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Date: 29th March 2022
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Dear Colleagues

Health & Social Care Support Worker Development Programme

In response to current systems pressures within health and social care and the emergence of new service models, NHS Education for Scotland was commissioned by the Chief Nursing Officer Directorate in Scottish Government to undertake work to support the expansion and development of the Band 2-4 nursing, midwifery and allied health professions (NMAHP) workforce. Phase one of this work concentrated on nursing HCSW Levels 3&4 with focus on community and acute settings and we are pleased to enclose the final report from that work which details,

- The results from a scoping exercise that identified wide variation in role, education provision and development for NMAHP HCSWs across Scotland
- Detailed examples from Boards that have developed educational programmes that have the potential to be scaled up for use across Scotland
- The draft Career and Education Development Framework for Nursing HCSW Levels 3&4 with focus on community and acute settings
- Recommendations that stipulate immediate and medium-term actions and future policy considerations.

We would encourage you to now use the career and education framework to ensure that staff are given development opportunities so they can work to their maximum extent and ensure there are opportunities to progress across the career framework.

The Steering Group, chaired by Anne Marie Cavanagh, Executive Nurse Director, NHS Golden Jubilee and Karen Wilson, Executive Nurse Director, NES, has oversight of the implementation of the report recommendations and taking forward further work which will focus on Level 2 nursing plus all nursing, midwifery, and allied health professions (NMAHPs) Levels 2-4. Moving forward we intend to extend this work further to include Healthcare Science and in doing so we will ensure ongoing alignment with other developing education policy activities such as the AHP Education Review and current education policy activity in Healthcare Science.



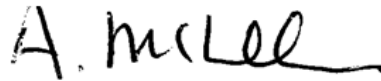
Chair: David Garbutt
Chief Executive: Karen Reid

We want to thank the staff who took part in Phase one which covered all NHS Boards and look forward to continuing this engagement as work continues

Kind Regards

A handwritten signature in black ink that reads "Karen Wilson". The signature is written in a cursive style and is contained within a thin black rectangular border.

Karen Wilson
Executive Nurse Director
NHS Education for Scotland

A handwritten signature in black ink that reads "A. McMahon". The signature is written in a cursive style and is positioned to the right of the first signature.

Professor Alex McMahon
Chief Nursing Officer
Scottish Government