



Health & Social Care Support Worker Development Programme

(BANDS 2 – 4 HEALTHCARE SUPPORT WORKER (HCSW) EDUCATION)

The Chief Nursing Officer (CNO) has requested commencement of work on how to expand and develop the Band 2-4 workforce at pace in response to current systems pressures within health and social care and the emergence of new service models.

Scottish Government Workforce Directorate are leading work to recruit an additional 1,000 Bands 2 - 4 to health and social care services. This needs to be underpinned by a national approach to their development ensuring they have the requisite skills and competencies to deliver safe, effective, person centred care. However, there is currently variation in the role and current education and development provision for Bands 2 – 4 across NHS Scotland.

NHS Education for Scotland (NES) has been commissioned to undertake a review of Band 4 career pathways, with a focus on the development and enhancement of bands 2- 4 and the associated competencies.

The scope of the commission is to;

- review the extant policy guidance, ensuring this supports the skill sets of the band 2-4 workforce across NMAHP and Healthcare science in both health and social care settings
- review the current provision of development made readily available to Band 4 within the complete Health and Social Care patient pathway whether that be formal education routes and/or the access to localised and national training programmes
- examine career pathways between Band 4 utilising the current career pathways established by NES in conjunction with key stakeholders across health and social care
- scope the underpinning national workforce development available to bands 2, 3 and 4 to identify gaps and a plan with how these can be filled.

The outcomes of the commission will deliver the following;

- identify Band 2 – 4 education programmes and career frameworks already in place locally that could be adapted for national use
- identify gaps within the extant policy guidance and make recommendations to SG
- identify education and training gaps which would allow staff to work at the highest level of their grade and make recommendations on how to address these
- propose a career framework which supports staff in Band 2 - 4 roles to achieve optimum impact
- These findings and recommendations will provide a significant foundation to the ongoing policy work currently being undertaken across CNOD and Workforce Directorate. In addition, any findings and recommendations will determine the actions that could be taken by Boards to support the band 2- 4 workforce in the future.