

HEALTHCARE SCIENCE SUPPORT WORKER FRAMEWORK LEVELS 2-4

NES Healthcare Science Team

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slido.com

#HCSETE2024



Workshop Aims

- Introduction to Healthcare Science Support Worker Framework
- Reasons why we're carrying out this commissioned work
- Does the framework make sense from the perspective of
 - Recruitment ?
 - Trainees?
 - System?

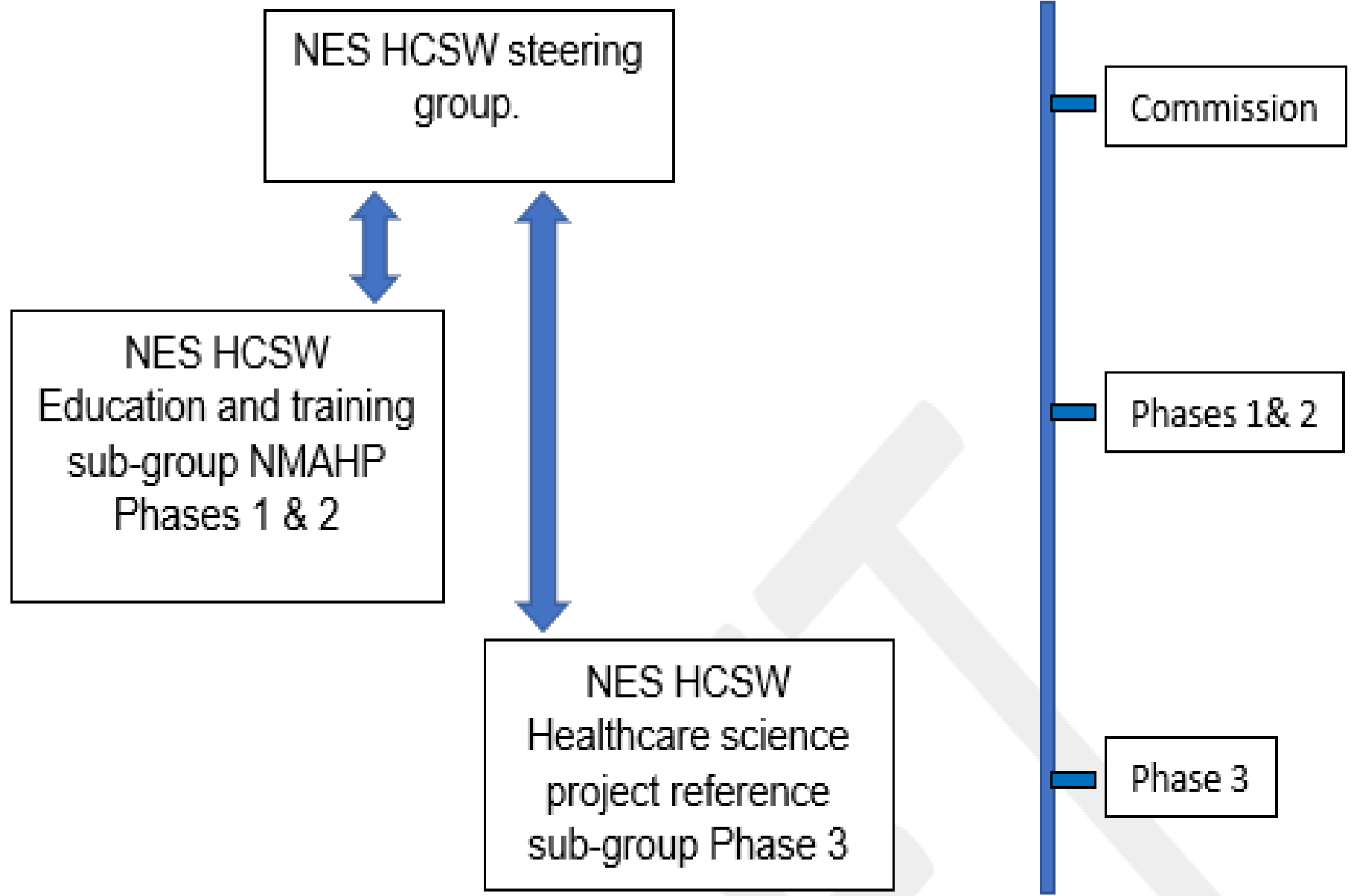
5 minutes each!

