

Deferrals, withdrawals and fails

This guidance is for employers and assessors who are managing a deferral, withdrawal or fail situation with a newly qualified social worker (NQSW). It also for NQSWs who are in this situation.

Its purpose is to outline the circumstances in which:

- an ASYE programme can be postponed or suspended
- a NQSW may withdraw from the ASYE
- a NQSW has failed the ASYE.

It covers the employer responsibilities in these circumstances but does not include the impact on NQSWs.

Deferrals/pause of the programme

The ASYE is a 12-month programme of learning and development. A deferral is a postponement of the ASYE that provides a break in the process.

development within 12 months. As such, capability is not grounds for a deferral.

The grounds for deferral are limited. They include:

- long-term sickness
- parental leave

fail decision. This will alert the system if a new employer seeks ASYE funding on their behalf.

The ASYE is most effective when it is embedded within HR performance management policies and procedures. Complications can occur when the appeals process, aligned with HR should be in place.

Skills for Care does not intervene in appeals. There is however a [protocol that is adhered to in the event of a NQSW bringing a grievance to our attention](#).

Please note - regulator) if they believe that the reason for the fail decision breaches the [professional standards](#).

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