

EDUCATION DEVELOPMENT FRAMEWORK

FOR THE PERIOPERATIVE NURSING, MIDWIFERY and HEALTH PROFESSIONS
(NMaHP) WORKFORCE



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Introduction

This Education Development Framework for the Perioperative Nursing, Midwifery and Health Professions (NMaHP) Workforce provides examples of both generic and perioperative specific education, learning and development tools, and resources to support the *Career Development Framework for the Perioperative Nursing, Midwifery and Health Professions (NMaHP) Workforce*.

This framework provides links to relevant educational opportunities to support the learning needs of perioperative practitioners' learning needs at Levels 2–8 of the Career Framework for Health (Appendix 1) and using the four pillars of practice:

- 1 Clinical Practice**
- 2 Facilitation of Learning**
- 3 Leadership**
- 4 Evidence, Research and Development (Service Improvement for Levels 2–4)**



Structure

N.B. It is important to note that the levels expressed in this Framework are those of the NHS Career Framework for Health which reflect role development and progression, and not those of Agenda for Change (AfC) which is a workforce decision related to remuneration.

The Levels of the Career Framework for Health do not directly 'read across' to the AfC pay bands and have no direct link to pay.



Section 1 provides links to relevant educational and professional development opportunities to support practitioners at each level of the Career Framework.

The academic programmes listed are indicative of the Scottish Credit and Qualifications Framework (SCQF) level practitioners should be at or working towards, based on the NHS Career Framework for Health. Please note that these are not definitive lists, nor are the SCQF levels inflexible.



Section 2 provides links to professional development resources, grouped together for Levels 2–4 and Levels 5–8 under the four pillars of practice.

The resources identified will support practitioners to develop within their current role/level of the career framework or build on existing knowledge and skills to focus on a particular career pathway e.g. Facilitation of Learning or Clinical Research (horizontal progression).

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Section 1

Examples of Educational and Professional Development Opportunities

This section provides examples of more ‘formal’ educational and development opportunities.

The list is not exhaustive and provides information about national courses and those in Scotland only. In addition, the Career Framework level under which they are listed is an indicative level only and provides examples of the qualifications that practitioners at that level should be at or working towards. For example, Perioperative Practitioners at Level 5 of the Framework are likely to be accessing education at Level 6, as they work towards that level of practice.

Please note: some programmes of education listed within this resource may require or advise a practice placement out-with the immediate perioperative environment. Practice placement options should always be discussed with both the lead educational institution, and service and clinical supervision leads.

More information can be obtained from Scottish universities and colleges websites: In addition, NHS Boards will provide additional local study days and courses, and various private organisations such as robotics or cardiac equipment companies organise various study days relating to perioperative practice.

+ Scotland’s Colleges

Lists all participating colleges

+ Skills Development Scotland Course Search facility

This resource allows you to search for face-to face and online courses and modules throughout the UK.

- + **University of Aberdeen**
- + **University of Abertay**
- + **University of Dundee**
- + **University of Edinburgh**
- + **Edinburgh Napier University**
- + **University of Glasgow**
- + **Glasgow Caledonian University**
- + **Heriot Watt University**
- + **University of Highlands and Islands**
- + **The Open University**
- + **Queen Margaret University**
- + **Robert Gordon University**
- + **St Andrews University**
- + **University of Stirling**
- + **University of West of Scotland**

Level 2 – Perioperative Support Worker

- + At or working towards a healthcare related SVQ* at SCQF Level 5 or 6, or a NPA.

**Previously SVQ Level 2 (The SVQ level has been now replaced with the SCQF level).*

Various/Local Providers

SVQ Healthcare Support (Clinical) | SCQF level 6



Developed for support staff in the NHS and employees in the private healthcare sector.



<https://www.sqa.org.uk/sqa/47716.html>

The SVQ covers the job roles and functions carried out by all support workers in healthcare settings and have been designed in conjunction with Skills for Health.

Various/Local Providers

NPA Health and Social Care: Skills for Practice | SCQF level 6



This NPA develops knowledge and understanding of; practical, technical and transferable skills; oral, written and evaluation abilities; resource management; problem solving and planning; organisational and communication skills.