Introduction

The **67,000** Support Workforce encompasses those colleagues within:

- Business and administration
- Estates and facilities
- Nursing and midwifery
- Allied health professions
- **Healthcare science**





1

review the extant policy guidance, ensuring this supports the skill sets of the Band 2-4 workforce across Healthcare Science

2

further explore Band 2 – 4 education programmes already in place locally that could be adapted for national use

3

Explore entry level education programmes and articulation routes for HCS HCSWs to ensure national consistency

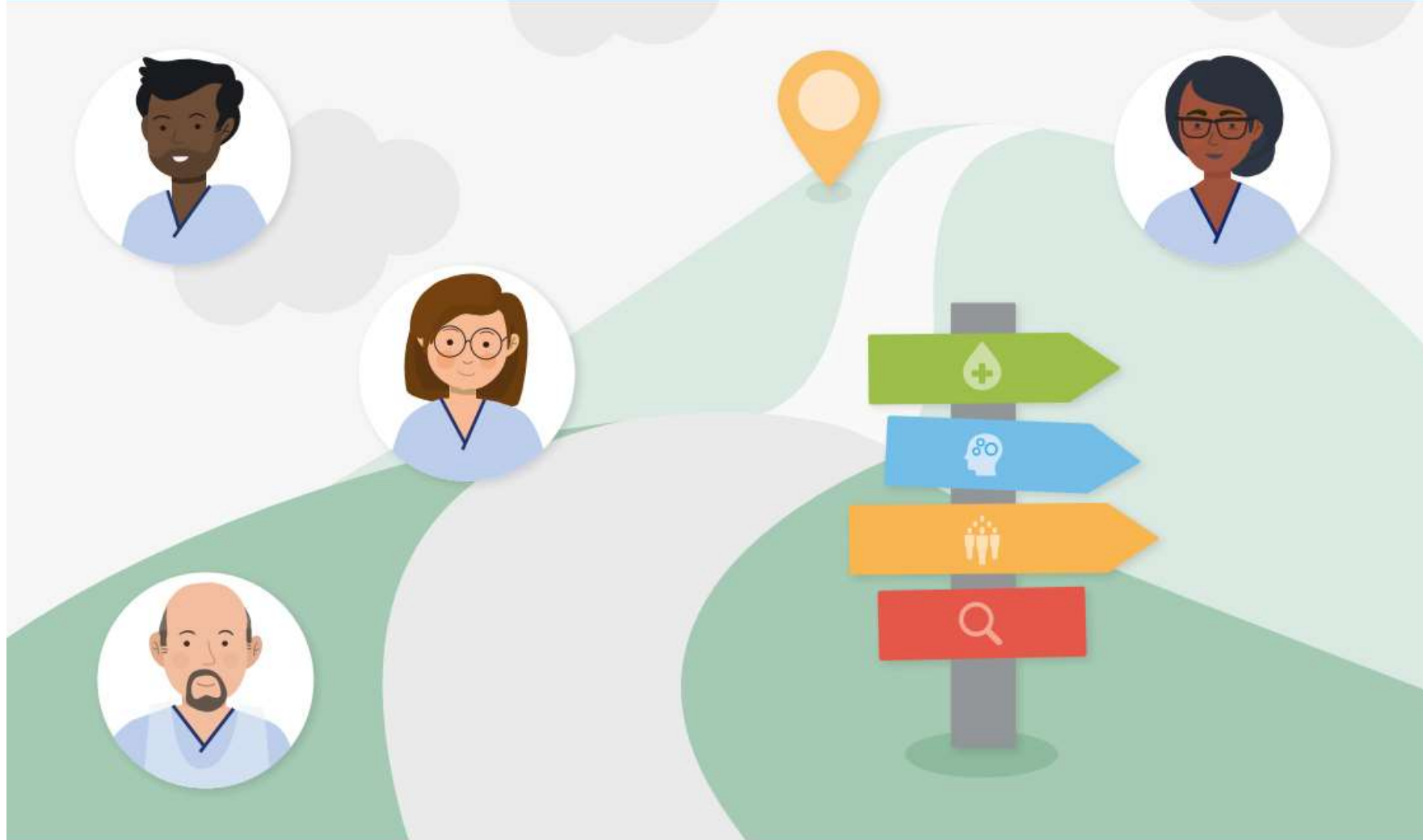
4

Support the development of an education framework for HCS from level 2 - 4

5

identify education and training gaps which would allow staff to be working at the highest level of their grade

Development and Education Framework for Levels 2-4 NMAHP Healthcare Support Workers



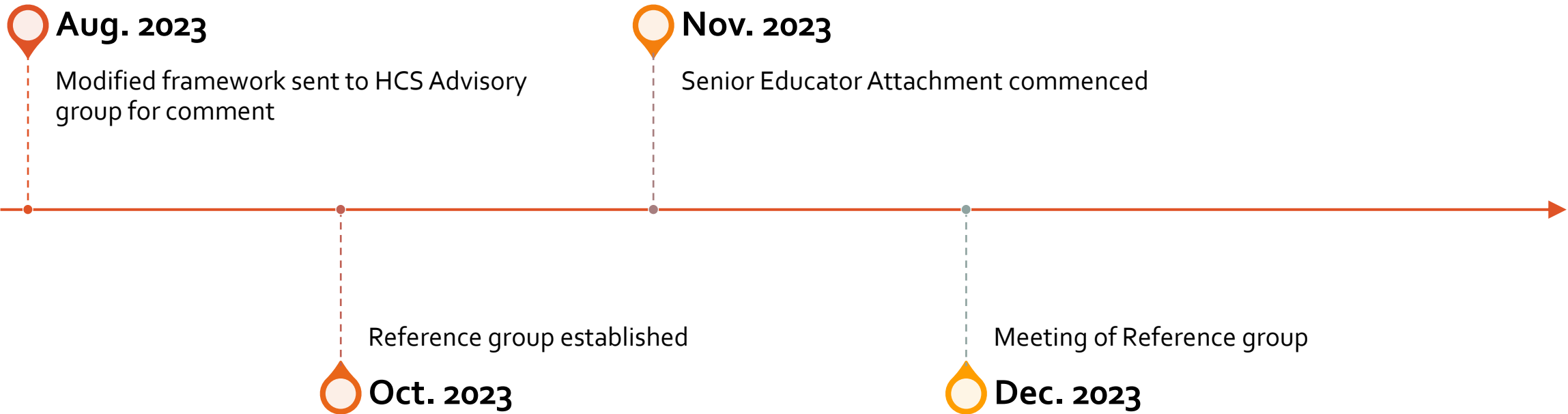


The Four Pillars of Practice

Role Definitions

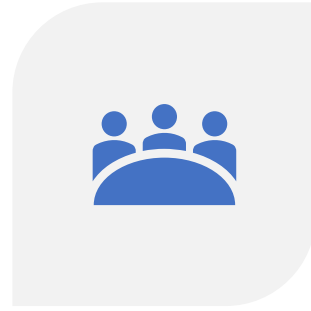
Career Framework level	Role Title	Definition
Level 2	HCS Healthcare Support Worker	The Healthcare Support Worker works across health and integrated disciplines under the direction and professional accountability of healthcare practitioners. HCSWs carry out a range of activities which could include care, treatment, technical, scientific and/or administrative activities delegated from healthcare practitioners*, HCS Assistant practitioners or HCS Associate Practitioners. The Healthcare Support Worker will already possess or have the opportunity to attain education at SCQF level 6 within an agreed timeframe.
Level 3	HCS Assistant Practitioner	The HCS Assistant Practitioner can evidence previous experience and/or consolidation of practice as a HCSW or can evidence an appropriate level of knowledge. They will have the understanding and ability to deliver delegated care under the direction and supervision of healthcare practitioners* and support the multidisciplinary team in the delivery of high-quality care. The HCS Assistant Practitioner will possess or have the opportunity to attain education at SCQF level 7 within an agreed timeframe.
Level 4	HCS Associate Practitioner	The HCS Associate Practitioner can evidence previous experience and consolidation of practice as a HCS Assistant Practitioner and/or has the appropriate skills and knowledge and demonstrates the depth of understanding and ability required to participate in the planning and carrying out of holistic, protocol-based care under the direction and supervision of healthcare practitioners*. They will assist and support the multidisciplinary team in the delivery of high-quality care. The Assistant Practitioner will possess or have the opportunity to attain education at SCQF level 8 within an agreed timeframe.

