

## **Training as a Fitness to Practise Condition**

**This factsheet will help registered workers and employers understand what training conditions mean on a worker's registration.**

We are committed to promoting equality and valuing diversity.

We want our processes to be fair, transparent, and objective.

Please contact the person who sent you this factsheet if you need this document in a different format or to discuss how we can help you further.

We want to know if you are affected by illness, disability or any other factor which may fall into the category of protected characteristics and that may impact on our investigation process in any way.

Protected characteristics can mean, age, disability, gender reassignment, marriage and civil partner, pregnancy, race, religion, sexual orientation, according to the Equality Act 2010.

Training is a condition that we can place on a worker's registration at the end of a fitness to practise investigation. Training is often a requirement of a condition when we want a worker to learn and improve their knowledge, skills and understanding to meet the standards of practice or behaviour required of them.

A reflective account condition is often imposed alongside a training condition to allow the worker to show what they have learned from their training and how this will inform their future practice and reassure the SSSC that the behaviour of concern will not be repeated. The requirements of the training will depend on the facts of the case and the behaviour of concern. For example, we may:

- require a worker to ensure that they are directly supervised or do not do certain tasks until they have completed training and been assessed as competent. The training could be in, for example, the administration of medication or moving and handling.
- require a worker to complete one of the SSSC Open Badges that relate to the behaviour of concern. For example, there are Open Badges that cover subjects such as professional boundaries and protecting people.
- be more flexible and allow a worker to identify a course or learning opportunity themselves to meet the requirements of their condition. This could be face-to-face learning, online training, reading, mentoring etc.

## Free learning resources

The SSSC, Care Inspectorate and the NHS have free resources that may help workers with their learning needs to meet their condition. These can be accessed through the links below. However, there may be other learning resources and training that could be used to meet the requirements of a condition(s).

[SSSC Learning Zone](#)

[SSSC continuous professional learning website](#)

[NHS - Turas learning resources](#)

[Care Inspectorate Hub](#)

## How will a worker know what they need to do?

The details of any conditions on a worker's registration will be in the Notice of Decision. We will send this to the worker and their current or most recent employer at the end of a worker's fitness to practice investigation.

## Responsibilities

The worker is responsible for meeting any condition(s) placed on their registration. However, there may be parts of a training requirement that need the support of the employer. This could include, for example, access to specific training or an assessment of competency in moving and handling training or administration of medication etc.

The SSSC Codes of Practice include the following responsibilities for both social service workers and social service employers relevant to professional learning and development.

Employers must:

- 3.4. Support workers who need to be registered with the SSSC to meet the conditions of their registration and the requirement for continuous professional learning and development.

Workers must:

- 5.1. Meet relevant standards of practice and work in a lawful, safe, and effective way.
- 5.6. Maintain continuous professional learning to improve knowledge and skills and contribute to the learning and development of others.

The worker will be asked to send proof of their completed learning to the SSSC at [ftp@sssc.uk.com](mailto:ftp@sssc.uk.com).

They can do this by telling the SSSC:

- The name of any learning materials or courses they accessed.

- The topics covered by the learning.
- How the learning was achieved, for example by reading, in person training, online training etc.
- What they learned from doing the training.
- How their learning will inform their future practice and what they would now do differently.

The level of detail needs to be enough to reassure the SSSC that the worker has addressed the area of concern and that their fitness to practise is no longer impaired.

## Things to check/be aware of

- The start and end date of the condition - training must take place within the condition timescales.
- The content of the training covers the topics noted in the conditions.
- The timescales for sending proof of learning to the SSSC.
- The training requirement will always be linked to the allegations proven against the worker in the Notice of Decision. If the training or learning does not relate to this then it will not meet the requirements of the condition.

## Further support

A member of our Regulatory Improvement and Hearings (Sector) Team will contact the worker at the start of their condition to offer support and guidance. Please contact the team at the earliest opportunity or at any time if you have any questions or concerns regarding conditions. They will be happy to help both workers and employers. Please email [ftp@sssc.uk.com](mailto:ftp@sssc.uk.com)

Please mark all correspondence and queries regarding conditions for the attention of the SSSC RIH Sector Team.

## More information

Find more information about our fitness to practise processes on our website [www.sssc.uk.com](http://www.sssc.uk.com)

You may also find this document helpful:

- [Fitness to Practise Factsheet 3 – Sanctions](#)

If you would like a printed copy of any document, please contact your caseholder.