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.

**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.

**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**

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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