



Buckinghamshire Council Progression Framework

Qualified Social Worker and Occupational Therapist Practitioners Range 6 - 7 in Adult Social Care

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Introduction

Continuous professional development is essential at every level of the organisation, and as a result, we want to ensure that career progression is not only possible but championed. This will help us retain staff and deliver high-quality support to our residents.

The Better Lives Strategic Workforce plan outlines the direction and framework needed for Adults Social Care and Health to retain a highly skilled, responsive, and confident sector wide social care workforce, able to meet our statutory responsibilities including the Care Act (2014). As we start to put in place the right foundations, based on the right workforce, this will underpin us in ensuring that the vision of our Better Lives model becomes a reality.

This Career Progression framework is designed specifically for qualified Social Worker and Occupational Therapy practitioners and is part of a wider career framework strategy that focuses on other posts within adult social care.



We recognise that we need positive engagement across our social care workforce, with stronger investment and effective locality focused planning.

Empowering and supporting our workforce to bring your strengths and talents to do what you do best is at the heart of our vision.

We commit to delivering this vision through skills development, career pathways, increased numbers of trainees, the development of new roles, and investment in the wellbeing of our workforce.

Our Journey to Outstanding

A workforce that:

- Continues to feel empowered, enthusiastic, and invigorated
- Is confident in its ability to work with complicated risk and decision making to get the safest and best outcomes for its residents
- Can co-produce and work in partnership with individuals, carers, families, communities and other professionals
- Is helping to develop community skills and resources
- Is supported by high quality leaders and managers
- Is motivated to develop to its fullest potential and supported to do so

This progression framework sets out the criteria and the process for competency-based progression for all Occupational Therapists and Social Workers who are considering their career development and aspiring to an Advanced Practitioner role. Whilst the statutory functions remain the same, working at an advanced level of practice requires a greater level of depth and breadth of practice as well as demonstrable levels of expertise and leadership.

Key Characteristics for Qualified Social Work and Occupational Therapy Practitioners developing to advanced or specialist levels:

The following characteristics sum up the type of specialist knowledge, skills and experience demonstrated by Advanced Practitioners in their day-to-day practice:

- Advanced Practitioners are highly skilled in your field, be it within social work or occupational therapy.
- You are routinely involved in supervision or oversight of others supporting with highly specialised practice and learning and development.
- You ensure the integration of professional knowledge, and perspectives of people with lived experience is routinely embedded in your practice.
- You are a confident ambassador and leader across social work or occupational therapy, both internally and external to the department.
- Advanced Practitioners make a difference by working both directly with people in highly complex situations, and by supporting staff to provide better outcomes for residents of Buckinghamshire who use services, or have the support from families, carers, and communities.
- You will be operating at a level of competence and confidence, underpinned by practice experience, reflection, and deepening understanding of the situation you might be supporting.

- The ability to work independently and to collaborate on equal terms with members of other professions
- You will be able to understand and see the quality of professional judgements made, and the level of ability to explain and justify them
- You will be able to demonstrate high levels of professional curiosity within depth and breadth of practice, particularly in relation to responding to safeguarding concerns.
- You will be able to demonstrate high levels of efficiency of the work you undertake, and the outcomes achieved, including opportunities for preventive work
- You will be able to take the initiative, form constructive alliances with other key stakeholders and to act as a change agent
- You will be able to engage effectively with situations of increasing complexity and challenge; for example, those with:
 - Multi-agency input
 - Complex family / organisational dynamics
 - Serious hostility and conflicts of interest
 - Multiple problems / disadvantages
 - Multiple / significant risk factors
 - Consideration of public interest
 - The appropriate use of authority and challenge
 - The ability and commitment to educate and provide professional supervision to others
 - Demonstration of leadership, management, and research

Using the Career Progression Framework

The career progression framework has been developed to support Assistant Team Managers, Team Managers and Heads of Service to support and evidence Social Workers' and Occupational Therapists' career progression. It is a helpful tool that should be referenced within the Supervision and Coaching for Performance sessions between the supervisor and the supervisee, to help demonstrate clear expectations for a Social Worker or Occupational Therapist at R6 who is aspiring to gain an R7 role. The tool can be used to focus areas of skill or experience that still needs to be developed in conjunction with some learning objectives discussed with the supervision session.

The framework is an amalgam of the key roles and responsibilities as set out in the job descriptions for Social Worker, Occupational Therapist and Advanced Practitioners, along with additional competencies defined by local Government Association Standards for Employers of Social Workers in England, Social Work England, BASW, and RCOT.

Moving from a Range 6 role to Advanced Practitioner

A clear progression process is now in place for practitioners, supported by their supervisors, managers, and Heads of Service, which is designed avoid formal application and interview processes, and is there to facilitate a more efficient and evidence-based approach.