<https://www.sqa.org.uk/sqa/76140.html>

Level 3 – Senior Perioperative Support Worker

- + At or working towards HNC at Level 7 or SVQ*/PDA in healthcare at SCQF level 6 or 7, or equivalent experience working within a caring environment/role.

**Previously SVQ Level 3 (The SVQ Level has been now replaced with the SCQF level).*

Various/Local Providers

SVQ Healthcare Support (Clinical) | SCQF level 7



Developed for support staff in the NHS and employees in the private healthcare sector.

The SVQ covers the job roles and functions carried out by all support workers in healthcare settings and have been designed in conjunction with Skills for Health. Examples of relevant optional units.



<https://www.sqa.org.uk/sqa/47716.html>

Various/Local Providers

HNC/HND Care and Administrative Practice | SCQF level 7



Develops knowledge and skills as a senior health care support worker in both clinical and non-clinical settings.

Covers areas such as: Essential Skills for Care Practice, Safe Working Practice for Care, Individual Pathways in Health and Social Care, Principles of Professional Practice, Sociology for Care practice, Therapeutic Relationship.



<https://www.sqa.org.uk/sqa/47716.html>

Various/Local Providers

PDA Developing Professional Practice in Health and Social Care | SCQF level 7



This Professional Development Award (PDA) will equip support workers with the knowledge, specialist skills and values to enable them to improve their professional practice. It is suitable for both hospital-based support workers and community-based support workers.



<https://www.sqa.org.uk/sqa/70027.html>

Open University

An Introduction To Health And Social Care | SCQF level 7



This key introductory OU level 1 module provides an authoritative overview of health and social care, with real-life case studies taking you deep into the experience of receiving care and working in care services.



<http://www.open.ac.uk/courses/modules/k101>

Open University

Perspectives In Health And Social Care | SCQF level 7



Studying this module will help you get to grips with three important areas which affect us all in our adult lives—health and wellbeing, mental health and ageing and later life.



<http://www.open.ac.uk/courses/modules/k118>

Open University

Certificate of Higher Education in Healthcare Practice | SCQF level 7



Designed for healthcare support workers, aspiring assistant practitioners and aspiring nursing students. Includes a strong work-based element, for which you must be supported by your employer.



<http://www.open.ac.uk/courses/qualifications/t01>

Open University

Enhancing Your Healthcare Practice | SCQF level 7



This online, practice-based module is designed for healthcare support workers in a diverse range of healthcare settings. You will focus on the differing roles of members of the healthcare team and explore the importance of promoting health.



<http://www.open.ac.uk/courses/modules/k117>

Level 4 – Assistant Perioperative Practitioner

- + Required to complete a relevant qualification at SCQF level 7–8 to safely undertake roles and tasks delegated by registered healthcare staff, e.g. PDA in Perioperative Practice, or relevant HNC/ HND.

Various/Local Providers

PDA Perioperative Practice | SCQF level 8

The Professional Development Award (PDA) in Perioperative Practice covers specialist skills in pre-operative, post-operative and intra-operative care, together with personal and professional development.

Candidates must currently be working as a support worker in a relevant field or have completed the HNC Care and Administrative Practice.



https://www.sqa.org.uk/sqa/controller?p_service=Content.show&p_applic=CCC&pContentID=73773



Various/Local Providers

HNC/HND Care and Administrative Practice | SCQF level 8

Develops knowledge and skills as a senior health care support worker in both clinical and non-clinical settings.

Covers areas such as: Essential Skills for Care Practice, Safe Working Practice for Care, Individual Pathways in Health and Social Care, Principles of Professional Practice, Sociology for Care practice, Therapeutic Relationship.



<https://www.sqa.org.uk/sqa/47716.html>



Various/Local Providers

PDA Supporting the Healthcare Team in the Workplace | SCQF level 8



The Professional Development Award (PDA) is designed to support those who provide induction and mentoring to team members in a range of healthcare environments.



<https://www.sqa.org.uk/sqa/90537.html>

Various/Local Providers

PDA Health and Social Care: Promoting Enhanced Professional Practice | SCQF level 8



Designed for generic and profession-specific health and social care support workers and will equip individuals with a range of knowledge, specialist skills and values to enable them to improve their professional practice.



