

Progression Panels, Required Qualifications & The PCF

Social Work Career & Qualification Pathway

The different PQ (Post Qualifying) stages reflect points on a pathway, rewarding completion and consolidation of assessed and accredited learning.

Trainee Social Worker (TSW / SWDA)

- Assessed against PCF Entry Level
- Grade G/H Existing contract or G/H/Level 6 apprenticeship for externally appointed trainees
- Requires SW Qualification & completion of TSW scheme to progress

Newly Qualified Social Worker (NQSW)

- Assessed against PCF ASYE Level
- I Grade £28,998
- Requires completion of ASYE Programme and PQ Foundation Stage (15 M level credits)
- Min time frame 1 year PQ (probationary period) to progress

Early Professional Development Social Worker

- Assessed against PCF Social Worker Level and K&SS for C&F Practitioners
- I Grade £30,274
- Requires consolidation and early professional development in frontline children's practice
- Min time frame 3 years PQ to progress

Social Worker

- Assessed against PCF Social Worker Level and K&SS for C&F Practitioners
- J Grade £33,287

Experienced Social Worker

- Assessed against PCF Experienced Social Worker Level and K&SS for C&F Practitioners
- K Grade £34,809
- Requires PQ Stage 1 (60 M Level credits in total = PGCert) to progress
- Min time frame 5 years PQ to progress

Principal / Consultant Social Worker

- Assessed against PCF Advanced Practitioner Level and K&SS for C&F Practitioners
- L Grade £39,660
- Required PQ Stage 1 (60 credits plus K grade panel for internal candidates), and working towards PQ Stage 2 (120 M Level 7 credits in total = PGDip)
- **Principal / Consultant Social Worker**
- Assessed against PCF Advanced Practitioner Level and K&SS for C&F Practitioners
- L Grade £39,660 - £47,664
- PQ Stage 3 – optional within role
- Discretionary Head of Service agreement to undertake dissertation
- (180 Masters Level 7 credits in total = full MA)