

nmds-scTM
national minimum
data set for social care



Worker Data Items

Jan 2019
Version 11

Contents

<i>Personal Details</i>	3
<i>Worker Identifier</i>	3
<i>National Insurance Number</i>	3
<i>Workers Home Postcode</i>	4
<i>Date of Birth</i>	4
<i>Nationality</i>	5
<i>Was worker born in UK</i>	5
<i>Year of Arrival</i>	5
<i>Employment Details</i>	6
<i>Employment Status</i>	6
<i>Date worker started in main job</i>	7
<i>Source of Recruitment</i>	7
<i>Year first employed in Social Care</i>	7
<i>Main Job Role</i>	8
<i>Other Job Roles</i>	8
<i>Category Registered Nurse</i>	8
<i>Specialist Area</i>	9
<i>Contracted Hours of Work</i>	9
<i>Additional Hours Worked</i>	9
<i>Zero Hours Contract</i>	10
<i>Salary Interval</i>	10
<i>Sickness</i>	10
<i>Learning and Development Record</i>	11
<i>Induction Training</i>	11
<i>Care certificate</i>	11
<i>Social Care Qualification</i>	11
<i>Non - Social Care Qualifications</i>	12
<i>Optional Qualifications List</i>	13
<i>Appendix of Countries</i>	19

Personal Details

Question	Further information/Definitions
<p>Worker Identifier Can be anything you choose</p>	<p>This is only used by yourself to enable you to distinguish between your worker records. This information is not used by Skills for Care.</p>
<p>National Insurance Number</p>	
<p>Must be in correct format</p>	<p>Why do we need workers NINOs? So that we can distinguish – but not identify – individual workers. The main tasks of the NMDS-SC include measuring how many people work at different care providers at the same time, and how workers move into, within and out of the social care workforce. To do this the NMDS-SC needs to be able to distinguish between individual workers. This is achieved by creating a <i>unique reference number</i> for each worker, using their NINO and date of birth. (Using the NINO alone may not be unique - a few national insurance numbers are duplicated). However, the NMDS-SC does not need to know the identity of these workers, and their names and addresses are consequently not collected. The distinction between distinguishing between workers and identifying them is important, and it should be emphasised that the NMDS-SC is not designed to do the latter. Skills for Care has permission from the Department of Work & Pensions NINO Board to collect and use the NINO for this purpose and this purpose only, on the condition that the NINO is not used to directly identify individuals. All analysis, reporting and output of worker data from the NMDS-SC is done on aggregated data using the <i>unique reference number</i> (not the NINO), thus ensuring the anonymity of workers and confidentiality of all information. The NINO (together with all other personal or commercially sensitive data) is held securely by Skills for Care in accordance with the Data Protection Act 1998. Access to it is only given to: 1) the establishment which has submitted the data, 2) the parent employer (if applicable, and if permission has been given by the establishment), and 3) a small number of key Skills for Care support staff who are responsible for assisting establishments and maintaining the NMDS-SC. Because they contain dates of birth and therefore present a risk of duplication, temporary National Insurance Numbers should not be used. If members of staff withhold permission to submit their National Insurance Number or data of birth only limited use can be made of the information because no distinct record for the individual concerned can be created. This is because both pieces of information are required to create their unique reference number and to track their records.</p>

<p>Workers Home Postcode Must be in correct format</p>	<p>Why do we need workers' home post codes? For one reason only: so we can calculate distances travelled to work, which is very important information for workforce planning. The home post code will not be used for any other purpose. It will be treated with the utmost confidentiality - only you and Skills for Care staff will see this information - and will not be used to identify any individual or to link to any information which could identify an individual.</p> <p>You should enter the post code of the employee/workers home address as supplied by the employee/worker. This will usually be the address from which the worker travels to work</p>
<p>Date of Birth (dd/mm/yyyy)</p>	<p>This is essential information, for two reasons: first, because knowing the age of the workforce is important for workforce planning, and second because the NMDS-SC uses date of birth, in combination with National Insurance Number, to create a <i>unique reference number</i> for each worker this is to ensure that workers are not duplicated.</p>
<p>Gender Male Female Unknown</p>	<p>Record whether the worker is female or male. If you have no record of a worker's gender, record it as "not known". Knowing the gender makeup of the social care workforce as a whole and for specific job roles will enable us to target recruitment activity at a national, regional and local level. It is also important information for employers, to see how the gender makeup of their workforce reflects that of the local population and of the people they provider services for.</p>
<p>Disability Yes No</p>	<p>You should indicate whether or not the worker considers him/herself to have a disability under the terms of the Disability Discrimination Act 1995.</p> <p>You are asked to select either yes or no</p> <p>Yes = worker considers him/herself to have a disability under the terms of the Disability Discrimination Act 1995 No = worker considers him/herself not to have a disability under the terms of the 1995 Disability Discrimination Act.</p>

