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1. Aim

Frameworks are documents that provide an evidence-based structure, with varied goals such as promoting learning, facilitating career development or ensuring competency.

The Framework Review, Alignment, Monitoring and Evaluation (FRAME) project aims to ensure the development of high-quality, evidence-informed frameworks within NMAHP.

A stakeholder engagement exercise was conducted to better understand the commissioning, development, implementation and use of frameworks.

2. Methods

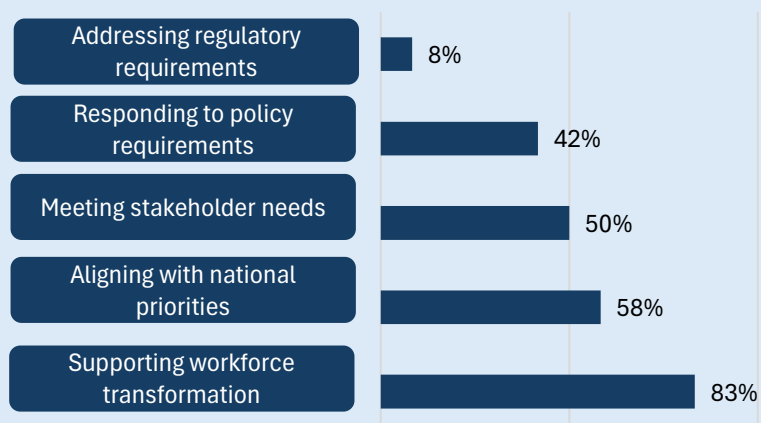
A mixed methods approach was taken, achieving wide geographical and professional reach, covering health, social care and education.

- Survey: 365 completions
- 25 semi-structured interviews (commissioners, developers, users / non-users)
- 2 x focus groups (1 x developers / 1 x users + non-users)

Results

3. Framework Purpose

What was the purpose of commissioning the framework?



Across the data, frameworks are universally seen as:

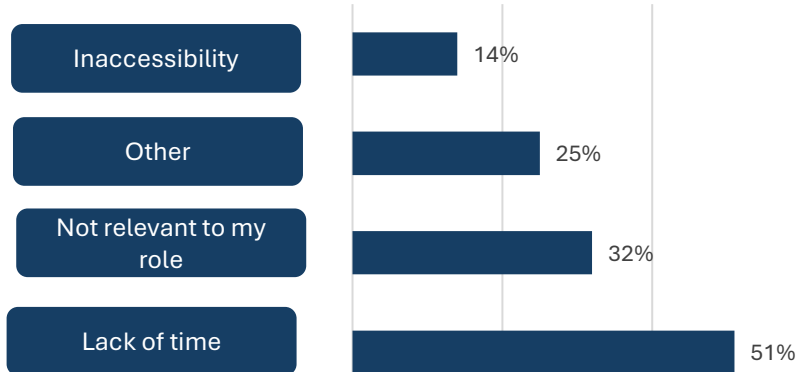
- Mechanisms for standardisation, providing coherence and consistency.
- Developmental tools that span individual, service, and system levels.

There is, however, no clear articulation of how frameworks will improve patient or population outcomes.

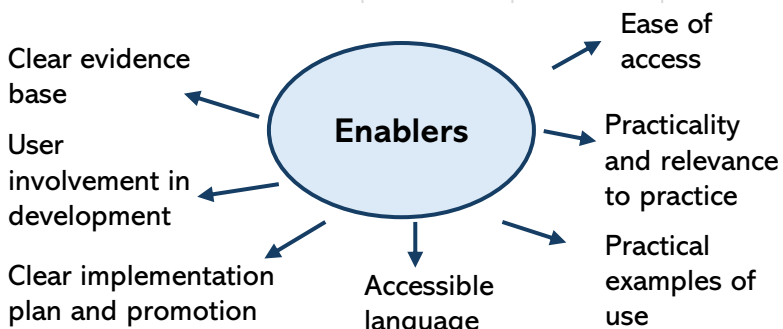
5. Enablers & barriers to use

'[It's] difficult to see their practical impact or how they could be meaningfully applied to my role' (non-user)

Barriers

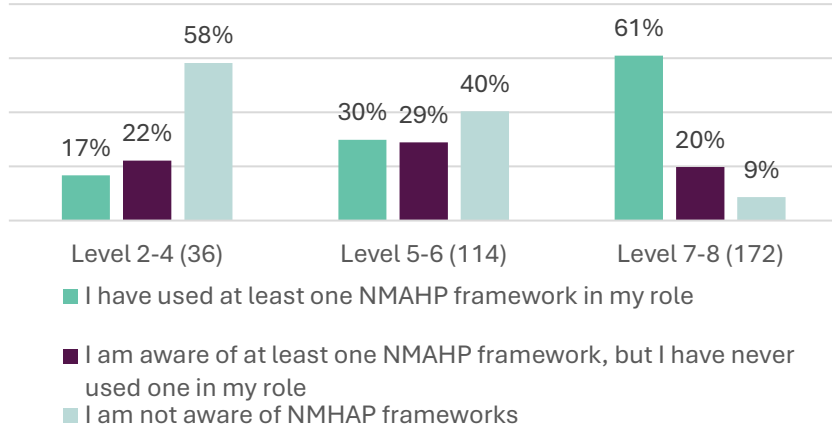


Enablers



4. Framework Use

Framework awareness and use by level on career framework



There is a trend visible across the workforce, with awareness and use of frameworks increasing in the higher career levels

How frameworks are used?

Personal development

- Identifying learning gaps & training needs
- Supporting appraisal
- Informing personal development plans

Staff recruitment and development

- Developing job descriptions
- Planning interviews
- Supporting appraisals & objective setting for teams

Education design

- Informing the design of education and training
- Mapping educational initiatives to achieve alignment

6. Conclusions – So what?

Whilst limited by a small purposive sample, these findings offer opportunities for health & social care organisations to consider how framework development & implementation can be improved.

- Understanding and better articulating how framework implementation will improve health outcomes
- Promoting awareness of existing frameworks, targeting career levels 2-6 to encourage adoption
- Minimising barriers to framework use, by enhancing accessibility and their relevance to job roles
- Building on the identified enablers, ensuring frameworks are practical, evidence-based and accompanied by examples of use

Project undertaken collaboratively between FRAME project team, PSD Scotland, and Harlow Consulting.