The progression process is set out by the following steps:

1. The worker and their manager use the Career Progression table within supervision, Coaching for Performance, and other development forums, and provide evidence against the criteria set out. The table can be used to record comments giving demonstrable sets of examples and dates showing that particular aspect of competency has been met or exceeded. This will be a body of evidence, that will support the process of career progression.
2. The progression table is designed to be straight forward and enable a journey of a worker's key skills and competencies directly referenced from the job description
3. At the point that the career framework is evidenced across the key competencies, the manager should be sharing the findings with their Head of Service, who will make the recommendation to the Operational Director for final sign off.
4. Once agreement and sign-off has be reached, the Head of Service will follow the necessary HR/SAP process and the worker will be informed verbally and then followed up in writing.
5. In certain circumstances, the Head of Service and Director may need to deploy the new R7 Advanced Practitioner to another team/service, according to business need. This will need to be made clear to the worker as part of this process.

Social Worker Career Progression Table Range 6 to Range 7

Social Worker Range 6 entry point	Social Worker – Key Competencies Range 6	Competency Reached? ✓	Advanced Practitioner – Key Competencies Range 7	Competency Reached? ✓	Manager and Worker Comments
<p>The new R6 Social Worker will have recently successfully completed the ASYE programme.</p> <p>They will demonstrate awareness and compliance with required standards, including the Social Work Professional Capabilities Framework (Social Work level).</p> <p>Using professional reflective supervision, they will demonstrate a developing understanding of risk and decision making in their practice.</p>	<p>They will demonstrate awareness and compliance with required standards including the Social Work Professional Capabilities Framework.</p> <p>Using professional reflective supervision, they will demonstrate confident and effective judgement around risk and accountability in decision making.</p> <p>They will take professional responsibility as directed for managing a caseload, engaging with individuals, families and carers who require support and guidance. Consistently identify needs and outcomes through assessment and plan support promoting choice, control and autonomy evidenced through audits.</p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	<p>Successful completion qualifying year together with two years post qualifying experience of working as a Range 6 Practitioner</p> <p>Practitioners at this level will have achieved or be working to achieve a post-qualifying award which may include Best Interest Assessor, Approved Mental Health Practitioner, Practice Educator or Autism Specialist.</p> <p>They will complete a range of complex work, offer leadership in challenging cases which will need high levels of communication and good negotiation skills in liaising with a wide range of professionals, residents and their families.</p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	

<p>Demonstrate a basic understanding of the Better Lives Programme and how this impacts on the wellbeing and independence of residents and their carers.</p>	<p>Demonstrate the promotion of strength-based support in a community setting and an understanding the role of the partner organisations and other key stakeholders in meeting wellbeing and independence outcomes.</p>	<input type="checkbox"/>	<p>Advanced Practitioners will have their practice recognised as exemplary and provide leadership and professional wisdom to their colleagues and other professionals for work in situations of high complexity.</p>	<input type="checkbox"/>	
<p>Have a developing understanding of care and support options to help inform the choices of people they support.</p>	<p>Have a good understanding of care and support options to help inform the choices of people they support.</p>	<input type="checkbox"/>	<p>They contribute to the development of knowledge and promotion of excellence in their field using evidence-informed practice.</p>	<input type="checkbox"/>	
	<p>They will take an active part in the assessment of Mental Capacity, Safeguarding Adults and carers and NHS Continuing Healthcare.</p>	<input type="checkbox"/>	<p>They will have in depth knowledge and skill in one or more fields of practice which may have been developed through a formal post- qualifying training and development activity.</p>	<input type="checkbox"/>	
	<p>Practitioners at this level will be considering their professional development and considering specialist training programmes which may include Best Interest Assessor, Approved Mental Health Practitioner, Practice Educator or Autism Specialist.</p>	<input type="checkbox"/>	<p>To be an ambassador and leader across social work both internally and external to the department, ensuring the highest standards of service are provided to the residents of Buckinghamshire.</p>	<input type="checkbox"/>	
			<p>They will take a leading role and act as “Champions” in practice development, helping to promote and sustain a learning culture and mentor less experienced staff</p>	<input type="checkbox"/>	

	<p>Practitioners at this level will demonstrate consistent good practice in case management, evidenced through audits and supervision.</p> <p>They may have a postgraduate qualification and role in specialised practice, e.g., AMHP, PEPS 1&2 BIA or another specialism.</p> <p>They may have a largely autonomous role as sole or lead practitioner in a team or within a service area.</p> <p>They may undertake complex tasks such as chairing significant meetings, offering expert support and advice to case conferences, producing high quality and more specialised assessments and reports for a range of functions.</p>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<p>supporting with personal and professional development.</p> <p>They may undertake complex tasks such as chairing significant meetings, offering expert support and advice to case conferences, producing high quality and more specialised assessments and reports for a range of functions.</p> <p>They will identify and behave as an Advanced Professional Social Worker, committed to their professional development and professional values.</p> <p>They will be confident in critical reflection and analysis to inform and provide a rationale for professional decision-making.</p> <p>Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced staff and colleagues.</p>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
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Occupational Therapist Career Progression Table Range 6 to Range 7

