

## Updates

Date	Description
26 June 2006	Social Care Programme Manager/Assistant Director Social Services profiles added to Social Work sub family of profiles
22 April 2006	Residential Carer (Higher level) in Residential and Day Care amended to Residential Carer with no change to JE score.


## Explanatory note

Social care jobs are covered by Health and Social Services organisations in Northern Ireland and are increasingly found in the primary care sector in Britain. The social care profiles were developed, on the basis of completed JAQs, as for all other profiles, by a joint group from Northern Ireland working with members of profile group. They were tested in a primary care trust in England with a range of relevant jobs transferred in from local authorities.

Some points arise from this experience:

- (1) There are a number of relatively similar profiles for carer and support worker roles in, for example, day care, residential care and home care. It is anticipated that these will be replaced by generic profiles, when the profile family is reviewed, but the separate profiles were agreed to be necessary for transitional purposes. Matching panel members can, of course, match to whichever profile they consider most appropriate in terms of job statement and factor analysis.
- (2) Job titles for social care jobs vary in some cases between the four countries, with some common titles e.g. Care Manager being used for different jobs and some common jobs having different titles. It is especially important that matching panel members focus on the profile job statements as the basis of the selection of jobs for matching.
- (3) While the care providing jobs occur very similarly in Northern Ireland and primary care in Britain, the organisational context may be different with the result that some of the profiles may be used only in Northern Ireland and others only in Britain. Non-use of some profiles either side of the water should not be a cause for concern.
- (4) Training systems for social care jobs have historically differed between Northern Ireland and Britain. It is especially important, therefore, for matching panels to consider the job as a whole and not to make assessments solely on the basis of whether jobholders do or do not hold any formal qualifications mentioned in the profile texts. If the job for matching covers the range of duties and responsibilities described in a profile job statement, for example, in terms of the nature and complexity of client circumstances, and the job matches all factors other than Knowledge, Training and Experience (KTE), then this is an indicator that the level of knowledge specified in the profile may also be required. Where this situation arise matching panels should consult the additional guidance in the Job Evaluation Handbook [p.43-8] and make enquiries about the actual knowledge required for the job, however that has been acquired.



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- (5) JE Leads and local managers will need to be aware that a local procedure should be in place in accordance with the requirements of Annex T of the Agenda for Change agreement and the KSF foundation gateway development review.

**NHS Staff Council Job Evaluation Group**

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