

Key Responsibility Areas (Policies and Legislation)

Last issue, we identified the KRAs and career progression for social workers in direct practice.

Social workers are also involved in indirect practice. There are 3 tracks in indirect practice. This issue highlights the KRAs for the policy and legislation track.

The 4 KRAs are:



Policy Formulation

Research and analyse social trends and client expectations of programmes and services provided. Use research findings to crystallise policy issues and implications.



Policy Development

Formulate and analyse policies, recommend policy actions and evaluate its impact financially and administratively. Consult with programme owners and stakeholders to identify needs so as to guide the development of policy.



Policy Implementation

Create stakeholder engagement plans to influence stakeholder groups (e.g. VWOs, public, etc.) to obtain consensus for policy, including the tailoring of messaging for groups. Work collaboratively with stakeholders to identify any issues post-implementation.

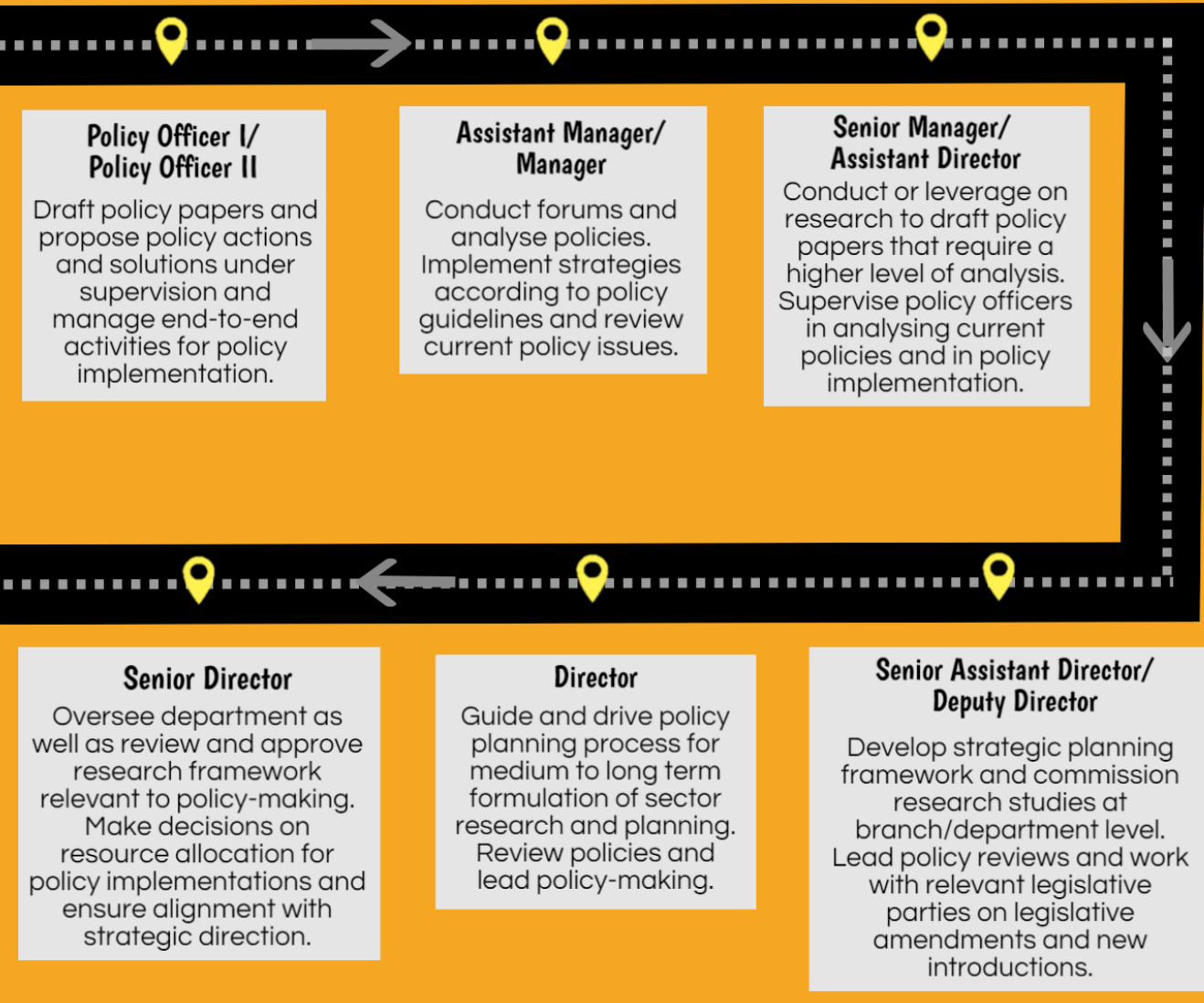


Policy Evaluation

Review current legal provisions to ensure that policies proposed are in line with existing legislation.

Social workers in the Policy and Legislation practice track typically work for the Government and government-linked agencies.

These are the possible job roles they hold:



Policy Officer I/ Policy Officer II

Draft policy papers and propose policy actions and solutions under supervision and manage end-to-end activities for policy implementation.

Assistant Manager/ Manager

Conduct forums and analyse policies. Implement strategies according to policy guidelines and review current policy issues.

Senior Manager/ Assistant Director

Conduct or leverage on research to draft policy papers that require a higher level of analysis. Supervise policy officers in analysing current policies and in policy implementation.

Senior Director

Oversee department as well as review and approve research framework relevant to policy-making. Make decisions on resource allocation for policy implementations and ensure alignment with strategic direction.

Director

Guide and drive policy planning process for medium to long term formulation of sector research and planning. Review policies and lead policy-making.

Senior Assistant Director/ Deputy Director

Develop strategic planning framework and commission research studies at branch/department level. Lead policy reviews and work with relevant legislative parties on legislative amendments and new introductions.



Your organisation job titles may differ from the job roles listed here. Read the job description in the NSWCF carefully and identify the position that most closely resembles your daily role.