<https://www.sqa.org.uk/sqa/74537.html>


Level 5 – Perioperative Practitioner

- + SCQF levels 8–10.
- + Registered on the Nurses part of the Nursing and Midwifery Council register or Operating Department Practitioner (ODP) registered with the Health and Care Professions Council.
- + Successfully completed diploma level pre-registration programme as a minimum.
- + Working towards/at Degree Level.
- + Mentorship preparation.

Various

Pre-Registration Nursing Courses | SCQF level 9

Visit the NHS Education for Scotland website for information on nursing and midwifery and how to apply for pre-registration courses.


 <https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/careers-and-recruitment/pre-registration.aspx>



Local Delivery

Mentor Preparation

The NHS Education for Scotland: National Approach to Mentor Preparation for Nurses and Midwives Core Curriculum Framework (Second Edition) includes guidelines for the identification and selection of nursing and midwifery mentors, a common understanding of the supervising mentor role, guidance for identification of the supervising mentor role, and guidance for the continuing professional development of mentor.

 <https://www.nes.scot.nhs.uk/media/2071831/national-approach-to-mentor-preparation-2nd-edition.pdf>



Queen Margaret University

BSc Professional Practice Framework | SCQF level 9



Offers a part-time flexible route to a post-registration degree, a named graduate certificate or stand-alone modules for continuing professional development.



<https://www.qmu.ac.uk/study-here/undergraduate-study/2019-undergraduate-courses-folder/bsc-professional-practice-framework/>

University of Dundee

BSc Health Sciences



This is a top-up degree for students with a professional health qualification such as Allied Health Professionals (AHPs), and others working in health and human services, who wish to progress to higher levels of study as well as enhance the quality of their professional practice. Students have a range of option modules to choose from, which can be tailored to their own speciality.



<https://www.dundee.ac.uk/study/pg/health-sciences-postreg/>

University of the West of Scotland

Dip HE Operating Department Practice | SCQF level 8



There is only one HCPC-approved BSc Operating Department Practice Degree in Scotland, offered by Glasgow Caledonian University which finishes in 2020. This is being replaced by a two-year course Higher Education Diploma offered by the University of the West of Scotland.



<https://www.uws.ac.uk/study/undergraduate/undergraduate-course-search/operating-department-practice/>

Level 6 – Specialist Perioperative Practitioner

- + SCQF levels 9–10.
 - + Registered on the Nurses part of the Nursing and Midwifery Council register or Operating Department Practitioner registered with the Health and Care Professions Council.
 - + Educated to a minimum of degree level.
 - + Evidence of operating and thinking at first degree level.
 - + Post graduate expertise within speciality/area of practice that demonstrates the required breadth of knowledge required to lead safety, effectively and efficiently.
-

1. Honours Degree Courses

Edinburgh Napier University

BSc Nursing Studies

This programme gives you a flexible opportunity to build on your current nursing qualifications. BSc Nursing Studies will provide a coherent and vocationally relevant programme of study, designed to equip you with the necessary knowledge and skills to progress in your chosen sphere of practice.



<https://www.napier.ac.uk/courses/bsc-nursing-studies--option-rich-programme-undergraduate-fulltime>



Glasgow Caledonian University

BSc (Hons) Professional Studies in Nursing

A professional development programme for qualified nurses, to advance their academic qualifications to degree level or honours degree level; or to gain a graduate certificate.



https://www.gcu.ac.uk/study/courses/details/index.php/P02630/Professional_Studies_in_Nursing/



University of Dundee

BSc Nursing Studies

A top-up degree for dip / cert level nurses who wish to study at a higher level and enhance the quality of their professional practice. Modules can be tailored to your own speciality.



<https://www.dundee.ac.uk/study/pg/nursing-postreg/>



University of Stirling

BSc Professional Practice

Designed to meet the needs of nurses, midwives and other health professions within the context of a dynamic healthcare economy. Aimed at those who wish to 'top up' your Diploma or equivalent earlier studies to a degree; update your clinical skills or develop expertise in a new area of practice.



<https://www.stir.ac.uk/about/faculties/health-sciences-sport/study-with-us/continuing-professional-development-in-health-sciences/cpd/bsc-professional-practice/>



University of the West of Scotland

BSc Professional Health Studies

The BSc Professional Health Studies will help you to understand the relationship between integrated health and social care systems. This is an increasingly important area of health policy, holding the possibility of reducing healthcare costs and providing a better experience for healthcare system users.



