

Illustrating the support and development available for NMAHP Careers

A range of initiatives are led and/or supported by NHS Education for Scotland to develop Nurses, Midwives and Allied Health Professions across all levels of The Career Framework for Health. Some of these are also integral to Modernising Nursing Careers, Midwifery 2020 and Modernising AHP Careers. These initiatives are set out in the action plan for NMAHP's CURAM (SGHD 2009) which is dynamic and will evolve over the next few years.

NHS Career Framework for Health

Illustration of NMAHP initiatives in progress as at November 2009

LEVEL 9 - MORE SENIOR STAFF

Staff with ultimate responsibility for decision-making and full on-call accountability.

LEVEL 8 - CONSULTANT PRACTITIONERS

Staff working at a very high level of clinical expertise and/or have responsibility for planning services.
Non-clinical examples might be, for example 'Divisional Manager'.

LEVEL 7 - ADVANCED PRACTITIONERS

Experienced clinical practitioners with high level of skill and theoretical knowledge. Will make high level clinical decisions and manage own workload.
Non-clinical staff will typically be managing a number of service areas.

LEVEL 6 - SENIOR PRACTITIONERS

A higher degree of autonomy and responsibility than level 5 in the clinical environment.
Non-clinical staff who would be managing a number of service areas.

LEVEL 5 - PRACTITIONERS

Registered practitioners consolidating pre-registration experience and getting ready for a higher level of functioning.

LEVEL 4 - ASSISTANT PRACTITIONERS

Some work involving protocol based care under the supervision of a registered practitioner.
Non-clinical roles can include IT support worker and Technician

LEVEL 3 - SENIOR HEALTHCARE SUPPORT WORKERS

Higher level of responsibility than Healthcare Support Worker.
Non-clinical roles can include ward clerk and community food worker.

LEVEL 2 - HEALTHCARE SUPPORT WORKERS

Works under the direction and supervision of healthcare professionals and supports the multidisciplinary team in the delivery of high quality care.
Non-clinical examples are housekeeper and receptionist.

LEVEL 1 - SUPPORT WORKERS

Non-clinical staff in roles that require very little formal education such as catering assistant or domestic assistant.

Leadership

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Consultant Practitioner Pathways and succession planning

Advanced Practice Pathways and succession planning

Practitioners with Special Interests

Senior Charge Nurse Educational Development Framework

Senior AHP Learning and Development Framework

Effective Practitioner

Ready4Work

Early Clinical Career Fellowships

Flying Start NHS

Healthcare Support Worker Development

HCSW toolkit including induction standards and codes

HNC/SVQ/PDA Development

Mentorship at every level

Clinical Academic Careers (Clinical Education and Clinical Research)
Underpinned by the Knowledge and Skills Framework (KSF) and Scottish Credit Qualifications Framework (SCQF)

References
Scottish Government (2009) Curam: Nurses, Midwives and Allied Health Professionals working for Scotland's health: Scottish Government Edinburgh
Scottish Government (2009b) Guidance on Career Framework for Health: Scottish Government Edinburgh

The Career Framework for Health is a UK wide development that was initiated by the Department of Health and has subsequently been developed by the UK Sector Skills Council (Skills for Health). The Career Framework is an enabling tool which sets out a common language to support career planning and progression both vertically and laterally. It does this by mapping the NHS workforce onto a nine level core skills and competence framework. Used in conjunction with the KSF it can illustrate career options more clearly helping staff moving from one role to another at the same level of competence or to prepare for the competencies needed when planning a vertical career move (Scottish Government, 2009b)

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