<p>Ethnicity</p> <p>White: English/Welsh/Scottish/Northern Irish/British Irish Gypsy or Irish Traveller Any other white background</p> <p>Mixed/Multiple Ethnic Group White and Black Caribbean White and Black African White and Asian Any other Mixed/Multiple Ethnic background</p> <p>Asian/Asian British: Indian Pakistani Bangladeshi Chinese Any other Asian background</p> <p>Black/African/Caribbean/Black British African Caribbean Any other Black/African/Caribbean background</p> <p>Other Groups: Arab Any other Ethnic Group</p> <p>Not Known</p>	<p>You should state the ethnicity of the worker. The group headings e.g. Asian/Asian British are to guide you as to which category the worker might be in. The categories used are those used in the 2011 Census.</p> <p>Knowing the ethnicity profile of the social care workforce as a whole and for specific job roles is useful in looking at employment trends across different groups and can be used to inform recruitment and training needs. It is also important information for employers, to see how the ethnicity of their workforce reflects that of the local population and of the people they provide services for.</p>
<p>Nationality</p>	<p>British, Not British, Not Known – if Not British, Select Nationality (see appendix)</p>
<p>British Citizenship</p>	<p>Yes No Not Known</p>
<p>Was worker born in UK (incl Britain, England, Wales, Scotland, Northern Ireland, Channel Islands, Isle of Man)</p>	<p>Yes No – if no select Country of Birth (see appendix) Not Known</p>
<p>Year of Arrival</p>	<p>Year Unknown</p>

Employment Details

Employment Status	
<p>Permanently employed Temporarily employed or casual Bank or Pool Agency Practice learning or work experience Volunteer or volunteer worker Other</p>	<p>You should state the worker's employment status in his/her current main job role, using one of the 7 categories below.</p> <p>This will show how your workforce is employed and help you to develop a workforce development plan. The 7 categories are:</p> <p>1. Permanently employed The worker is employed by the business/organisation operating at this establishment, for an unlimited duration.</p> <p>2. Temporary or casual employees The worker is employed for a limited duration, normally either on a fixed term contract or for a fixed task, or on a spell of casual or seasonal employment as a 'temp'.</p> <p>3. Bank or pool worker The worker is retained by the organisation as a whole, but deployed on a casual or short term basis.</p> <p>4. Agency worker The worker is supplied by an outside employment agency/bureau. Includes staff employed by NHS Professionals, and workers supplied on contract e.g. by outside catering and cleaning companies.</p> <p>5. Student on practice learning placement/ work experience The worker is a student on a practice learning placement or on work experience.</p> <p>6. Volunteers and voluntary worker The worker is a volunteer or a voluntary worker. A volunteer is someone who does "any activity which involves spending time, unpaid, doing something which aims to benefit someone (individuals or groups) other than or in addition to close relatives, or to benefit the environment". A voluntary worker is someone who does similar work to a volunteer but who receives a small financial contribution towards the time spent. Both volunteers and volunteer workers may receive board and lodging or payment of expenses. This category includes nuns, monks and others who are working at the establishment as part of their vocational calling.</p> <p>7. Other type of worker The worker does not fall into the above categories. This category includes self-employed care workers (carers) in adult placement homes, and workers who work at the establishment on a regular basis but are not employees, e.g. chiropodists, podiatrists, hairdressers.</p>

