

NHS Lothian Nursing & Midwifery Education/Career Development pathway – Bands 2 to 7



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

Key points;

- The framework below gives examples of resources that staff can access as part of developing their roles
- Staff can join the Nursing and Midwifery workforce via a number of access points.
- We have examples of staff that have joined NHS Lothian as Healthcare Support Workers Band 2 and with the framework are now in Senior Charge Nurse/ Advanced Nurse Practitioner Band 7 roles.

References

1. NHS Scotland Career Framework
<http://www.careerframework.nes.scot.nhs.uk/>
<http://www.nes.scot.nhs.uk/media/4939/nmahp-careers-poster.pdf>

Resources

1. NHS Lothian HR online
2. Corporate Nursing intranet pages
3. Clinical Education and Training Team

	Salary up to £20,015	Salary up to £21,947	Salary up to £24,258	Salary up to £30,742	Salary up to £38,046	Salary up to £44,688
Access into NHS Lothian Workforce	HCSW B2	Senior HCSW B3	Assistant Practitioner B4	Practitioner Band 5	Senior Practitioner - B 6	Advanced Practitioner B 7 – Team Leader/SCN
EMPLOYABILITY	HCSW Induction standards & code QI ZoneTuras National Progression Award	HCSW Induction standards & code QI ZoneTuras	HCSW Induction standards & codes QI ZoneTuras	QI ZoneTuras Preparing to Lead & Manage Courage to Manage	QI ZoneTuras Courage to Manage	Scottish Quality and Safety Programme
Get Into' Programmes Project Search Work placements	Modern Apprenticeships Clinical	K101 & Numeracy – Open University An introduction to H&SC	K101 & Numeracy – Open University , An introduction to H&SC	Covey's 7 Habits LBC- LAD	Preparing to Lead & Manage	People Management Recruiting with Fairness and Equality
APPRENTICESHIPS	Scottish Vocational Qualification (SVQ) Level 2	Professional Development Awards (PDA)	Professional Development Awards (PDA)	Covey's 7 Habits DBC	Covey's 7 Habits	Courage to Manage
Modern Apprenticeship	Professional Development Awards (PDA)	Scottish Vocational Qualification SVQ Level 3	Professional Development Awards (PDA)	Cancer, Palliative Care & Communication Skills courses	Recruiting with Fairness and Equality	Covey's 7 Habits
COLLEGE/ UNI COURSES	K101 & Numeracy – Open University , An introduction to H&SC	Modern Apprenticeships Clinical	HNC Care & Administration Practice	NQP - Flying Start	LBC - LAD	Courage to Manage
Work experience and placements Academies and Apprenticeships Young People	Pre Registration OU Programme	Pre Registration OU Programme	Pre Registration OU Programme	Clinical Decision Making – Acute	DBC	Coaching/ Paired Learning Playing to your Strengths
	HNC Care & Administration Practice	HNC Care & Administration Practice	Clinical Skills & Competencies	Community Clinical Decision Making & Independent Prescribing	Cancer, Palliative Care & Communication Skills courses	Leading into the Future QI Improvement Leader programme
	Clinical Skills & Competencies	Clinical Skills & Competencies	Cancer, Palliative Care & Communication Skills courses	Competencies & Clinical Skills for role	NQP - Flying Start District Nurse Course	Quality Academy
	Cancer, Palliative Care & Communication Skills courses	Cancer, Palliative Care & Communication Skills courses	LBC-LAD	University Accredited Modules	Clinical Decision Making – Acute	QI ZoneTuras
	LBC – Leading Across Difference	LBC-LAD	DBC	Mentorship programme	Community Clinical Decision Making	LBC - LAD
	Delivering Better Care Leadership Programme (DBC)	DBC	Recruiting with Fairness and Equality	CPD study days	Competencies & Clinical Skills for role	DBC
	Preparing to Lead & Manage	Preparing to Lead & Manage	Courage to Manage	Recruiting with Fairness and Equality	University Accredited Modules	Coaching/Mentoring
	Courage to Manage	Recruiting with Fairness and Equality	Preparing to Lead & Manage		Coaching/Mentoring	Cancer, Palliative Care & Communication Skills courses
		Courage to Manage			CPD study days	Completion of NHS Lothian Advanced Practice programme (MSc) Clinical ANP
						Excellence in Care
(SCQF) Level	4-5	6-7	7-8	8-9	9-10	10-11

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