



Extracts from Skills for Care, Skills for Health & NHS HE England

Care Certificate Framework Assessor Document:

<http://goo.gl/wthtLW>

The Care Certificate will provide clear evidence that the worker has been **assessed against a specific set of standards** and has **demonstrated they have the skills, knowledge and behaviours** to ensure that they provide **compassionate and high quality** care and support **page 2 (para 1)**.

The Care Certificate Framework and ensuring that there is a **record of the assessment** decisions that is **auditable** **page 2 (para 1)**.

The assessment of the Care Certificate should be as rigorous as the assessment of any formal qualification **page 3**.

There is no requirement for assessors of the Care Certificate to hold any assessor qualification; the employer must be confident that the person with this responsibility is competent to assess **page 3**.

Evidence of performance **must be undertaken in the workplace during the learners real work activity** and observed by the assessor. Simulated evidence can **only** be used where the evidence could not reasonably be assessed in **a real work situation** for example basic life support **page 4 (under Assessment of Performance)**.

Certificates of attendance, attendance on study days **or eLearning, without assessment of what has been learnt, is not evidence towards the Care Certificate** **page 5**.

Documentation of assessment and evidence of practice is the **responsibility of the HCSW/ASCW** and their employer; the **evidence may be recorded** in a workbook, portfolio or **online** **page 6 (Recording Assessment Decisions)**.

Skills for Care Guidance - Inducting Care Workers

http://www.cis-assessment.co.uk/docs/pdf/CQC_Providers_Guide.pdf

A new care worker's **induction programme cannot be** undertaken by an external learning provider, via e-learning or **through simply reviewing a completed workbook** **page 16**.

How frequently **refresher training** should be delivered by providers **is not** something that the **CQC advise upon**. There is no fixed rule about the minimum/maximum gap between induction and refresher training **page 18**.

Care Certificate Guidance Document

<http://goo.gl/QXUWv6>

One of the most frequently raised questions in regard to work place learning is "How much evidence is enough (sufficient) to meet the Standard?" **The evidence is sufficient when the assessor is confident that the learner has met the Standard**. This decision is a judgement of the individual assessor **page 6**.

Q&A on the Implementation of the Care Certificate for Health and Social Care Professionals

<http://goo.gl/vxKJ0I>

10. **Will agency and bank staff need to undertake the Care Certificate?** Providers of health or social care have a **legal duty to assess the training needs of all staff new to their organisation**; this applies to **agency, bank** or directly recruited health and social care assistants.