

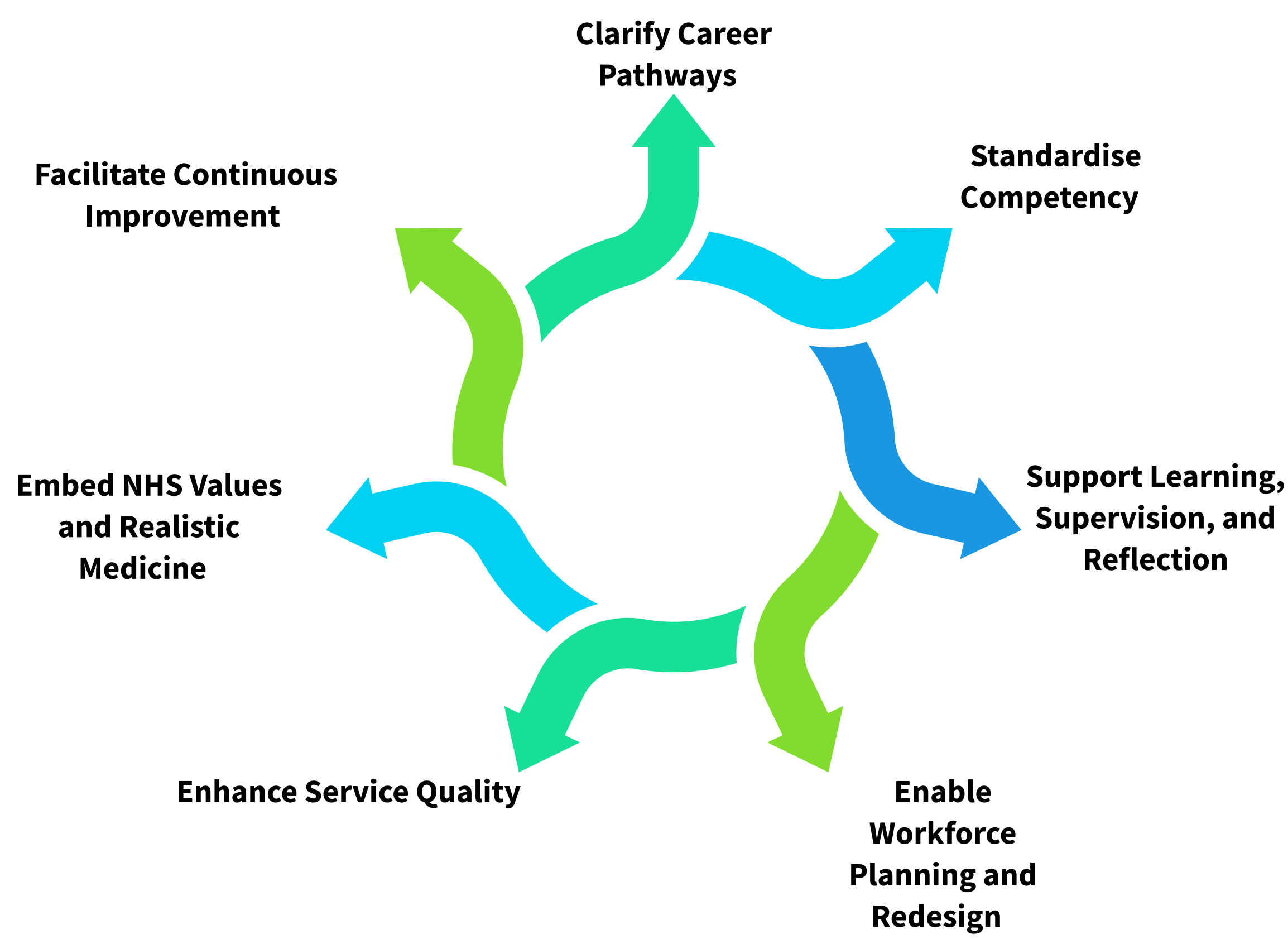
Developing Scotland's Vaccination Workforce: A National Framework for Capability and Progression.

Our problem

Scotland's vaccination workforce operates in an increasingly complex public health environment. The COVID-19 pandemic highlighted the pivotal role of a responsive and capable vaccination workforce, revealing both strengths and structural gaps, particularly in education, preparation, and opportunities for career progression. As vaccination services continue to grow in complexity and reach, a confident, agile, and values-led workforce is essential to delivering safe, person-centred, and equitable care.