Occupational Therapist Range 6 entry point	Occupational Therapist – Key Competencies Range 6	Competency Reached? ✓	Advanced Practitioner – OT – Key Competencies Range 7	Competency Reached? ✓	Manager and Worker Comments
<p>The new R6 Occupational Therapist will have recently successfully completed their OT Preceptorship programme.</p> <p>They will demonstrate awareness and compliance with the Code of Ethics and Professional Conduct and Professional Standards for Occupational Therapy practice (Royal College of OT) which outlines behaviours and values to ensure good and safe professional practice in occupational therapy.</p> <p>Using professional reflective supervision, they will demonstrate a developing understanding of risk and decision making in their practice.</p>	<p>They will demonstrate awareness and compliance with the Code of Ethics and Professional Conduct and Professional Standards for Occupational Therapy practice (Royal College of OT) which outlines behaviours and values to ensure good and safe professional practice in occupational therapy.</p> <p>Using professional reflective supervision, they will demonstrate confident and effective judgement around risk and accountability in decision making.</p> <p>They will take professional responsibility as directed for managing a caseload, engaging with individuals, families and carers who require support and guidance. Consistently identify needs and outcomes through assessment and plan support</p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	<p>Successful completion qualifying year together with two years post qualifying experience of working as a Range 6 Practitioner</p> <p>Practitioners at this level will have achieved or be working to achieve a post-qualifying award which may include Best Interest Assessor, Approved Mental Health Practitioner, Practice Educator or Autism Specialist.</p> <p>They will complete a range of complex work, offer leadership in challenging cases which will need high levels of communication and good negotiation skills in liaising with a wide range of professionals, residents and their families.</p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	

<p>Demonstrate a basic understanding of the Better Lives Programme and how this impacts on the wellbeing and independence of residents and their carers.</p> <p>Have a developing understanding of care and support options to help inform the choices of people they support.</p>	<p>promoting choice, control and autonomy evidenced through audits.</p> <p>Demonstrate the promotion of strength-based support in a community setting and an understanding the role of the partner organisations and other key stakeholders in meeting wellbeing and independence outcomes</p> <p>They are expected to routinely undertake the role of Practice Educator with occupational therapy students and to supervise newly qualified occupational therapists</p> <p>Have a good understanding of care and support options to help inform the choices of people they support.</p> <p>They will take an active part in the assessment of Mental Capacity, Safeguarding Adults and carers and NHS Continuing Healthcare.</p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	<p>Advanced Practitioners will have their practice recognised as exemplary and provide leadership and professional wisdom to their colleagues and other professionals for work in situations of high complexity. They contribute to the development of knowledge and promotion of excellence in their field using evidence-informed practice.</p> <p>They will have in depth knowledge and skill in one or more fields of practice which may have been developed through a formal post- qualifying training and/or development activity, such as complex moving and handling.</p> <p>To be an ambassador and leader across social work both internally and external to the department, ensuring the highest standards of service are provided to the residents of Buckinghamshire.</p> <p>They will take a leading role and act as “Champions” in practice development, helping to promote and sustain a learning culture and mentor less experienced staff supporting with personal and professional development.</p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	
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	<p>Practitioners at this level will be considering their professional development and considering specialist training programmes which may include Best Interest Assessor, Approved Mental Health Practitioner, Practice Educator or Autism Specialist.</p> <p>They may have a postgraduate qualification and role in specialised practice, e.g., AMHP, Practice Educator, or another specialism</p> <p>Practitioners at this level will demonstrate consistent good practice in case management, evidenced through audits and supervision</p> <p>They may have a largely autonomous role as sole or lead practitioner in a team or within a service area.</p> <p>They may undertake complex tasks such as chairing significant meetings, offering expert support and advice to case conferences, producing high quality and more specialised assessments and reports for a range of functions.</p>	<input type="checkbox"/> <input type="checkbox"/>	<p>They may undertake complex tasks such as chairing significant meetings, offering expert support and advice to case conferences, producing high quality and more specialised assessments and reports for a range of functions.</p> <p>Identify and behave as an Advanced Professional Social Worker, committed to their professional development and professional values.</p> <p>They will be confident in critical reflection and analysis to inform and provide a rationale for professional decision-making</p> <p>Continue to demonstrate consistent good practice in case management, evidenced by audits and supervision</p> <p>Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced staff and colleagues.</p>	<input type="checkbox"/> <input type="checkbox"/>	
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Adult Social Care Careers Advice & Development Service



Adult Social Care Careers Advice & Development Service

With this service you will be able to receive advice, support and the guidance to make informed decisions about your future career aspirations.

The Adult Social Care Careers Opportunities Brochure outlines the progression routes and qualifications available in an easy to read format.

Please take the opportunity to read through the brochure and learn about opportunities you have for developing your career with us.

What are the benefits of this service?

- An opportunity to have a one-to-one discussion about your career.
- Support and guidance for talking through your qualification options.
- Discussions around your prior learning and how we can build on this.
- Develop a tailor-made plan in line with your appraisal.

Careers sessions:

After you have completed three months' service, you may book a 15-minute slot with Emma or Nula. We look forward to catching up with you and talking through your options

How to make contact

- Look in our outlook calendars & book an appointment with Nula O'Keeffe or Emma Devonshire
- Call Nula on 01296383985 or Emma on 01296383990
- Email asctraining@buckinghamshire.gov.uk