<p><i>Date worker started in main job</i></p>	<p>dd/mm/yyyy</p>
<p><i>Source of Recruitment</i></p>	<p>Adult care sector: local authority Adult care sector: private or voluntary sector Children's sector: local authority Children's sector: private or voluntary sector Health sector Retail sector Other sector Internal promotion or transfer or career development From abroad Not previously employed Returner Agency Students work experience or placement Volunteering or voluntary worker Other sources Not Known</p>
<p><i>Year first employed in Social Care</i></p>	<p>This is to capture the length of experience of the social care workforce. Knowledge about the length of experience of the social care workforce is important in understanding recruitment, retention and turnover within the sector.</p> <p>You should indicate the year in which the worker first began paid employment in care or care-related work.</p> <p>'Care or care-related work' includes work in adult care, childcare, early years and children's services, and care-related work such as nursing, teaching, probation work, work with offenders/in prisons, housing, community work, counselling and advice.</p> <p>Work that is (largely) unpaid, such as volunteering, voluntary work, or caring for own children, family, relations and friends should not be included.</p> <p>If the worker is in his/her first paid job in social care, then the year will be the same as the year started in current main job.</p>

<p>Main Job Role</p> <p>Senior Management Middle Management First Line Manager Registered Manager Supervisor Social Worker Senior Care Worker Care Worker Community Support and Outreach Work Employment Support Advice Guidance and Advocacy Educational Support Youth Offending Support Counsellor Occupational Therapist Occupational Therapist Assistant Registered Nurse Nursing Associate Nursing Assistant Safeguarding and Reviewing Officer Allied Health Professional (Not Occupational Therapist) Nursery Nurse Childcare Worker or Childcare Assistant Teacher (Qualified) Educational Assistant Technician Other Job roles directly involved in providing care Managers and staff in care-related but not care-providing roles Administrative or office staff not care-providing Ancillary staff not care-providing Activities worker or Co-ordinator Assessment officer Care co-ordinator Care Navigator Other job roles not directly involved in providing care</p>	<p>Select which of the NMDS-SC job role categories best describes the main job this worker currently does at the establishment.</p> <p>If the worker has more than one job at the establishment, which is the main one?</p> <p>If the worker undertakes more than one job role for the care-providing operation at this establishment, use the following decision rules, in the order shown, to decide which is the main job:</p> <ol style="list-style-type: none"> 1. The main job role is the one that the worker spends most time doing. 2. If the worker spends an equal amount of time in each job, the main job is the one that is the more/most senior. 3. If the jobs are equally senior, the main job is the one that is the more/most highly remunerated. 4. If the jobs are equally remunerated, the main job is the one that involves the more/most overtime or additional hours. 5. If the jobs involve equal amounts of overtime or additional hours, the main job is the one which the worker him/herself regards as his/her main job.
<p>Other Job Roles</p>	<p>Same options as Main Job Role</p> <p>If the worker currently undertakes more than one job role for the care-providing operation at this establishment, you should record all other roles here, using the NMDS-SC job role categories.</p> <p>Please exclude the main job role in this category.</p>
<p>Category Registered Nurse is registered with the Nursing and Midwifery Council</p>	<p>An Adult Nurse A Mental Health Nurse A Learning Disabilities Nurse A Children's Nurse An "Enrolled" Nurse</p>

<p>Specialist Area Registered Nurse most use in their role</p>	<p>Older people (including dementia, elderly care and end of life care) Adults Learning Disability Mental Health Community Care Other Not Applicable Not Known</p>
<p>Contracted Hours of Work Tick Not Known if Unknown</p>	<p>Knowing the work patterns associated with the workforce including the number of hours worked is important in understanding employment trends in the social care sector and can be used to inform recruitment strategies. It is also important for employers in workforce planning.</p> <p>For employees, you should provide the number of hours to be worked per seven day week as stated in the employee's contract of employment as this establishment. If the employee undertakes more than one job at this establishment, provide the total contracted/agreed hours in all jobs.</p> <p>For other workers, including bank, pool and agency staff, students, volunteers and volunteer workers, indicate the agreed hours to be worked per seven day week.</p> <p>For workers on zero hours contracts, enter zero (0). Do not enter any estimated hours.</p>
<p>Additional Hours Worked Tick Not Known if Unknown</p>	<p>This is the number of hours that the worker worked as either paid overtime or unpaid hours, over and above their contracted / agreed hours, in the past 7 days.</p> <p>If the worker undertakes more than one job role for the care-providing operation at this establishment, record the total additional hours in all jobs. If the worker is on a zero hours contract, record the actual total number of hours worked in the preceding 7 days. An average should not be used.</p> <p>If the worker's contract includes flexitime, flexitime does not count toward additional hours and therefore flexitime hours should not be included.</p> <p>If no additional hours whether paid or unpaid have been worked then please record this item as zero.</p> <p>If it is unknown whether any additional hours were worked, or if the number of additional hours worked is unknown, leave unanswered.</p>
<p>Status of Main Job</p> <p>Full-time Part-time Neither of these</p>	<p>There is no standard definition of full-time and part-time - different organisations take different views. Therefore the NMDS-SC does not define a maximum or minimum number of full-time or part-time contracted hours.</p> <p>You should state whether the worker's total contracted hours, in all job roles undertaken at the establishment, are considered to be full, part time or neither of these. This relates to the perception of the job and therefore the response should be whatever the employer or worker feels is correct.</p> <p>'Neither' can be used where the hours vary so much it is impossible to say whether the work is full-time or part-time.</p>