Aims of the resource

The Framework aims to provide a national framework that supports the education, development, and progression of vaccinators in Scotland, enabling a competent, confident, and inclusive workforce aligned to Scotland's public health needs.



At a glance

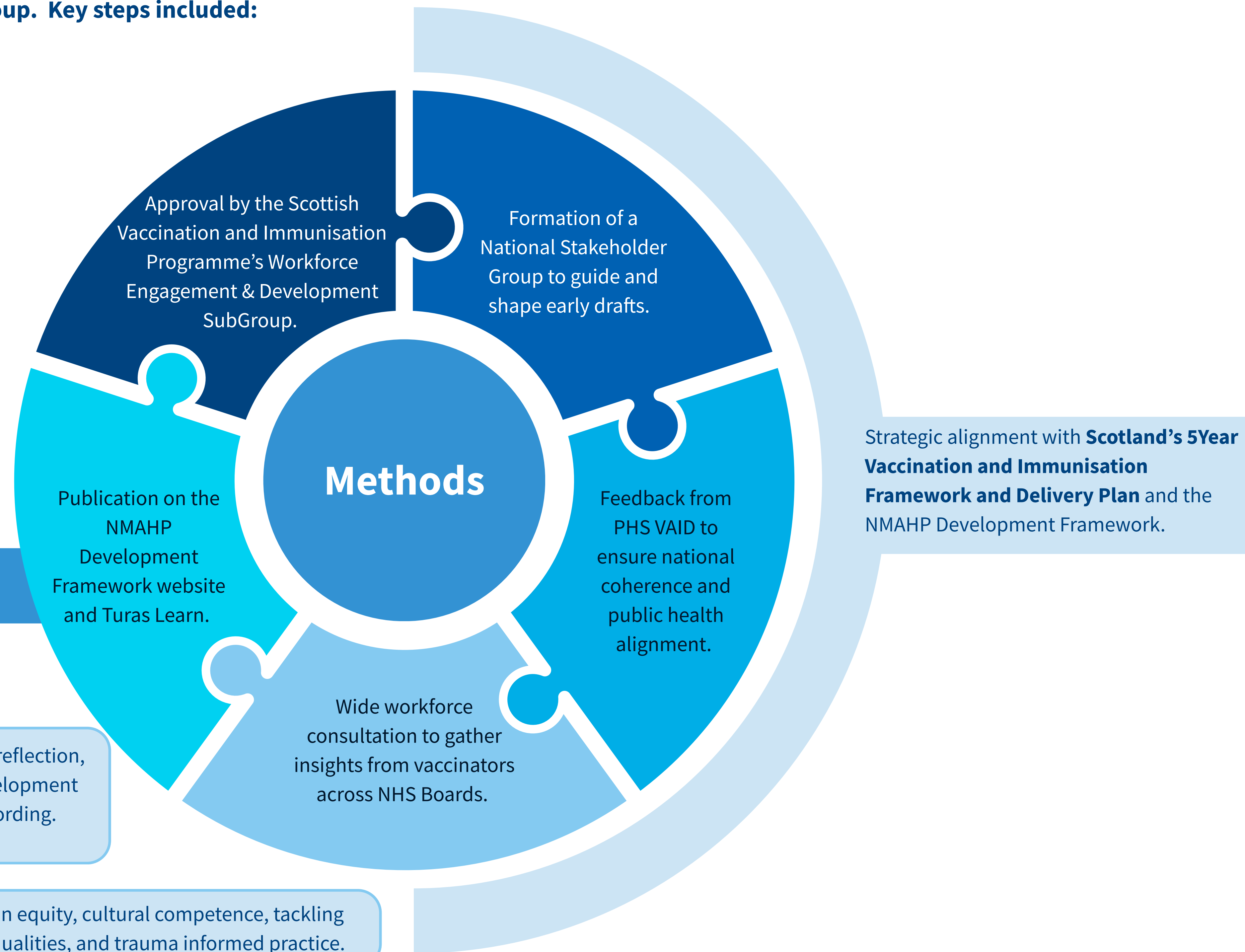
Scotland requires a skilled, confident, flexible vaccination workforce aligned with national public health priorities.

The Development Framework for Vaccinators provides a clear, nationally aligned structure covering career levels 3-7.

It defines roles, expected knowledge, skills and behaviours (KSBs), and supports supervision, progression and workforce planning.

