NHS Lothian Allied Health Professions (AHP) Education/Career development pathway – Bands 2 to 7

(Based on the NHS Scotland Career Framework - ref 1)

Key points:

- AHP covers 12 job families: Arts therapists, Chiropodists, Podiatrists, Radiographers, Dieticians, Occupational Therapists, Orthoptists, Orthotists, Physiotherapists, Prosthetists and Speech and Language Therapists
- The framework below gives examples of resources that staff can access as part of developing their roles and need to be agreed as part of staff's PDPR discussions. Please click on subject hyperlink for more detail
- Underpinning the pathway is: Mandatory training, Healthcare Support Worker Standards and Code, PDPR
- All new roles must be agreed via the NHS Lothian Workforce Organisational Change Committee

Salary Up to £19.470

References

1. NHS Scotland Career Framework http://www.careerframework.nes.scot.nhs.uk/

Resources

- 1. NHS Lothian Careers http://careers.nhslothian.scot.nhs.uk/Pages/default.aspx
- 2. AHP Community Of Practice http://www.knowledge.scot.nhs.uk/ahppe.aspx
- 3. Career Framework http://www.nes.scot.nhs.uk/media/4939/nmahp-careers-poster.pdf

Salary Up to £29,905

Band 6

Programmes

Post regframework

Senior AHP Framework

Independent Prescribing

Excellence Programme

NHS Lothian Leadership and Management Development for individuals

Introduction to Management

Recruiting with Fairness

Connecting with Communication

Courage to Manage

QI Foundation Modules

Band 7

Masters and Postgraduate **Programmes**

Salary Up to £43,471

Planning your CPD

Careers

Learn

Post reg framework

Advanced Practice Framework

hdependent prescribing

Delivering Leadership **Excellence Programme**

Making PDPR Count

NHS Lothian Leadership and Management

Development for individuals and teams

Edinburgh Clinical Research Facility Training

Clinical Supervision

training (AHP)

People Management

Recruiting with Fairness and Equality

Connecting with

Courage to Manage

QI Improvement Leader

programme

4. Support Worker Central http://www.supportworkercentral.nes.scot.nhs.uk/

Salary Up to £37,010

Access into NHS Lothian Workforce EMPLOYABILITY

Get Into' Programmes Project Search Work placements

APPRENTICESHIPS

Foundation Apprenticeship Modern Apprenticeship

COLLEGE/ **UNI COURSES**

work experienceand placements Academies and **Apprenticeships**

Young People

Band 2

HCSW Induction standards and code

MA and SVQ2 in **HealthcareSupport**

AHP workbooks - core and generic Calderdale competencies

SageandThyme Communication Training

LBC - Leading Across Difference

DeliveringBetterCare study day

Delivering Better Care Leadership Programme

Introduction to Management

Connecting with Communication

QI ZoneTuras

Courage to Manage

QI Foundation Modules

Band 3

HCSW Induction standards and code

Salary Up to £21.349

MA and SVQ3 in **HealthcareSupport**

HNC OT HNC SLT/PT/Radiography

HNC care and admin practice

AHP workbooks - core and generic Calderdale competencies

Sage and Thyme Communication Training

LBC - Leading Across Difference

Delivering Better Care study day

Delivering Better Care Leadership Programme

Delivering Better Care study day

Introduction to

Recruiting with Fairness

Band 4

HCSW Induction standards and code

Salary Up to £23,597

Clinical Supervision training

FLIPP (Facilitating Learning in Practice progression)

AHP workbooks

- core and generic PDA Facilitating Teaching Learning and Assessment

in the Workplace PDA Occupational Therapy Support

PDA Health and Social Care Promoting Enhancing Professional Practice

Calderdale competencies

Sage and Thyme Communication Training

LBC - Leading Across Difference

Delivering Better Care study day

Delivering Better Care Leadership Programme

Introduction to Management

Supervisory Management Skills

Recruiting with Fairness and Equality

Connecting with Communication

Courage to Manage QI Foundation Modules

QI ZoneTuras

Band 5

Degree Level Programmes in AHP Professions (Registered)

Post regframework

Flving Start

Effective Practitioner

Edinburgh Clinical Research Facility Training

Clinical Supervision training (AHP) **FLIPP**

SVQ assessor qualification

Sage and Thyme Communication Training

Delivering Better Care Leadership Programme

LBC - Leading Across Difference

Introduction to Management

Supervisory Management Skills People Management

Recruiting with Fairness and Equality

Connecting with Communication Courage to Manage

QI ZoneTuras

Covev's 7 Habits QI Foundation Modules

Masters and Postgraduate

Planning your CPD

Effective Practitioner

Delivering Leadership

Making PDPR Count

and teams

Clinical Supervision training (AHP)

Supervisory Management Skills People Management

and Equality

Covey's 7 Habits

QI ZoneTuras

Communication

Covey's 7 Habits

Coaching/PairedLearning Playing to your Strengths

Leading into the Future

Quality Academy QI ZoneTuras

7-8

8-9

10-11

(SCQF)Level

9-10

Underpinned by Corporate & local Induction, HCSW Mandatory Induction Standards, Knowledge & Skills Framework, Personal Development Planning & Review, Mentorship & shadowing, Mandatory training including e-learning and classroom based training - Health & Safety, Fire, Hospital Associated Infection, Information Governance, Basic Life Support, Violence & Aggression, Public Protection, Equality & Diversity and Fire, Mandatory policy packages and Work Based Learning

Management Supervisory Management Skills and Equality Connecting with Communication Courage to Manage QI Foundation Modules QI ZoneTuras 4-5 6 -7