***The term Healthcare Practitioners includes, but is not limited to, registered Biomedical Scientists, Clinical Physiologists, Clinical Technologists and other undergraduate degree-level HCS staff.**

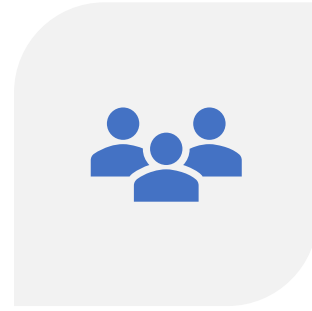




FURTHER DEVELOPMENT
OF FRAMEWORK AND
CASE STUDIES



FURTHER MEETING OF
REFERENCE GROUP



HCS SUPPORT WORKER
ENGAGEMENT



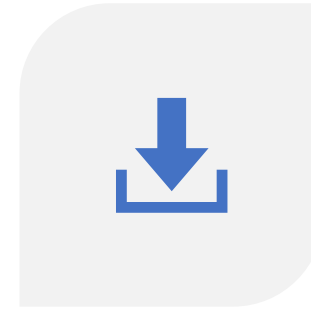
WORKSHOP AT
HEALTHCARE SCIENCE
EVENT FEBRUARY 2024



FEEDBACK FROM
WORKSHOP



MS FORMS
QUESTIONNAIRE



UPLOAD RESOURCES TO
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Support Worker Central

Supporting your learning journey

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Support Worker Central

Induction standards and codes

HCSW framework

Career pathways and qualifications

Events, networks and newsletters

Learning resources

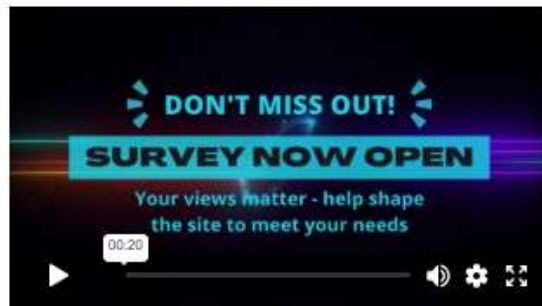
Information for managers and educators

★ Added to favourites

Welcome to Support Worker Central

You will find information and resources to support learning and development of nursing, midwifery and allied health professions support workers in Scotland working across all care settings. There is also a managers and educators section offering support and signposting to key resources.

Survey



NES are keen to hear the views of all stakeholders – HCSWs, managers and educators alike to find out how we can make the site even better for you.

Please take the time to complete the online survey and share the link with colleagues.

Closing date: 8 March 2024

The recruitment perspective 5 Minutes



- What are the pros and cons of recruiting people with degrees who can go onto registered roles?
- Does this framework support those without a degree e.g. school leavers?
- Does the HCS Support Worker Framework, as a minimum standard for staff working at these levels, help recruitment?

The Trainee's perspective 5 minutes



- **Is there an established career framework within your area of work for staff without a degree?**
- **Does this proposed framework correspond to current development opportunities?**
- **What other development opportunities should be available to staff who don't have an established career framework?**

The system perspective 5 minutes



- **Could this framework be useful in support of development of the workforce?**
- **Should Support Staff have their own Register?**
- **Should support staff progress to either an Accredited or Statutory Register?**

Summary and Thank you!

Summary

- Launch of framework March 2024
- Thank you for your feedback
- Any further comments please contact HCS@nes.scot.nhs.uk

The NES Healthcare Science Team

Thank you!

