

		Estates			Grounds			Transferable/Management							
Scottish Credit and Qualification Framework (SCQF)		Estates Services employs a wide range of staff, all of whom are vital to the smooth running of healthcare properties and services. Support workers, maintenance workers, fire safety officers, estates officers, directors of facilities and many more all contribute to making sure that NHS Scotland buildings and estates are well-maintained and safe to use.			Grounds Services staff work to ensure that hospitals and other NHS Scotland premises have attractive and tidy grounds. This includes looking after plants growing outside of buildings and in and around car parks and maintaining lawns, trees and borders. As well as maintaining existing gardens and grounds, throughout the season, staff in grounds services might be involved in the design, cultivation and planting of gardens for different groups of patients and service users.			The qualifications listed below may be applicable to all job family areas across Estates. These include team leading and management type qualifications							
SCQF Level	Examples of Job Roles	Required Learning	Specialist Qualifications	Examples of Job Roles	Required Learning	Specialist Qualifications	Transferable Qualifications	General Management Qualifications							
11	Head of Estates	Chartered Engineer	MSc Building Services Engineering				MFA Facilities Management	PDA in Strategic Leadership							
9/10	Site/Estates Manager	IOSH	BSc Hons Building Surveying BEng Hons Building Services Engineering				MFA Facilities Management	SVQ Management at SCQF level 11							
	Estates Manager	IOSH	BSc Building Surveying				BA Hons Facilities Management	PDA in Planning and Implementing Change ILM Leadership and Management							
9	Senior Estates Officer	IOSH	BEng Building Services Engineering				BA Facilities Management	SVQ Management at SCQF level 9 PDA in Decision Making and Innovation PDA in Organisational Leadership							
8	Estates Officer	IOSH	Dip HE Engineering												
			Dip HE Engineering												
			HND Engineering Systems						Foundation Degree Facilities Management	PDA in Leadership					
			HND Mechanical Engineering						PDA in Internal Verification of Workplace Assessment (L&Q11)	PDA in Project Management					
7	Trades Supervisor (Higher) Technician	IOSH	HND Building Services Engineering	Gardener Supervisor	IOSH	SVQ Horticulture at SCQF level 9									
			HND Mechanical Engineering												
			HND Building Services Engineering												
			HND Electrical Engineering												
See Below	TRADES SPECIFIC			Charge Hand/Head Gardener	Woodland Management; Waterway Management; Road Traffic Management; Estates Workbook	HNC Horticulture									
6	Maintenance Assistant	Estates Workbook	PDA Plant Maintenance and Repair	Gardener	Pesticide Training; Road Traffic Management; Estates Workbook	SVQ Horticulture at SCQF level 6									
5						MA L3 Horticulture									
4				Assistant Gardener	COSH; Road Traffic Management Systems; Estate Workbook	SVQ Horticulture at SCQF level 5									
5						MA L2 Horticulture									
4						IOG Level 2 Diploma in Work-based Horticulture									
3						Level 2 IVQ Technician Cert. in Motor Vehicle Systems									
2						SVQ Horticulture at SCQF level 4									
1						IOG Level 2 Diploma in Horticulture									
7	TRADES	Estates Workbook	HNC Electrical Engineering	HNC Engineering Practice	PDA Carpentry & Joinery	SVQ Plumbing at SCQF level 7	HNC Painting and Decorating Supervision	SVQ Plastering at SCQF level 7	Advanced Certificate in Bricklaying	SVQ Wall and Floor Tiling at SCQF level 7	PDA Workplace Assessment Using Direct & Indirect Methods (LD9D)	PDA in Managing Self and Others			
			SVQ Electrical Installation at SCQF level 7	HNC Mechanical Engineering		MA Plumbing	Advanced Certificate in Painting and Decorating	Advanced Certificate in Plastering	Advanced Certificate in Wall and Floor Tiling	SVQ Facilities Management at SCQF level 7	PDA in Managing Self and Work of Others				
6			PDA in Electrical Engineering	HNC Engineering Systems		MA Heating, Ventilating & Air Conditioning					HNC Building Services Engineering	SVQ Management at SCQF level 7			
			MA Electrical Installation	PDA in Engineering Maintenance											
5			MA Engineering (Engineering Maintenance Electrical)	MA Engineering (Engineering Maintenance)											
			NC Electrical Engineering	MA Construction (Technical)	SVQ Carpentry & Joinery at SCQF level 6		SVQ Painting and Decorating at SCQF level 6						PDA in Management		
4				NC Engineering Systems	MA Construction (Building)			C&G level 2 Diploma in Painting and Decorating	C&G level 2 Diploma in Plastering	C&G level 2 Diploma in Brickwork		ILM Leadership and Management			
				NC Mechanical Engineering											
3															
2															
1															

For a more detailed explanation of the work-related qualifications listed within the pathway e.g. NPA, SVQ, HNC/HND, NC and PDA please refer to The NHS Education for Scotland publication The Well Qualified Workforce