

### Introduction

T, efree ummar ed, n f Effective In a cale, a ellmen fan ri∕erne workplace assessment in social care, ,c a been ub, ed b S√4 f r Care u radu c,a care ran, a, n an whether they are competent to work and, m emen effec, ea e men f e, r unsupervised, ..e. be nd e ne f. c∕ec.

T, ummar, e u e u ne f e fu ub.ca, n, .c , a a abefraea 20 ru eS√4 frCare n neb 🔏 a . 🔏 f rcare. r 🖳 🖋 b 🔏

Yu, a ∢ndS.≰ frCare' Effective supervision u,de ere.

Inb cae, a ea , n fu er "nf rma, n, e r,ced ed, n c n a,n u e and fr maran e ca care are recen inner free an S. f r Care 'Acc ade ' a ard .

Effective workplace assessment and Effective supervision are f r an adu c,a care ran, a, n, and ma be u efu a f r,∩d, ,dua em e.r n care c∕ec.

B ub.ca. n mare ar ou ar reference e e ec a, n acedu n CQC-re u a ed c.a care em er b e Care Cer ca e nre ec finducio ne r√er.

#### Background

I, An n a ere, a are frac, ce am n c,a care em er na e n e.r rer'c meence. B c ncern f r e ua. f care de ered and ecr c Care Cerr ca e, ue mean a mana er need a ure em e e abu e ua, f er men rce e.

Tere. n need re ea a e men f e e, ,∩ ab,,,e f e a e r∕ed n e ec rfrman ear, bu , ,m ran a e e, c m e ence n ac , le f r ,c e a e been ne ra,ned.

a r ∕ ace. e er e are ne care r , r, re er,ence, mu de erm,ne fc- r∕er ec m eence, rejab *γ*n Λ.

Effective workplace assessment / ,de ad ceand of rma, nabuere f ea e "ncudn abu ca∩ be ana e r, u rac ca u e , n n cinducieffec, e a le men . Y u .a ∢nd. n a e .meand re urce b u n ' , ca e men' , in care the entirent ment and racical u e , n fr a e men can be under aren fr mecare refer.

#### Why assess your workers?

Man adu c,a care em ee a e r ∕ u .de f e d.rec .ne f . fm re en. r refer and an a e men f c m e ence, e en a 🦚 a e can de, er afe and effec, e care. A e men , a u ed e∩ ure a r√er a e me ar f e Care Cer∢ ca e.

Trann a neden uaran ee a a r√erunder and a a au and e andard f care a mu be de, ered. E er em er a are  $n_1b_1$ , a e c m e ence ra er an mere a ume a eam, be a led.

A e men, ba ed n a e mercan dandın e e mer, u er, rand ae r.

Effec, e Mace a e men u mafe d ua, care, ere rann and de e men re u red and e e dence f, effec, ene frre uar.

#### What does an assessment look like?

In adu c.a care m a e men . ncude a c mbna, n f b er a, n and c mmun.ca.л.

T, cud,ncude ber,n a r∕er ,e e carr u eox c a 🗸 and/ r a 🐔 em a e e.r. n ed e and n a an re-de ermned cr. er.a and en crean arec rd f ea e men.

Oberin and a 🗐 and , c ea ue and e e e be,n u red, are red a e men me d. a u e and u e can a beu efu. S me Care Cer∢ ca e andard ec,f e a e men me d be u ed.

#### Quality assurance

Tenure e ua, f e r ce, ran.a.n . an a e e ab. ed r cedure frundera n and rec rdn e, reca e men "ncud"n de ermının e raının and ua∢caın f a e r, e ern- u e re ema.



I, ere, ered mana er, e a re n befre ua, fcare, and fenfr, nn ffecmeed Care Cerracae, e need becarden a a e men are carried u b cou a, na -c m e en er n().

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## Assessing the Care Certi cate

Effective workplace assessment u e me a a e d,fferen andard f e Care Cer∢ ca e.

Te Care Cer cae andard are nended be a e ed n a e a e ra ace and rater need, e er a be andard-b-andard ru n ', ca e men ', a de cribed ab e, a a e ar f e era andard a nce. Tere n e e uence a e n e differen ar f e Care Cer ca e.

A e men f r dn r, ac and d, n, n e delivery of personal care, a r, f f, efacua c m r m, n a r, ac and d, n, . W e, ma n be a r r, ae b er e ea r fer de, er er na care, ere are er a a e e, r e ara. n, e n em de cr, be a e are n d, enn n bu n e n e care de, er ( er n' erm, n) and, a an a reemen, a f e er n ben u red.

#### Assessment of those new to care

I, an ic, aled a induction fall inferne calcare male and uction fall inferne calcare male and and all elements. He exists a care male and from the area of the early and and all erit of the elements. If a care manual and a care fall elements.

Tere, n e ,m, e number f a e men a rær can aæ bef re e are ucce fu , ned ff. Eac em er mu de erm,ne a , a r r,a e and a ac ,n aæ,f me ne ,n ab e mee e andard .

# Assessment of those with previous experience

Wen meb d j n an ran, a n
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under a e f e Care Cer ca e f e can
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Em er can u e e free Care Cer ca e

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Te Care Cer cae, ran ferabe be een differen ca care rider and. In in ended make riker re ea earnin and a e men a e can e dence ain re, u dine e e ere, and ai. curren.

#### Evidence and record keeping

A e men e dence ma ncude:

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a .nmen

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Cerra ca e fa endance n ud da re-earn, u a e men f a a been earn, not e dence ard ac e emen f e Care Cerra ca e.

