

Leadership and Management for Care Services (LMC)

Qualification requirements to practice as a manager within the care sector in each country of the UK

England

- Adult social care: The LMC NVQ will replace the Registered Managers (Adults) NVQ. Candidates should refer to the Commission for Social Care Inspection (CSCI) for the latest information: <http://www.csci.org.uk>
- Residential child care: As before, managers will still be expected to hold both a Level 4 qualification related to working with children and a Level 4 qualification in management. The NVQ Leadership & Management does not replace the need for both these qualifications; it will supersede one of the previously accepted L4 management qualifications which is the NVQ for Managers of Residential Child Care.

For those intending to work in Residential Child Care in England, in addition to the 4 Mandatory Units, Unit B6 and Unit B7 must also be undertaken. For those intending to work in Children's Care Services in England, in addition to the 4 Mandatory Units, Unit B6 must also be undertaken.

Northern Ireland

In Northern Ireland the LMC NVQ will not be a requirement for practice, but a Continuing Professional Development requirement. The minimum requirement for Children's residential care is a qualification in Social Work and for adult services a professional qualification in either Social Work or Nursing. The LMC award will be of interest to managers at first line level in a variety of settings where there is a requirement for management training associated with the NI Fitness to Practise framework for the Social Services workforce.

Scotland

The LMC NVQ will replace the Registered Managers award, with the RMA award becoming the predecessor award. As before, a care qualification will also be required. For managers in Residential Child Care, Adult residential or adult day care services there is a requirement to hold an SVQ Level 4 HSC amongst other awards. In addition there is a requirement for the LMC or another award that demonstrates the registrant has 60 credits of management at or above SCQF level 8 (see below).

Other acceptable awards include:

- Diploma in Social Work or equivalent
- BA in Curative Education
- A qualification meeting the registration requirements of the General Teaching Council, Nursing and Midwifery Council, General Medical Council or the following professional groups regulated by the Health Professions Council:
 - Occupational Therapists
 - Arts, Music and Drama Therapists
 - Physiotherapists
 - Speech and Language Therapists
- A qualification meeting the requirements for chartered registration with the British Psychological Society in the divisions listed below:
 - Chartered Clinical Psychology
 - Chartered Counselling Psychology
 - Chartered Forensic Psychology
 - Chartered Educational Psychology (including full membership of either the division of Educational and Child Psychology for England, Northern Ireland and Wales or the Scottish division of Educational Psychology for Scotland)
 - Chartered Health Psychologist
 - Chartered Occupational Psychologist
 - Neuro-psychologists and Sports and Exercise Psychologists who have attained chartered status with the British Psychological Society
- Degree or Diploma in Community Education or equivalent, as recognised by Community Education Validation & Endorsement Unit, Communities Scotland

plus any award in management that is certificated at or above SCQF Level 8* (minimum of 60 credits). Institutions wishing to confirm that their management programme leads to a certificated management award at or above SCQF Level 8, with a minimum of 60 credits, are required to provide evidence satisfactory to the Council that the programme is recognised as a management programme within their own institution. ***This would include the LMC.***

Wales

The Care Council for Wales Qualification Framework provides details of the required or recommended qualifications for certain groups. Please refer to this for full details of all acceptable existing or predecessor qualifications. The following relates to a situation where a person wishes to rely upon the LMC NVQ:

- **Adult social care:** The LMC NVQ will replace the Registered Managers (Adults) NVQ, with the RMA award becoming the predecessor award. As was the case with the RMA, the LMC NVQ will become one of the required or recommended qualifications as noted on the Care Council for Wales Qualification Framework.
- **Residential child care:** For the LMC NVQ to be deemed to replace the NVQ 4 Managers in Residential Child Care (the single all-inclusive qualification acceptable for registration purposes in Wales for this part of the workforce), it will be a **requirement** that it includes **Units B6 & B7**. As previously the case, where this all-inclusive qualification is not held, managers will still be expected to hold both a Level 4 qualification related to working with children and a Level 4 qualification in management. One of these must be a competence based qualification assessed within the workplace.

For those intending to work in other Children's Care Services in Wales in a Management capacity, it is **strongly recommended** that in addition to the 4 Mandatory Units, Unit B6 is also undertaken.

Further information is available on the Care Council for Wales website:

<http://www.ccwales.org.uk/DesktopDefault.aspx?tabid=160>