<https://www.uws.ac.uk/study/undergraduate/undergraduate-course-search/professional-health-studies/>



2. Stand-Alone Modules/Courses

Edinburgh Napier University



Enhanced Perioperative Practice - Scrub and circulating role | 20 points at SCQF Level 9

This module will include the fundamental aspects of perioperative care. Students will partake in clinical work-based learning activities incorporating preparation and use of equipment, principles of risk management, decontamination and sterilisation of both equipment and environment, and in depth consideration of policies including Accountable Items, Consent and Capacity and escalation process.



<https://www.modules.napier.ac.uk/Module.aspx?ID=NUR09121>

Glasgow Caledonian University



Principles of Anaesthetic and Immediate Postoperative Recovery Practice | 40 points at SCQF Level 9 or 10

The focus of this face to face delivery of this module is to facilitate the anaesthetic and recovery practitioner to become skilled in the care of patient during anaesthesia and immediate postoperative recovery care utilising evidence-based care.



<https://www.gcu.ac.uk/hls/media/gcalwebv2/hls/CPD%20ANAESTHETIC%20POSTOPERATIVE%20RECOVERY%20PRACTICE%20Insert%20v2.pdf>

Glasgow Caledonian University

Enhanced Anaesthetic and Immediate Post Op Recovery Practice | 20 points at SCQF Level 9 or 10



Registered Nurse or other Health Care Professionals: Diploma in Operating Department Practice with at least 6-9 months post registration experience within the anaesthetic or immediate post-operative recovery area. Students should have successfully completed the Core Module of “Anaesthetic and Immediate Postoperative Recovery Practice” or equivalent. Signed statement of support from line manager/lead nurse.



<https://www.gcu.ac.uk/study/modules/201819/info/?Module=MHB723106>

Glasgow Caledonian University

Advancing Clinical Skills Through Simulation | 20 points at SCQF Level 10



This module provides an opportunity for students to further develop existing skills or learn new ones that are of particular relevance to an aspect of their current or developing clinical practice in a challenging, but safe, environment.



<https://www.gcu.ac.uk/study/modules/201819/info/?Module=MHB723055>

Glasgow Caledonian University

Safe Scrub and Circulating Practice | 20 points at SCQF Level 9



This module focuses on developing the key skills and knowledge that are necessary for scrub/circulating practitioners to provide safe, effective and evidence-based care.



<https://www.gcu.ac.uk/study/modules/201819/info/?Module=M3B723123>

Glasgow Caledonian University

Applying Evidence Based Practice | 20 points at SCQF Level 9



This module is designed to enable participants to extend and apply prior knowledge and skills to develop competence in investigating health care problems through critical appraisal of available research.



<https://www.gcu.ac.uk/study/modules/201819/info/?Module=M3B723327>

Glasgow Caledonian University

Clinical Assessment and Decision Making | 20 points at SCQF Level 9



The aim of this module is to develop knowledge and skills to enable Registered Healthcare Professionals to independently conduct a structured physical clinical assessment which can be applied in acute and primary care.



<https://www.gcu.ac.uk/study/modules/201819/info/?Module=M3B724230>

Glasgow Caledonian University

Education in Healthcare for Nurses | 20 points at SCQF Level 9



The aim of this module is to equip the registered nurse with the necessary knowledge attitudes and skills to meet the learning needs of students, qualified staff including the newly qualified nurse and service users within the practice learning environment.



<https://www.gcu.ac.uk/study/modules/201819/info/?Module=M3B723030>



Registered Nurse or Allied Health Professional an individual who works in a health and social care area. Opportunity to explore concepts and theories associated with leading and managing change to promote quality improvement in healthcare settings.



<https://www.gcu.ac.uk/study/modules/201819/info/?Module=M3B724837>

Level 7 – Advanced Perioperative Practitioner


- + SCQF levels 11.
 - + Registered on the Nurses part of the Nursing and Midwifery Council register or Operating Department Practitioner registered with the Health and Care Professions Council.
 - + Recognised Post registration qualification in perioperative care.
 - + Evidence of operating/thinking at Masters level.
 - + Evidence of working towards relevant Masters level Award (SCQF Level 11).
-

1. Masters Degree Courses

Edinburgh Napier University

MSc Advanced Practice

This is a part-time programme which can take 3–5 years to complete. The course is a blended online programme involving a combination of lectures, tutorials, online study, workshops, practice-based assessment/learning and independent study.


