



The Grey Matter Group

Improving Lives Through Learning



Care Certificate CIS Top Up – Guidance

What is the Top Up

The Grey Matter Group's Top Up module products cover the new Care Certificate outcomes which were not included in the Common Induction Standards 2010 (CIS) ie they were added to the CIS to make up the Care Certificate.

Our Top Up assessment and evidence portfolio also includes all 49 outcomes that need an observation to meet the Care Certificate requirement to observe and assess staff competence in the workplace.

How the Top Up can be used

With existing staff who have completed the CIS and have a portfolio of evidence to show how they were assessed against the CIS. The Registered Manager must also be confident that the staff member's knowledge and ongoing safety to practice has recently been checked against the CIS.

Our recommendation

The Grey Matter Group originally created the Top Up module to support people who had taken the CIS in the 12 months prior to the Care Certificate being launched. The aim was to enable them to easily progress from the CIS to the Care Certificate by using the Top Up module to focus on the missing outcomes needed to achieve the Care Certificate.

However, many care providers use the Top Up module to bring existing staff who completed the CIS some time ago up to the level of the Care Certificate. This is an acceptable use of the Top Up, provided that the care provider and specifically the Registered Manager is confident that this is appropriate for the staff member.

We recommend that if there is no evidence that the member of staff has had their knowledge and safety to practice checked recently, that they undertake the whole Care Certificate. However, because the Care Certificate is a recommendation for new staff only, the care provider must make their own judgement about what is best for their specific organisation and circumstances.



Support@TGMGroup.net

0345 873 0373

www.CareCertificate.co.uk