

Social Care Worker – Career Grade – SCW F/G/H

Scale point	Post	Progression	Range of duties
Grade F/	Trainee Social Care Worker – 1 year fixed term post for people without any formal experience of providing care. Relief Social Care Worker, regardless of experience.	Trainee SCW - subject to appraisal, can slot into post on a permanent basis at the end of 1 year. Remains on Grade F until post becomes permanent. Unsatisfactory appraisal results in departure at or before 1 year. Relief SCW - remains on 1 st point of Grade F regardless of length of service or qualifications.	<ul style="list-style-type: none"> • Provision of physical, emotional and social care. • Keeping daily working records and other relevant records up-to-date. <p>For trainees – gradually taking on full range of SCW duties as part of Continuing Professional Development (CPD).</p>
Grade G/	Social Care Worker – for people with SVQ2 or some relevant experience. <i>Exception: these scale points may occasionally be used for people with qualifications equivalent to SVQ3 / HNC (or higher) if that person has little or no relevant experience.</i>	Held on Grade G until successful completion of the SVQ3 (or, in Children's Services SVQ3 or HNC) or equivalent qualification. <i>Exception: in this instance the person would not be held at Grade G, they will progress until qualification bar at Grade H is reached.</i>	<ul style="list-style-type: none"> • Provision of physical, emotional and social care. • Keeping daily working records and other relevant records up-to-date. • Contributing to the development of care plans / risk assessments and similar.
Grade H/	Social Care Worker – for people with SVQ3 (or, in Children's Services, either SVQ3 or HNC) or equivalent qualification.	By annual increment.	<ul style="list-style-type: none"> • Provision of physical, emotional and social care. • Keeping daily working records and other relevant records up-to-date. • Keyworking responsibilities. • Developing care plans / risk assessments and similar.

Note: A dash (-) means progression within the scale e.g. G to H then stop. A slash (/) means no further progression beyond the scale point.