 <https://www.napier.ac.uk/courses/msc-advanced-practice-clinical-named-speciality-postgraduate-parttime>



Glasgow Caledonian University

MSc Nursing: Advancing Professional Practice

Advancing Professional Practice provides registered nurses with an educational platform for career development by undertaking focused study on advancing their clinical knowledge, skills and attributes within specific areas of practice.

 https://www.gcu.ac.uk/hls/study/courses/details/index.php/P02886/Nursing_Advancing_Professional_Practice?utm_medium=web&utm_campaign=courselisting



Glasgow Caledonian University

MSc Advanced Practice



Focused on the four pillars of Advanced Practice; Clinical Practice, Facilitation of Learning, Leadership, and Evidence, Research and Development. Able to personalise your learning, through module choice.



https://www.gcu.ac.uk/hls/study/courses/details/index.php/P03194/Advanced_Practice?utm_medium=web&utm_campaign=courselisting

The Open University

MSc in Advanced Clinical Practice



This course is aimed at experienced, registered allied health professionals, nurses and pharmacists who are employed in trainee advanced clinical practice roles.



<http://www.open.ac.uk/postgraduate/qualifications/f85>

Robert Gordon University Aberdeen

MSc Advancing Nursing Practice



The five routes within this programme prepare for a range of people and situations to deliver safe, effective and person-centred care at a higher level of nursing.



<https://www.rgu.ac.uk/study/courses/964-pgcert-pgdip-msc-advancing-nursing-practice>

University of Aberdeen

MSc Advanced Clinical Practice (PgCert or PgDip)

The programme is framed on the four pillars of advanced practice - clinical practice, facilitating learning, leadership and evidence, research and development.



<https://www.abdn.ac.uk/study/postgraduate-taught/degree-programmes/1182/advanced-clinical-practice/>



University of Aberdeen

MSc Clinical Education

The MSc in Clinical Education programme is designed to develop knowledge, skills and professional values in teaching and learning associated with clinical education.



<https://www.abdn.ac.uk/study/postgraduate-taught/degree-programmes/1007/clinical-education/>



University of Aberdeen

MSc Physician Associate Studies

This is a two-year full-time programme requiring ninety weeks of study and combines the theoretical and scientific basis of medicine with clinical experience.



<https://www.abdn.ac.uk/smmsn/postgraduate/taught/physician-associate/index.php>



University of Dundee

MSc Advanced Practice



The course is mainly delivered online using the University of Dundee virtual learning environment. Healthcare professionals from a range of disciplines are eligible.



<https://www.dundee.ac.uk/study/pg/advanced-practice/>

University of Dundee

MSc Health Studies



A framework of MSc generic and Named Awards are available. These awards are designed to be flexible and tailored to each student's individual needs.



<https://www.dundee.ac.uk/study/pg/health-studies/>

University of Edinburgh

MSc Advanced Nursing



Students can either choose a specific pathway: leadership, clinical research or education, or follow a flexible generic programme with the opportunity to study a range of relevant courses.



<https://www.ed.ac.uk/studying/postgraduate/degrees/index.php?r=site/view&edition=2020&id=419>

University of Glasgow

Advanced Practice in Health Care



Designed for the growing number of health care professionals wishing to work in clinical leadership or extended roles in clinical practice in the UK.



<https://www.gla.ac.uk/postgraduate/taught/healthcare/>

University of the Highlands and Islands

MSc Advanced Nurse Practitioner/Professional Practice



Developed in partnership with expert clinical partners, and taught by subject experts, this course will equip nurses and allied health professionals to lead and deliver advanced healthcare for patients and clients.



<https://www.uhi.ac.uk/en/courses/msc-advanced-nurse-practitioner-professional-practice/>

University of the West of Scotland

MSc Advanced Clinical Practitioner



The MSc Advanced Clinical Practitioner (Neonatal/Child/Adult/Mental Health) provides an opportunity for you as a health or social care professional (nurses and allied health professionals) to explore this developing role.



<https://www.uws.ac.uk/study/postgraduate/postgraduate-course-search/advanced-clinical-practitioner/>

2. Stand-Alone Modules/Courses

Glasgow Caledonian University

Minor Surgical Practices | 45 points at SCQF Level 11



Registered Nurses 1st Level Degree Minimum 5yr experience in relevant discipline. Co-Requisite Knowledge - Venepuncture and Cannulation skills.



