

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

10 April 2000

**To:- Chief Executives
Council Members
MSO/SSO**

Council Circular No. 38

Education Welfare Service – Qualifications

Following negotiations the Joint Secretaries of the Joint Negotiating Council have agreed the following qualifications for staff in the Education Welfare Service.

1. Education Welfare Officer (Basic Recruitment Grade)

From the date of this agreement all new entrants to the Education Welfare Service must possess the basic social work qualification i.e., Diploma in Social Work (previously known as CQSW) or equivalent as recognised by the Central Council for Education and Training in Social Work (C C E T S W).

2. Temporary Staff

Temporary Staff in post at the date of this agreement shall be eligible to apply for permanent basic grade Education Welfare Officer posts provided they possess one of the following qualifications i.e:-

Diploma in Social Work (previously known as CQSW) or equivalent as recognised by C C E T S W, or other N J C approved qualification as set out in Appendix 1 to this circular. (Please refer to note below).

or

a teaching qualification recognised by the Department of Education;

or

a recognised Degree/Diploma in Social Studies/Science/Administration of a UK University or Council for National Academic Awards;

or

a Degree/Diploma in Youth and Community Work as recognised by the JNC for Youth and Community Workers.

3. Divisional/Senior Education Welfare Officer

From the date of this agreement officers possessing one of the following qualifications will be eligible to apply for Divisional/Senior Education Welfare Officer posts:-

Diploma in Social Work (previously known as CQSW) or other N J C approved qualification as set out in Appendix 1 to this circular. (Please refer to note below);

or

a teaching qualification recognised by the Department of Education;

or

a recognised Degree/Diploma in Social Studies/Science/Administration of a UK University or Council for National Academic Awards;

or

a Degree/Diploma in Youth and community Work as recognised by the JNC for Youth and Community Workers;

or

successful completion of the Boards' "customised" in-service course;-

or

the Rupert Stanley Certificate pre 1987.

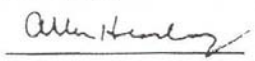
4. Chief Education Welfare Officer

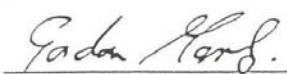
All appointees must possess the basic social work qualification i.e., Diploma in Social Work (previously known as CQSW) or other N J C approved qualification as set out in Appendix 1 to this circular. (Please refer to note below).

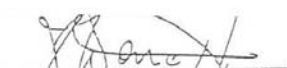
Note: C C E T S W does not recognise some of the N J C approved qualifications as detailed in Appendix 1. To protect existing staff applying for promotion posts in the Education Welfare Service Boards will continue to accept the N J C approved qualifications.

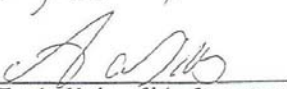
(A copy of the list of qualifications recognised by C C E T S W is held in the Boards' Personnel Sections).


Management Side Secretary
J G Martin


Trade Union Side Secretary
A Heasley


Trade Union Side Secretary
G Manly


Trade Union Side Secretary
J Donaghy


Trade Union Side Secretary
A Mills

28 (11) Social Workers

- (a) The following shall apply as appropriate to staff employed as social workers:
- i) If qualified in accordance with the provisions set out in (d) below, a scale starting at spinal column point number 22 and rising to spinal column point number 34 shall apply. Progression through the scale shall be in accordance with the provisions of paragraph 30. A review point may be introduced at not lower than spinal column point number 28.

The process and criteria for the operation of any review point shall be decided locally in accordance with the procedures normally adopted by the local parties.

- ii) If not qualified in accordance with the provisions of (d) below, a scale shall be determined locally in accordance with the procedures normally adopted by the local parties and paying due regard to duties and responsibilities and to the grading of other social work staff employed by the authority who are undertaking similar work at the same level of contribution.

Note: *Officers in post who have attained or are eligible to proceed to a higher maximum than that resulting from the application of this paragraph shall be entitled, on a personal basis, to retain or to continue to proceed to that higher scale maximum.*

- (b) The commencing salary within the appropriate level is to be determined by the authority with due regard to ability and experience.
- (c) In the whole or part of an authority's area where, beyond the authority's control, problems of recruitment or retention of staff are encountered as a result of its physical, social or economic circumstances and/or these factors give rise to stress or otherwise make it a more demanding place in which to work, the scale in (a) (i) above may be increased by two increments at all points. (i.e. to points 24 to 36).
- (d) For the purpose of paragraph (a) (i) above the following are recognised qualifications for Social Workers:

The Diploma in Social Work;
 The Certificate of Qualification in Social Work;
 The Letter of Recognition issued by the Central Training Council in Child Care;
 A letter of comparability issued by the Central Council for Education and Training in Social Work;
 The Certificate of the Council for Training in Social Work;
 The Certificate of the Institute of Medical Social Workers;
 The Certificate in Social Service (see Note below);

or One of the following qualifications (with specialisation in medical social work, psychiatric social work or family case-work).

- (1) A Certificate or Diploma in Applied Social Studies of the Universities of Aberdeen, Belfast (Queens), Bristol, Cardiff (University College), Dundee (St Andrews), Glasgow, Hull, Leicester, Liverpool, London, Newcastle, Nottingham, Oxford, Swansea (University College), Southampton;

- (2) A Diploma in Social Work of the Universities of Birmingham or Sussex;
- (3) A Certificate or Diploma in Psychiatric Social Work of the Universities of Edinburgh, Leeds, Liverpool or Manchester, or the Diploma for Social Workers in Mental Health (Psychiatric Social Work) of the University of London;
- (4) The M.A. degree in Applied Social Studies, the Postgraduate Diploma in Applied Social Studies and the B.A. combined Degree and professional course of Bradford University; the Graduate Certificate in Social Work of Exeter University; The Diploma in Advanced Studies (Social Administration and Social Work) of Manchester University; or the M. Phil. (Social Administration and Social Work) of the University of York; or such other qualifications that the National Council may from time to time accept.

Note: *In adding the Certificate in Social Service to the list of qualifications in (d) above in 1988, the National Council acknowledged the responsibility of employing authorities when appointing staff, to judge the suitability of particular applicants in the light of their qualifications, the programmes followed within them and experience for particular posts.*

- (e) The grading of posts beyond the scale referred to in (a) (i) is left to the employing authority.

REVISED JANUARY 1994
(CIRCULAR NO 323)