NHS Education for Scotland

NMAHP Development Framework / 4 Pillars of Practice

Welcome

By the end of this presentation, you'll have a better understanding of:

- **What is the Career Development Framework?**
- **Who the framework is for**
- **What the framework can be used for**
- **Resources to support you using the framework**
- **Where to find the framework**

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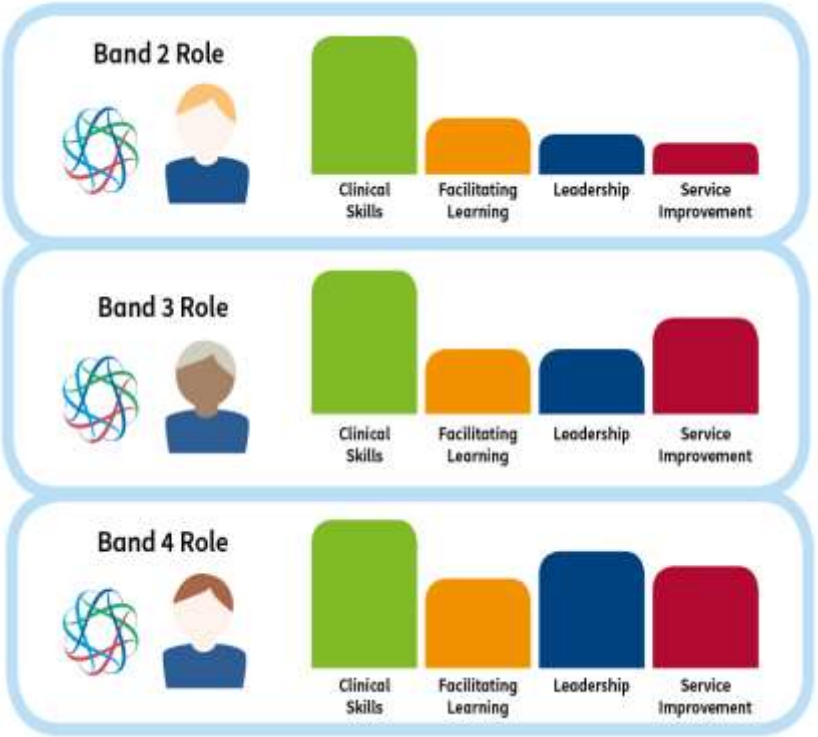
What is the Career Development Framework?

Healthcare Support Worker (HCSW) Learning Framework

Bridge from HCSW to Practitioner

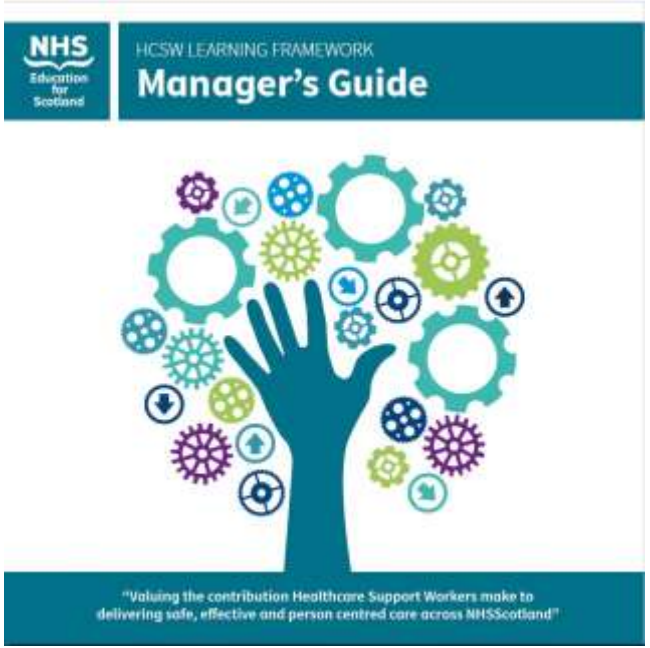
NMAHP Post Registration Career Framework

Who is the framework for?



What the framework can be used for

- Fully develop in your current Clinical HCSW role
- Understand and prepare for a higher banded post
- Make informed choices about the right learning for you
- Support meaningful conversations in KSF/Personal Development Plan meetings



- Am I clear about differences between HCSW roles at Bands 2, 3 and 4?
- What skill mix is right for my team/the service I lead?
- What can I do as a manager to help staff engage with learning?
- Can be used to support meaningful PDPR conversations

Navigating the bridge between HCSW and Practitioner

NMC Nursing & Midwifery Council

hcpc health & care professions council

Resources to support you using the framework

Learning activities to support each pillar of practice

- use the pillars of practice to identify what you would like to learn
- The learning resources can be accessed on Support Worker Central at: learning activities

Professional portfolio - Turas Professional Portfolio (Recognition of Prior Learning (RPL) is available to all Support Workers who wish to record evidence of their learning: portfolio

Any questions?

Useful links

- Animation - https://vimeo.com/530759961/5d63c12ac9
- Framework - https://www.careerframework.nes.scot.nhs.uk/
- Contact your local Practice Education Staff
- Support Worker Central: https://learn.nes.nhs.scot/34351/support-worker-central
- Professional Portfolio: https://learn.nes.nhs.scot/39969/support-worker-central/learning-resources/professional-portfolio

Stay connected

- HCSW Mailbox: HCSW@nes.scot.nhs.uk
- Link to Access Newsletter for non-clinical staff via Turas hub: https://learn.nes.nhs.scot/55799/support-workforce-hub/access-newsletter-summer-2021
- Link to sign up for a Turas account: https://learn.nes.nhs.scot
- Link to HCSW Newsletter: Newsletters
- Link to sign up to receive future editions of HCSW Newsletter at: http://eepurl.com/gt3fF9
- Link to sign up for Turas Professional Portfolio: https://turasdashboard.nes.nhs.scot/

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- Would you use the framework?
- What would you use the framework for?
- What would help you to use the framework?

This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how we can best meet your requirements.

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