<https://www.gcu.ac.uk/study/modules/info/?Module=MMB724268>

Glasgow Caledonian University

Advanced Research Methods | 30 points at SCQF level 11



This module is designed chiefly to direct learning and facilitate independent study in order to develop students' knowledge of the evaluation of empirical literature, research design and data interpretation, relating to the student's field.



<https://www.gcu.ac.uk/study/modules/201819/info/?Module=MMB724491>

Robert Gordon University Aberdeen

Leadership in Health | 15 credits at SCQF level 10



This module will enable you to explore, analyse and appraise leadership theory and practice within the context of healthcare.



<https://www.rgu.ac.uk/study/courses/741-leadership-in-health-scqf-level-10-scqf-points-15-ect-points-7-5>

The Royal College of Surgeons Edinburgh

Perioperative Key Skills Course



Aimed at Advanced Perioperative Practitioners, including Surgical First Assistants (SFA), Surgical Care Practitioners (SCP) who are either in training or newly qualified as well as Advanced Care Practitioners (ACP) and Physicians Assistants (PA) working in surgery.



<https://www.rcsed.ac.uk/events-courses/course-details-perioperative-key-skills-course>

The Royal College of Surgeons Edinburgh

Perioperative Care Practitioners Intraoperative Non-Technical Skills (PINTS)



This one-day course enables perioperative care practitioners (PCPs) and surgical first assistants (SFAs) to improve their intra-operative performance and help them observe and rate intra-operative non-technical skills.



<https://www.rcsed.ac.uk/events-courses/course-details-perioperative-care-practitioners-intraoperative-non-technical-skills-pints>

The Royal College of Surgeons Edinburgh

Leadership and Development for Perioperative Practitioners



This course is aimed at SCPs, SFAs, Trainee SCP or SFAs, Nurse's and ODP's. This course will help participants to develop self-awareness of their learning styles, individual strengths and development needs.



<https://www.rcsed.ac.uk/events-courses/course-details-leadership-and-development-for-perioperative-practitioners>

3. Competencies

The Association for Perioperative Practice (AfPP) Surgical First Assistant Competency Toolkit



Provides a reference tool for both managers and practitioners to assist the process of strategic planning for, and implementation of, the Surgical First Assistant (SFA) role in operating theatre departments throughout the United Kingdom.



<https://www.afpp.org.uk/books-journals/afpppublications/Surgical-First-Assistant-Competency-Toolkit>

NHS Education for Scotland Anaesthetic Assistant Refreshed Competencies framework



<https://learn.nes.nhs.scot/23580/nursing-midwifery-and-health-professions-nmahp-perioperative-education-and-development/resources/refreshed-core-competency-framework-for-anaesthetic-assistants>

Level 8 – Consultant Perioperative Practitioner


- + SCQF level 11–12.
 - + Registered on the Nurses part of the Nursing and Midwifery Council register or Operating Department Practitioner registered with the Health and Care Professions Council.
 - + Educated to minimum of Masters level.
 - + Working towards Doctorate.
 - + Specialist Practitioner.
 - + Advanced leadership/management skills.
-

Edinburgh Napier University

MSc in Healthcare Management



This innovative course is designed for graduates who have, or aspire to, a management role in health and social care. (also available part time).

 <https://www.napier.ac.uk/courses/msc-healthcare-management-postgraduate-fulltime>

Glasgow Caledonian University

Advanced Leadership for Health & Social Care Practitioners | 30 points at SCQF Level 11



This core module aims to provide experiences learners with opportunities to develop an advanced knowledge and understanding of contemporary leadership in the context of an evolving health, social care and educational landscape. Students will be expected to interpret the key principles of advanced leadership at professional, organisational and strategic levels.

 <https://www.gcu.ac.uk/study/modules/201819/info/?Module=MMB722746>

University of Dundee

MSc Leadership in Healthcare



This course is suitable for all healthcare professionals who want to understand and enhance their leadership skills.



