

National Moderation Panel – March 2019

1. National moderation panel composition update

The ASYE adult moderation panel held its ninth meeting on 25 March 2019.

The NMP has been running for 3 years and it is now embedded in employer processes. Given this, the National Moderation Panel is looking to see the Programme further improve standards of practice of NQSWs as evidenced in submitted portfolios.

There were no new members to the panel at this meeting.

2. Requesting evidence

The panel would like to express thanks to all employers and Chairs of External Moderation Panels for the continued return rate of candidate evidence presented to the March panel which currently stands at 86%, 2% lower than the last panel. The panel will continue to moderate 5% of the evidence from the total number of NQSWs who, from their registration details, are due to complete ASYE within the six months' period before the panel.

Evidence requested and reviewed was as follows:

	Evidence sets requested	Repeat evidence sets requested	Non-compliant (no response despite numerous reminders)	External moderation summary reports requested	External moderation summary reports received
March 2019	29	2	2	12	12

3. Themes emerging from NQSW evidence reviews

The themes emerging from the meeting were:

- a. Critical Reflection Logs
- b. Professional Resilience
- c. ASYE in NHS settings
- d. Assessor evidence
- e. Skills for Care Website
- f. Support and Learning Agreement
- g. Duration of ASYE year
- h. Ensuring Confidentiality
- i. Timings of the National Moderation Panel

a. Critical Reflection Logs

There was evidence of very well written CRL's, but some reviewed by the Panel highlighted a growing trend that CRL's are becoming more descriptive and not critically reflective. Statements appear that are not evidence based and linked to how an NQSW used a certain approach or skill. It would be helpful if Agency Representatives highlighted the guidance on the website, and guided Assessors to ensure that they are giving constructive feedback to NQSW's regarding the requirements of the CRL's. There is a need to reinforce this important facet of the ASYE Scheme

b. Professional Resilience

The Panel noted from the evidence on a few occasions that NQSW's commented in their CRL's that they were struggling with their confidence. This is an important area of their personal development, especially in their first year of practice. The Panel advises that Assessor's recognise professional resilience as a developmental need and that this is reflected in the NQSW's PDP.

c. NHS Trust settings

It has been noted in previous key messages that NQSW'Ss are beginning their careers in many different settings for example multi-disciplinary teams within NHS Trust settings. This is very positive and can provide excellent learning opportunities. However, this can lead to some NQSW'S having challenging experiences and with difficulty accessing necessary evidence to complete the ASYE portfolio. It would seem on occasion that the Organisation may not have a full understanding of the ASYE process and this may result in issues being raised at the external / national moderation stages.

When an ASYE programme is being planned it is important to consider the availability of the learning opportunities to meet the KSS and PCF. Good sources of support may include the ASYE Co-ordinator, and the local External Moderation Panel in your local area. For further guidance on this employers can consult the [ASYE FAQ's](#).

d. Assessor evidence

The Panel noted some portfolios where there is a disconnect between the Assessor's evidence and that of the NQSW. The Assessor needs to ensure that their evidence is cross referenced to the NQSW's work and that the portfolio is a holistic document. This is also likely to strengthen the correlation between the NQSW's evidence of progression and the Assessors interim assessment at the review. Such a correlation is one of the indicators of a good Assessor's report. The full criteria for a good report is set out in the NMP Key Messages dated October 2017, which you can find on the Skills for Care website

e. Skills for Care Website

The Skills for Care Website is a comprehensive and useful resource for all guidance on all aspects of the ASYE process. Agency Representatives are encouraged to advise all those involved with the ASYE to refer to Skills for Care guidance to ensure consistency across the evidence that is submitted.

f. Support and Learning Agreement

Please ensure that the Supervision section within the Record of Support and Progressive Assessment agreement, is filled out in full. The Organisation needs a policy in place covering unexpected absences and their implications for the completion of the Programme. The Panel reviewed evidence that on occasion, there were significant gaps in the support NQSW's received when staff were absent. NQSW's need to be able to access consistent support to achieve the best outcomes in their first year of practice.

g. Duration of ASYE

The Panel would like to reiterate that the ASYE is a 12-month process. Regardless of how long someone has worked in an Organisation before starting a programme, that person should still have the full ASYE experience. It has been noted that some Organisations have been looking at 'fast-track' options this is not an appropriate course of action for an ASYE programme.

h. Ensuring Confidentiality

As outlined in previous key messages briefings, the vast majority of NQSW portfolios are anonymised and do not include confidential information.

There are still inconsistencies with signing the documentation. It is important that all signatories sign the paperwork.

Please avoid using Organisational acronyms in portfolios in case they are submitted to the Panel.

Following the introduction of GDPR, the ASYE privacy statement can be found [here](#). Employers are requested to forward this statement to their data protection officer or relevant person to review against their internal ASYE processes.

Further guidance and support is also available from the Regulated Professional Workforce Team at Skills for Care and at <https://www.skillsforcare.org.uk/Learning-development/The-ASYE-adults/Moderation.aspx>

As mentioned in previous key messages, the Panel will continue to offer a collaborative and supportive approach to employers about compliance with confidentiality. However, as there remain on-going concerns, the Panel will also now take assertive action to address future lack of compliance with maintaining confidentiality and data breaches. Please note that some breaches may warrant the Panel to report directly to the relevant Director of Adult Social Care and the Local Authority Senior Information Risk Owner for internal organisational follow up action.

The Panel has continued to review evidence which identifies variations in the integration of the KSS in the ASYE support and assessment approach implemented by employers. Our response is always to offer support and assistance to understand the factors which may have prevented the employer from submitting evidence. We do reserve the right however to withhold funding if we consider that employers are not adhering to the knowledge and skills statement (KSS) despite our advice and support.

i. Timings of National Moderation Panel

The Panel have agreed to move the panel schedule to April and November of every year, instead of March and October. It was agreed that February/March is a busy time for employers.



This National Moderation process has again highlighted the examples of good practice and the benefit of the ASYE scheme to NQSW's. We would again like to thank all employers for submitting their evidence, and enabling a review of the current processes, therefore, impacting on our ability to strive forward to improve the standards of practice for NQSW's.