<p>Zero Hours Contract</p>	<p>Yes No Not Known</p>
<p>Salary Interval</p>	<p>Annual Hourly Unpaid</p>
<p>Rate of Pay</p> <p>Enter annual salary, hourly rate or 0 depending on what salary interval you have selected.</p>	<p>About your employees pay details.</p> <p>One of the main issues raised by employers is the lack of funding to support services. Information about pay enables us to do a number of things:</p> <ul style="list-style-type: none"> • It will enable us to report on the real cost of care. • It will enable us to develop strategies to help the sector with recruitment and retention issues. • It will enable us to define career pathways for people interested in working in social care. • It will give us a national and regional picture of pay differences. <p>The information about pay will be held securely by Skills for Care and will not be shared with any other agency.</p> <p>No one will be able to identify your business and the money you spend on pay.</p>
<p>Sickness</p> <p>Tick Not Known if Unknown</p>	<p>This is to gather information on days lost in social care due to absence from either sickness or injury.</p> <p>You should add up the total number of days that this worker has taken off for sickness or injury during the past 12 months to the nearest half day. If the worker has been in their current main job for less than 12 months, record only the number of days absent due to sickness or injury since date started in their current main job (if the worker was employed with you in a different role before the main job role they now have, disregard any absence in that role).</p> <p>Annual leave, holidays and other authorised absence such as maternity or paternity leave, study leave, compassionate leave, secondment, leave for public duties etc. should not be included.</p> <p>Sickness should be calculated in actual working days sick e.g if a worker is scheduled to work 3 days a week and is off sick for a week, their sickness for that week would be 3 days.</p>

Learning and Development Record

<p>Induction Training Achieved Not applicable</p>	<p>This refers only to the induction training prescribed by Topss England/Skills for Care or the Children's Workforce Development Council (CWDC).</p> <p>It also includes LDAF Induction which may have been used instead of the Topss England/Skills for Care one for staff working in learning disability.</p> <p>You should indicate if the worker has completed his/her induction training to the prescribed standards in the Topss England/Skills for Care/Children's Workforce Development Council Induction Standards. Select 'yes' if complete or 'not applicable' if this induction is not applicable to this worker, including if the worker was employed prior to these induction standards being introduced.</p> <p>If the worker has completed this induction training, please state the date that it was completed.</p>
<p>If achieved, date completed induction</p>	<p>dd/mm/yyyy</p>
<p>Care certificate</p>	<p>Yes No In Progress</p>
<p>If achieved, date completed Care Certificate</p>	<p>dd/mm/yyyy</p>
<p>Is this working currently undertaking training as part of an apprenticeship?</p>	<p>Yes No Not Known</p>
<p>Social Care Qualification Held</p>	<p>Yes No Not Known</p>
<p>If yes above enter highest Level of Social Care qualification held</p>	<p>0 = Entry Level 1 = Level 1 2 = Level 2 3 = Level 3 4 = Level 4 5 = Level 5 6 = Level 6 7 = Level 7 8 = Level 8 or above 999 = Level not known</p>

Non - Social Care Qualifications Held	Yes No Not Known
If yes above enter highest Level of Non-Social Care qualification held	0 = Entry Level 1 = Level 1 2 = Level 2 3 = Level 3 4 = Level 4 5 = Level 5 6 = Level 6 7 = Level 7 8 = Level 8 or above 999 = Level not known

