workplace assessment is a process of gathering information about a worker's performance and skills. This can be done through a number of methods, including observation, discussion, and assessment. The information gathered can be used to identify areas for improvement and to provide feedback to the worker. It can also be used to inform decisions about whether a worker is competent to work unsupervised.

Why assess your workers?

Man adult social care workers are a key part of the workforce. They are responsible for providing care and support to vulnerable people. It is important to ensure that they are competent to perform their role effectively and safely. This requires regular assessment and supervision.

Training and development are essential for workers to maintain and improve their skills and knowledge. Regular assessment and supervision can help to identify areas for improvement and to provide targeted training and support.

Assessment and supervision can also help to ensure that workers are working within their own limits and are not overworked or underworked.

Effective workplace assessment and supervision are essential for ensuring that workers are competent to perform their role effectively and safely. This requires a clear understanding of the requirements for effective workplace assessment and supervision, and the provision of training and support to meet these requirements.

What does an assessment look like?

In adult social care practice, assessment is a key part of the process. It is used to identify the skills and knowledge of workers and to determine whether they are competent to perform their role effectively and safely.

This can include both formal and informal assessment. Formal assessment is a structured process that is designed to assess a worker's performance in a specific area. Informal assessment is a more relaxed process that is used to assess a worker's performance in a general sense.

Observation and discussion are two common methods of assessment. Observation involves watching a worker perform their role and recording their performance. Discussion involves talking to a worker about their performance and asking them for their views on their own performance.

Quality assurance

Ensuring quality assurance is a key part of the process. This involves ensuring that workers are working to a high standard and that the services they provide are of a high quality. This can be achieved through a number of methods, including regular assessment and supervision.



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Assessing the Care Certificate

Effective workplace assessment will measure a range of different standards of the Care Certificate.

The Care Certificate standards are intended to be a blend of a range of practice and theory, to ensure a balance of standard-based and competency-based assessment, and to be able to be assessed against the Care Certificate standards. There is no evidence that a range of different standards of the Care Certificate.

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Assessment of those new to care

Individuals who are new to care should be assessed against the Care Certificate standards. The Care Certificate standards are intended to be a blend of a range of practice and theory, to ensure a balance of standard-based and competency-based assessment, and to be able to be assessed against the Care Certificate standards. There is no evidence that a range of different standards of the Care Certificate.

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Assessment of those with previous experience

When assessing individuals with previous experience, the Care Certificate standards are intended to be a blend of a range of practice and theory, to ensure a balance of standard-based and competency-based assessment, and to be able to be assessed against the Care Certificate standards. There is no evidence that a range of different standards of the Care Certificate.

Employers can use the free Care Certificate Mandatory Resource, which is available to all employers. The Care Certificate standards are intended to be a blend of a range of practice and theory, to ensure a balance of standard-based and competency-based assessment, and to be able to be assessed against the Care Certificate standards. There is no evidence that a range of different standards of the Care Certificate.

Do not assume that individuals with previous experience will be able to meet the Care Certificate standards. The Care Certificate standards are intended to be a blend of a range of practice and theory, to ensure a balance of standard-based and competency-based assessment, and to be able to be assessed against the Care Certificate standards. There is no evidence that a range of different standards of the Care Certificate.

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Evidence and record keeping

Assessment evidence should include: a range of evidence, including direct observation, feedback, and self-reflection. The Care Certificate standards are intended to be a blend of a range of practice and theory, to ensure a balance of standard-based and competency-based assessment, and to be able to be assessed against the Care Certificate standards. There is no evidence that a range of different standards of the Care Certificate.

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