<https://www.dundee.ac.uk/study/pg/leadership-in-healthcare/>

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Section 2

Examples of Professional Development Resources

Levels 2–4 | Perioperative Support Worker/Senior Perioperative Support Worker and Assistant Perioperative Practitioner Levels

1. Clinical Practice

Mandatory Induction Standards for Healthcare Support Workers (HCSW) - Guidance for new Healthcare Support Workers



The Mandatory Induction Standards have been introduced by the Scottish Government to ensure that all members of staff joining NHSScotland meet minimum standards to protect the public. By demonstrating that you have the knowledge and skills needed to meet the standards, you contribute to the high quality of care which patients and other service users expect.



http://www.hcswtoolkit.nes.scot.nhs.uk/media/3248/final_hcsw_guidance_for_web_2.pdf

Healthcare Support Worker Central



NHS Education for Scotland Resource supporting learning for all Healthcare Support Workers.



<https://supportworkercentral.nes.scot.nhs.uk/>



Making Delegation Safe And Effective

A learning resource for nurses, midwives, allied health professionals and health care support workers, helping you access information and advice on making informed decisions about delegating tasks and about accepting tasks delegated.



<https://learn.nes.nhs.scot/3652/nmahp-repository/making-delegation-safe-and-effective-a-learning-resource-for-nurses-midwives-allied-health-professionals-and-health-care-support-workers>



The Association for Perioperative Practice (AfPP)

Membership of AfPP is open to all who work in or around the perioperative environment across the NHS and independent sector, including Health Care Assistants (HCAs) / Healthcare Support Workers (HSWs) Includes access to Specialist interest groups, online education and journals etc. AfPP run a programme of regional events around the UK.



<https://www.afpp.org.uk/home>



Infection Prevention and Control (IPC) Zone (Registration on Turas Learn platform required)

The IPC Zone provides resources to support health and social care staff and students in Scotland with education and training in respect of Infection Prevention and Control, Decontamination of Re-usable Medical Devices (Local and Endoscopy) and Antimicrobial Prescribing, Management and Stewardship.



<https://learn.nes.nhs.scot/2482/infection-prevention-and-control-ipc-zone>



Healthcare Associated Infections - Online Short Courses

A suite of online modules are available to health and social care staff in Scotland. These resources are part of the intermediate layer of the Scottish Infection Prevention and Control Education Pathway (SIPCEP).



<https://www.nes.scot.nhs.uk/education-and-training/by-theme-initiative/healthcare-associated-infections/online-short-courses.aspx>

Promoting Excellence: A Framework For All Health And Social Services Staff Working With People With Dementia, Their Families And Carers



A skills and knowledge framework for dementia. **Dementia Informed Practice Level.** The Dementia Informed Practice Level provides the baseline knowledge and skills required by all workers in health and social services settings.



<https://www.gov.scot/publications/promoting-excellence-framework-health-social-services-staff-working-people-dementia-families-carers/>

Person-Centred Care



NHS Education for Scotland has developed a range of person-centred care resources that you may find useful to assist your practice and improve the patient experience. These can be found on the Little Things Make a Big Difference website which has been designed as a gateway for NHSScotland staff to access resources which support the delivery of person-centred care.



<http://www.knowledge.scot.nhs.uk/making-a-difference.aspx>



Control of Substances Hazardous to Health (COSHH) Regulations


COSHH is a set of regulations put in place to protect workers from ill health when working with specific substances and materials.

 <http://www.hse.gov.uk/pubns/books/hsg97.htm>



Preventing Infection In Care: Safe Management Of Care Equipment

Video looking at the maintenance and cleaning of equipment to prevent and control the risk of infection.

 <https://learn.nes.nhs.scot/8301/infection-prevention-and-control-ipc-zone/preventing-infection-in-care/preventing-infection-in-care-programme/preventing-infection-in-care-safe-management-of-care-equipment>



Little Things Make a Big Difference: Valuing People

This website has been designed to act as a gateway for NHSScotland staff and independent contractors providing NHS services to access resources which support the delivery of person-centred care.

 <http://www.knowledge.scot.nhs.uk/making-a-difference.aspx>



A Risk Worth Taking Scottish Social Services Council Online Course

Interactive learning resource aimed at stimulating discussion and thinking about risk.

 <https://lms.learn.sssc.uk.com/course/view.php?id=20>



First Steps for Health Care Assistants

A Royal College of Nursing (RCN) resource) to support you either individually – or as part of your workplace induction programme – to learn in your own time, the most important factors that will get you started in your health care career.