Training Record – This is optional

Category of training	Control and restraint Dementia Care Dignity and Equality (No Longer in use) Dignity, Respect, Person Centred Care Equality, Diversity and Human Rights training Early learning and childcare Emergency Aid awareness Fire safety First Aid Food hygiene/ handling Health and Safety Prevention and control of infection Leadership & Management Learning disability Medication safe handling and awareness Mental capacity and Deprivation of liberty safeguards Moving and Handling Malnutrition care and assistance with eating Palliative/ End of life care Physical Disability Positive behaviour and support Safeguarding Adults Safeguarding Children Any other not in the above categories
Name of Training	This is a free text box for you to type the name of the course or any notes you wish to make
Date Completed	
Expiry Date	
Accredited	Yes No

Optional Qualifications List

<p>Qualifications Held and year achieved Qualifications working towards</p>	<p>Health and Social Care NVQ level 2 (achievable until -31/12/2012)</p> <p>Health and Social Care NVQ level 3 (achievable until -31/12/2012)</p> <p>Health and Social Care NVQ level 4 (achievable until -31/12/2012)</p> <p>Care NVQ level 2 (achievable until -31/01/2007)</p> <p>Care NVQ level 3 (achievable until -31/01/2007)</p> <p>Care NVQ level 4 (achievable until - 31/01/2007)</p> <p>Caring for Children & Young People (CYPA) NVQ level 3 (achievable until - 31/01/2007)</p> <p>Any Learning Disabled Awards Framework (LDAF) award (achievable until – 31/07/2010)</p> <p>Other health and care-related NVQ(s) (achievable until -31/12/2012)</p> <p>Registered Manager's (Adults) NVQ level 4 (achievable until -31/07/2011)</p> <p>Registered Manager's (Children's) NVQ level 4 (achievable until -31/07/2011)</p> <p>Other management award(s)</p> <p>A1, A2 or other Assessor NVQ (achievable until – 31/12/2013)</p> <p>V1 or other Internal Verifier NVQ (achievable until – 31/12/2013)</p> <p>L20 or other Mentoring NVQ (achievable until – 31/12/2013)</p> <p>Social Work degree (UK)</p> <p>Social Work diploma or other approved UK or non-UK</p> <p>Combined Nursing & Social Work degree</p> <p>Post-Qualifying Award in Social Work (PQSW) Part 1</p> <p>Advanced Award in Social Work (AASW)</p> <p>Child Care Award (CCA)</p>
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	<p>Mental Health Social Work Award (MHSWA)</p> <p>Practice Teacher Award (PTA)</p> <p>Introduction to Practice Teaching ('5 day') Award Mentor Award</p> <p>Other Post-Qualifying Social Work Award</p> <p>Any professional Occupational Therapy qualification</p> <p>Any Registered Nursing qualification</p> <p>Any nursery nursing qualification</p> <p>Any childcare, preschool or play work qualification</p> <p>Any teaching qualification</p> <p>Any qualification in assessment of work-based learning other than social work</p> <p>Any other relevant professional qualification</p> <p>A Basic Skills qualification at Entry Level (achievable until – 31/08/2014)</p> <p>A Basic Skills qualification at level 1 (achievable until – 31/08/2014)</p> <p>A Basic Skills qualification at level 2 (achievable until – 31/08/2014)</p> <p>Any other qualification relevant to social care</p> <p>Any other qualification relevant to the job role</p> <p>Any other qualifications held</p> <p>Any other qualifications being worked towards</p> <p>Award in Civil Contingencies (Level 4) (From - 01/01/2011)</p> <p>Diploma in Civil Contingencies (Level 4) (From - 01/01/2011)</p> <p>Diploma in Commissioning, Procurement and Contracting (Level 3) (From - 01/01/2011)</p> <p>Diploma in Commissioning, Procurement and Contracting (Level 5) (From - 01/01/2011)</p> <p>Diploma in Commissioning, Procurement and Contracting (Level 7) (From - 01/01/2011)</p>
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	<p>Award in Awareness of Dementia (Level 2) (From - 01/09/2010)</p> <p>Award in Awareness of Dementia (Level 3) (From - 01/09/2010)</p> <p>Certificate in Dementia Care (Level 2) (From - 01/09/2010)</p> <p>Certificate in Dementia Care (Level 3) (From - 01/09/2010)</p> <p>Award in Emergency First Aid at Work (Level 2) (From - 01/09/2008)</p> <p>Diploma in Health and Social Care (No Pathway) (Level 2) (From - 01/01/2011)</p> <p>Diploma in Health and Social Care (No Pathway) (Level 3) (From - 01/01/2011)</p> <p>Diploma in Health and Social Care (Dementia Pathway) (Level 2) (From - 01/01/2011)</p> <p>Diploma in Health and Social Care (Dementia Pathway) (Level 3) (From - 01/01/2011)</p> <p>Diploma in Health and Social Care (Learning Disabilities Pathway) (Level 2) (From - 01/01/2011)</p> <p>Diploma in Health and Social Care (Learning Disabilities Pathway) (Level 3) (From - 01/01/2011)</p> <p>Diploma in Leadership in Health and Social Care and Children and Young People's Services (Level 5) (Children and Young People's Residential Management Pathway) (From - 01/01/2011)</p> <p>Diploma in Leadership in Health and Social Care and Children and Young People's Services (Level 5) (Children and Young People's Management Pathway) (From - 01/01/2011)</p> <p>Diploma in Leadership in Health and Social Care and Children and Young People's Services (Level 5) (Children and Young People's Advanced Practice Pathway) (From - 01/01/2011)</p> <p>Diploma in Leadership in Health and Social Care and Children and Young People's Services (Level 5) (Adults' Residential Management Pathway) (From - 01/01/2011)</p>
