

# A Clinical Education Career Framework for Nursing

*Improving Services through Education*

## Introduction

A framework for Clinical Education Careers for Nurses in Scotland has been developed to enhance clinical education career opportunities and positively contribute to staff development, retention and the practice education experience of all staff.

The ultimate aim is to enhance patient experience and support safe and effective care through the consistent provision of appropriate educational support in practice, at all levels, and wherever that practice may be.

## Method

The framework was developed as part of the Modernising Nursing Careers initiative (Scottish Executive 2006) in collaboration with stakeholder representation from NHS Education for Scotland, Scottish Government Health Directorate, NHS Scotland, Education Institutions and Professional Organisations. A review of models of employment was undertaken on behalf of NHS Education for Scotland to inform this work (Buchan et al 2008).

## Key features of the framework

- adopts a principles based approach for transforming clinical education careers
- relates to strategic drivers and national frameworks
- recommends educational preparation to support career planning
- describes broad capabilities and spheres of responsibility
- recognises roles with a specific remit for education as well as those where education is integral to another role
- supports both horizontal and vertical career progression including movement between service and educational organisations

## Principles for clinical education careers

- nursing is a practice-based profession and requires support for education in both practice and academic settings in order to enhance, directly or indirectly, high quality patient care
- clinical education roles are integral to workforce planning for effective patient care delivery
- shared values across service and education organisations promote a commitment to develop, support and maintain a positive clinical learning environment
- clinical educators are accountable professionals and must be engaged in life long learning to expand and develop their unique expertise
- knowledge, skills and attributes, which are essential for clinical educator roles, are recognised and developed at all levels
- a framework for clinical education careers provides a consistent approach to role development and the application of the evolving evidence base for practice

## Next steps

Progress with this work is within the wider context of Clinical Academic (Research) Careers and Modernising Clinical Careers within Midwifery and Allied Health Professions.

The development of the clinical education framework supports health and education organisations, workforce planners, managers and individuals to develop flexible and responsive career pathways, which support quality improvement and *Better Health, Better Care* for the people of Scotland.

## References

Buchan J; O'May F & Little L, (2008) *Review of Models of Employment for Nursing Roles which Bridge Practice and Education: Report for NHS Education for Scotland, Edinburgh, NES*

Scottish Executive (2006) *Modernising Nursing Careers: Setting the Direction*, Edinburgh