The framework strengthens equity, inclusivity and quality in vaccination delivery.

The Framework was developed through a collaborative, multiagency process involving NHS Education for Scotland (NES), Public Health Scotland's (PHS) Vaccination and Immunisation Division (VAID) and a National Stakeholder Group. Key steps included:

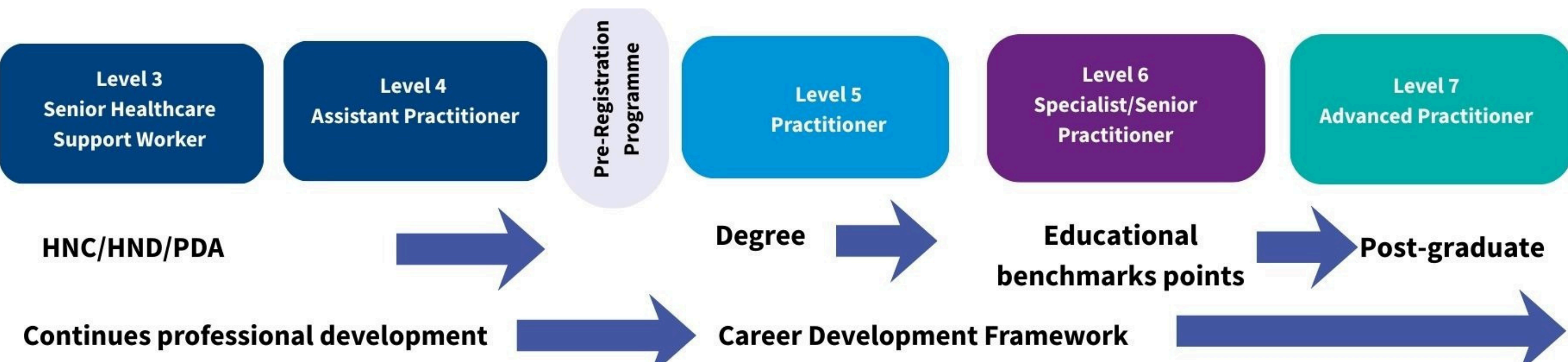


The Framework includes:

- Role descriptions and expectations for career levels 3-7.
- Required qualifications, training and vaccination specific learning.
- Core and specialist KSBs across the four pillars of practice.
- Expectations for safe clinical practice, leadership, service improvement and research engagement.
- Tools to support reflection, competency development and portfolio recording.
- Guidance on equity, cultural competence, tackling health inequalities, and trauma informed practice.

How Vaccinators Develop Across Career Levels 3 to 7

The following demonstrates how moving through the levels is associated with increasing knowledge, clinical expertise, responsibility and experience. The knowledge and skills of each level of practice builds on the level before.



How This Resource Can Be Used

By Practitioners

Can be used by nurses and HCSWs working or aspiring to work in vaccination services.

By Managers

By organisations and service managers to help develop current and emerging vaccination services.

By Educators

Can be used by services and educational organisations to help prepare practitioners to deliver services.

Results and Outcomes

Outputs from the wide consultation states the Framework provides:

- A clear, accessible structure
- Improved clarity on roles, progression and expectations
- Support for consistent induction, supervision and personal development
- Greater confidence for practitioners
- Enhanced support for equity and safe practice
- Better alignment for workforce planning

User feedback also highlighted small areas for refinement, and these insights informed the final version of the Framework.

Conclusions and Next Steps

The Development Framework represents a major step forward in building a confident, capable and sustainable vaccination workforce. It provides a clear, consistent, and nationally aligned approach to support the development, recognition, and progression of the vaccination workforce in Scotland. It brings together core expectations and specialist knowledge in a single, accessible resource that reflects the evolving nature and growing complexity of immunisation practice.

A formal evaluation is planned in 12 months.

Acknowledgements:

With thanks to PHS for supporting NES in the development of this Framework. We also acknowledge the contributions of the Workforce Engagement & Development Sub-Group and the National Stakeholder Group, whose guidance and expertise shaped the resource. Special thanks to practitioners across NHS Boards whose experience ensured the Framework is practical, relevant and future focused.



This resource was published in April 2026 and is available on the NMAHP Development Framework website.

Use the QR code to be taken to the Framework.



For questions and comments please contact: immunisation-resource@nes.scot.nhs.uk