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	<p>Diploma in Leadership in Health and Social Care and Children and Young People's Services (Level 5) (Adults' Management Pathway) (From - 01/01/2011)</p> <p>Diploma in Leadership in Health and Social Care and Children and Young People's Services (Level 5) (Adults' Advanced Practice Pathway) (From - 01/01/2011)</p> <p>Certificate in Induction into Adult Social Care in Northern Ireland (Level 2) (From - 01/01/2011)</p> <p>Certificate in Induction into Adult Social Care in Northern Ireland (Level 3) (From - 01/01/2011)</p> <p>Certificate in Supporting Individuals with a Learning Disability (Level 2) (From - 01/01/2011)</p> <p>Certificate in Supporting Individuals with a Learning Disability (Level 3) (From - 01/01/2011)</p> <p>Diploma in Learning, Development and Support Services (Connexions Pathway) (Level 5) (From - 01/01/2011)</p> <p>Diploma in Learning, Development and Support Services (Learning Mentor Pathway) (Level 5) (From - 01/01/2011)</p> <p>Diploma in Learning, Development and Support Services (Education Welfare Pathway) (Level 5) (From - 01/01/2011)</p> <p>Award in Understanding Working with People with Mental Health Issues (Level 2)</p> <p>Award in Assisting and moving individuals (Level 2) (From - 01/01/2011)</p> <p>Award in Assisting and moving individuals (Level 3) (From - 01/01/2011)</p> <hr/> <p>Certificate in Preparing to work in Adult Social Care (Level 2) (From - 01/01/2011)</p> <p>Certificate in Preparing to work in Adult Social Care (Level 3) (From - 01/01/2011)</p> <p>Certificate in The Children and Young People's Workforce (Level 2) (From - 01/08/2010)</p> <p>Diploma in The Children and Young People's Workforce (Early learning and childcare pathway) (Level 3)</p>
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	<p>(From - 01/01/2011)</p> <p>Diploma in The Children and Young People's Workforce (Social care pathway) (Level 3) (From - 01/01/2011)</p> <p>Diploma in The Children and Young People's Workforce (Learning development and support services pathway) (Level 3) (From - 01/01/2011)</p> <p>Any Assessor qualification (achievable until - 01/01/2011)</p> <p>Any Internal Verifier qualification (achievable until - 01/01/2011)</p> <p>Any Mentoring qualification (achievable until - 01/01/2011)</p> <p>Award in Preparing to Work in Adult Social Care (From - 01/01/2011)</p> <p>Awareness of stroke care management level 2 (From - 01/01/2011)</p> <p>Awareness of stroke care management level 3 (From - 01/01/2011)</p> <p>Award in basic awareness of Diabetes (From - 01/01/2011)</p> <p>Certificate in working with individuals with Diabetes (From - 01/01/2011)</p> <p>Award in food safety in health and social care and early years and childcare settings (From - 01/01/2011)</p> <p>Award in promoting food safety and nutrition in health and social care or early years and childcare settings (From - 01/01/2011)</p> <p>Award in Introduction to Health, Social Care and Children's (From - 01/01/2011)</p> <p>Certificate in Introduction to Health, Social Care and Children's and Young People's Settings (From - 01/01/2011)</p> <p>Award in Supporting Individuals with Learning Disabilities (Level 2) (From - 01/01/2011)</p> <p>Award in Supporting Individuals with Learning Disabilities (Level 3) (From - 01/01/2011)</p> <p>Award in Employment Responsibilities and Rights in Health, Social Care, Children and Young People's Settings (Level 2) (From 01/01/2010)</p>
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	<p>Award in Delivering Inclusive Seated Recreational Physical Activities with Adults in Care and Community Settings (Level 2)</p> <p>Certificate in Delivering Chair-Based Exercise with Frailer Older Adults and Adults with Disabilities in Care and Community Settings (Level 2)</p> <p>Award Awareness of End of Life Care (Level 2)</p> <p>Award Awareness of End of Life Care (Level 3)</p> <p>Certificate in Working in End of Life Care (Level 3)</p> <p>Certificate in Leading and Managing Services to Support End of Life and Significant Life Events (Level 5)</p> <p>Awards Awareness of the Mental Capacity Act 2005 (Level 3) (From 01/01/2013)</p> <p>Diplomas in Approved Mental Health Practitioner (Level 4) (From 01/01/2000)</p> <p>Diplomas in Approved Social Worker (Level 4) (From 01/01/2000)</p> <p>Award in Promoting Employment in social care (Level 2) (From 01/01/2013)</p> <p>Award in Supporting Individuals on the Autistic Spectrum (Level 3)</p> <p>Certificate in Supporting Individuals on the Autistic Spectrum (Level 3)</p> <p>Diploma in Adult Care (Level 4) (2017)</p> <p>Certificate in Adult Care (Level 4) (2017)</p> <p>Any other social care relevant award (From 01/01/2018)</p> <p>Any other non-social care relevant award (From 01/01/2018)</p> <p>Any other social care relevant certificate (From 01/01/2018)</p> <p>Any other non-social care relevant certificate (From 01/01/2018)</p> <p>Any other social care relevant diploma (From 01/01/2018)</p> <p>Any other non-social care relevant diploma (From 01/01/2018)</p>
<p>No Qualifications Working Towards</p>	<p>Tick box</p>

