

Appendix 2

Social worker's first three years of practice – individual plan

Name of social worker:

Name of manager:

Plan commencement date:

Plan review date: (After six months)

Plan completion date:

Social worker's previous experience, knowledge and skills

A discussion should be held to cover the following questions (tick the boxes following the discussion):

Where were the worker's qualification placements?	
Does the worker have prior experience within the field he/she has been appointed to? <i>(Delete as appropriate)</i>	
Is the worker familiar with the area, community and local resources? <i>(Delete as appropriate)</i>	
What are the worker's Welsh language skill levels – both orally and written?	
What have been specified as the worker's learning needs at the end of the Social Work qualification?	

Mentoring arrangements

If a mentor is to be appointed this section will contain a mentoring agreement. This will contain details of the mentor and mentee expectations, the level of support available and will be signed by both parties. An initial meeting including the social worker's manager would be helpful.

Mentoring dates, venue and time

Date	Venue	Time

Supervision dates venue and time

Date	Venue	Time

Workload arrangements

List the types of work being allocated; and the expected workload complexity and volume.

Training and learning record

Please list all training/learning undertaken in the last 12 months or attach Care Council for Wales PRTL record or organisational record.

Date	Duration	Details of training or learning activity	How this has contributed to professional development and informed practice

Appendix 3

Social workers first three years in practice learning outcomes tool.

Learning outcomes	Identify: Experience gained and still required to meet criteria during your next 12 months. Learning gained and still required to meet criteria during your next 12 months. <i>e.g. need more knowledge around information sharing protocols, extend knowledge around outcome focused assessment.</i>	Development plan to meet needs including arrangements for learning opportunities, supervision, complexity of practice, mentoring and perspectives from individuals using services.
Working collaboratively with service users, carers and other professionals.		
1. Be able to communicate effectively with service users and carers.		
2. Be able to work in partnership with other professionals.		

Intervention and application of professional judgement in increasingly complex situations.		
1. Understand the relationship between social policy, legislative frameworks and guidance with social services provision in Wales.		
2. Be able to manage your role as a social worker in increasingly complex situations.		
3. Understand the professional social work role in relation to safeguarding adults.		
4. Understand the professional social work role in relation to safeguarding children.		
5. Be able to exercise the professional social work role in safeguarding interventions.		
6. Be able to contribute to legal processes within the remit of professional social work.		
7. Be able to exercise professional accountability in increasingly complex situations.		