

Protected Time Social Work Registration CPD

PSW Sharon Judd

June 2023

Protected Time for CPD

All staff are subject to increasing pressures undertaking their roles in Health and Social Care.

Continuing Professional Development (CPD) is needed to develop professional practice. It ensures that skills and knowledge are up to date; prepares staff for greater responsibilities; enables better decision making, creative thinking and provides a better service to residents. First and foremost, CPD is an essential reflection and learning activity and is a key part of the professional standards. It is undertaken throughout a social workers' career to maintain and improve their practice. CPD is an integral part of being a registered and regulated professional. Social Workers need to understand the value of their professional standards (specifically Standard 4) and feel confident applying them in practice. By undertaking their CPD, social workers contribute to a culture of professionalism and accountability in the sector.

Every registered Social Worker must record a minimum of 2 different pieces of CPD per registration year. Recording CPD is a requirement for renewing registration every year.

CPD can be recorded at any time and up to the renewal deadline of 30 November. Social Work England (SWE) encourage recording CPD in a timely manner to ensure it is not rushed which could result in poor-quality CPD that does not meet SWE requirements. If a Social Worker is unable to record CPD at the last minute due to unforeseen circumstances, there is a risk of them losing their Social Work registration.

As the regulator of social work practice, SWE need to ensure that the profession is reflecting and learning regularly. Their review process provides SWE the opportunity to give individuals feedback and enables the sharing of learning across the profession. [SWE findings from the continuing professional development \(CPD\) review 2022 to 2023](#) have highlighted areas for improvement including:

- a clear link between the piece of CPD and its impact on practice
- when recording peer reflection, ensure that the role of the peer is made clear from the beginning
- the assessors commented that it was easy to notice when social workers had rushed their CPD, completing it at the last minute. It's a good idea to record CPD as and when learning is undertaken, rather than leaving it late.
- SWE strongly recommend recording in advance of the deadline

Given the above, we do not want Social Workers to be at risk of losing their Social Work Registration and want to ensure that we are developing a competent workforce, therefore allowing 4 days (28.8hrs) per registration year to reflect and complete mandatory Social Work CPD requirements is essential.

Sharon Judd, Principal Social Worker, Adult Social Care