Appendix of Countries

CO DE	COUNTRYNAME	CODE	COUNTRYNAME
4	Afghanistan	120	Cameroon
248	Aland Islands	124	Canada
8	Albania	132	Cape Verde
12	Algeria	136	Cayman Islands
16	American Samoa	140	Central African Republic
20	Andorra	148	Chad
24	Angola	152	Chile
660	Anguilla	156	China
10	Antarctica	162	Christmas Island
28	Antigua and Barbuda	166	Cocos (Keeling) Islands
32	Argentina	170	Colombia
51	Armenia	174	Comoros
533	Aruba	178	Congo
36	Australia	180	Congo Democratic Republic of the
40	Austria	184	Cook Islands
31	Azerbaijan	188	Costa Rica
44	Bahamas	384	Cote d'Ivoire
48	Bahrain	191	Croatia
50	Bangladesh	192	Cuba
52	Barbados	531	Curacao
112	Belarus	196	Cyprus
56	Belgium	203	Czech Republic
84	Belize	208	Denmark
204	Benin	262	Djibouti
60	Bermuda	212	Dominica
64	Bhutan	214	Dominican Republic
68	Bolivia, Plurinational state of	218	Ecuador
535	Bonaire, Saint Eustatius and Saba	818	Egypt
70	Bosnia and Herzegovina	222	El Salvador
72	Botswana	226	Equatorial Guinea
74	Bouvet Island	232	Eritrea
76	Brazil	233	Estonia
86	British Indian Ocean Territory	231	Ethiopia
96	Brunei Darussalam	238	Falkland Islands (Malvinas)
100	Bulgaria	234	Faroe Islands
854	Burkina Faso	242	Fiji

108	Burundi	246	Finland
116	Cambodia	250	France
		398	Kazakhstan
254	French Guiana	404	Kenya
258	French Polynesia	296	Kiribati
260	French Southern Territories	408	Korea Democratic People's Republic of
266	Gabon	410	Korea Republic of
270	Gambia	995	Kosovo
268	Georgia	414	Kuwait
276	Germany	417	Kyrgyzstan
288	Ghana	418	Lao Peoples Democratic Republic
292	Gibraltar	428	Latvia
300	Greece	422	Lebanon
304	Greenland	426	Lesotho
308	Grenada	430	Liberia
312	Guadeloupe	434	Libya
316	Guam	438	Liechtenstein
320	Guatemala	440	Lithuania
831	Guernsey	442	Luxembourg
324	Guinea	446	Macao
624	Guinea-Bissau	807	Macedonia the former Yugoslav Republic of
328	Guyana	450	Madagascar
332	Haiti	454	Malawi
334	Heard Island and McDonald Islands	458	Malaysia
336	Holy See (Vatican City State)	462	Maldives
340	Honduras	466	Mali
344	Hong Kong	470	Malta
348	Hungary	584	Marshall Islands
352	Iceland	474	Martinique
356	India	478	Mauritania
360	Indonesia	480	Mauritius
364	Iran Islamic Republic of	175	Mayotte
368	Iraq	484	Mexico
372	Ireland	583	Micronesia Federated States of
376	Israel	498	Moldova, Republic of
380	Italy	492	Monaco
388	Jamaica	496	Mongolia

392	Japan	499	Montenegro
832	Jersey	500	Montserrat
		504	Morocco
400	Jordan	508	Mozambique
104	Myanmar	882	Samoa
516	Namibia	674	San Marino
520	Nauru	678	Sao Tome and Principe
524	Nepal	682	Saudi Arabia
528	Netherlands	686	Senegal
540	New Caledonia	688	Serbia
554	New Zealand	690	Seychelles
558	Nicaragua	694	Sierra Leone
562	Niger	702	Singapore
566	Nigeria	534	Sint Maarten (Dutch part)
570	Niue	703	Slovakia
574	Norfolk Island	705	Slovenia
580	Northern Mariana Islands	90	Solomon Islands
578	Norway	706	Somalia
512	Oman	710	South Africa
586	Pakistan	239	South Georgia and the South Sandwich Islands
585	Palau	728	South Sudan
275	Palestine, State of	724	Spain
591	Panama	144	Sri Lanka
598	Papua New Guinea	654	St Helena Ascension and Tristan da Cunha
600	Paraguay	736	Sudan
604	Peru	740	Suriname
608	Philippines	744	Svalbard and Jan Mayen
612	Pitcairn	748	Swaziland
616	Poland	752	Sweden
620	Portugal	756	Switzerland
630	Puerto Rico	760	Syrian Arab Republic
634	Qatar	158	Taiwan Province of China
638	Reunion	762	Tajikistan
642	Romania	834	Tanzania United Republic of
643	Russian Federation	764	Thailand
646	Rwanda	626	Timor-Leste
652	Saint Barthelemy	768	Togo
659	Saint Kitts and Nevis	772	Tokelau
662	Saint Lucia	776	Tonga
663	Saint Martin (French part)	780	Trinidad and Tobago

	666	Saint Pierre and Miquelon	788	Tunisia
	670	Saint Vincent and the Grenadines	792	Turkey
795	Turkmenistan			
796	Turks and Caicos Islands			
798	Tuvalu			
800	Uganda			
804	Ukraine			
784	United Arab Emirates			
826	United Kingdom			
840	United States			
581	United States Minor Outlying Islands			
999	Unknown			
858	Uruguay			
860	Uzbekistan			
548	Vanuatu			
862	Venezuela, Bolivarian Republic of			
704	Viet Nam			
92	Virgin Islands British			
850	Virgin Islands U.S.			
876	Wallis and Futuna			
732	Western Sahara			
887	Yemen			
894	Zambia			
716	Zimbabwe			