<http://rcnhca.org.uk/>

Includes:

- ▶ Promoting person-centred care and patient safety
- ▶ Promoting health
- ▶ Equality, diversity and rights
- ▶ Health, safety and security
- ▶ Clinical skills

2. Facilitation of Learning



Personal Development Plans

Ideas, information for PDP discussion through Real-Life Stories.



<https://supportworkercentral.nes.scot.nhs.uk/learning/personal-dev-plans/>



Work based Learning Resources for Support Workers

This site aims to develop and share work-based learning materials for AHP support workers to;

- ▶ Support a consistent approach to HCSW development
- ▶ Prevent duplication
- ▶ Provide evidence for KSF



<http://www.knowledge.scot.nhs.uk/ahpsupportworkerlearning.aspx>



First Steps for Health Care Assistants

A Royal College of Nursing (RCN) resource) to support you either individually – or as part of your workplace induction programme – to learn in your own time, the most important factors that will get you started in your health care career.

Includes:

- ▶ Reflection in action
- ▶ Personal and people development



<http://rcnhca.org.uk/>

3. Leadership

Leadership and Management Programmes (Registration on Turas Learn platform required)



Links to a range of national leadership and management development programmes, available to health and social care staff across Scotland.



<https://learn.nes.nhs.scot/18217/leadership-and-management-programmes>

Leadership Foundations



This programme of linked modules aims to support all staff as they develop their leadership and management capabilities, in line with the NHS Scotland values and with the goal that our services are led by the right people for any given situation, regardless of grade.



<https://learn.nes.nhs.scot/12803/leadership-and-management-programmes/leadership-foundations>

Step Into leadership



Scottish Social Services Council resources and information to develop your leadership skills.



<http://www.stepintoleadership.info/>

4. Service Improvement



First Steps for Health Care Assistants

A Royal College of Nursing (RCN) resource) to support you either individually – or as part of your workplace induction programme – to learn in your own time, the most important factors that will get you started in your health care career.

Includes:

- ▶ Service improvement



<http://rcnhca.org.uk/>

Levels 5–8 | Perioperative Practitioner, Senior Perioperative Practitioner, Advanced Perioperative Practitioner And Consultant Perioperative Practitioner Levels

Identifying your learning needs

This module will take you through an interactive journey using the NES post registration career development framework to help identify your current level of practice and your learning needs across the four pillars of practice which will help you develop your personal development plan.



Identifying your learning needs for continuing professional development (CPD) and career development

1. Clinical Practice

The Health and Care Professions Council (HCPC) Standards of Proficiency for Operating Department Practitioners



Sets out the threshold standards considered necessary to protect the public and the expectations of HCPC registrants' knowledge and abilities.



<https://www.hcpc-uk.org/standards/standards-of-proficiency/operating-department-practitioners/>

The Association for Perioperative Practice (AfPP)



Established as the National Association of Theatre Nurses, NATN, in 1964.

Includes access to Specialist interest groups, online education and journals etc. AfPP run a programme of regional events around the UK suitable for ODPs, Theatre Nurses/Practitioners, Managers and Students at every stage of their career.



<https://www.afpp.org.uk/home>



Flying Start

Flying Start NHS is the national development programme for all newly qualified nurses, midwives and allied health professionals, to be undertaken in the first year of practice.

It's designed to help support the transition from pre-registered student to qualified, confident and capable health professional. The programme supports learning and development for all newly qualified practitioners working in all sectors and settings across Scotland.



<https://learn.nes.nhs.scot/735/flying-start-nhs>



Effective practitioner Clinical Practice Resources

Effective Practitioner can help you to identify gaps in knowledge and direct you to resources that can help meet your learning needs. The Clinical Practice section contains a series of work-based learning activities and resources across several interlinked priority areas.



<http://www.effectivepractitioner.nes.scot.nhs.uk/clinical-practice.aspx>



Health Inequalities – NHS Health Scotland

Information, tools and resources relating to health inequalities.



<http://www.healthscotland.scot/>



Healthcare Associated Infection (HAI) standards

Health Improvement Scotland website section on prevention and control of infection and HAI standards.



http://www.healthcareimprovementscotland.org/our_work/standards_and_guidelines/stnds/hai_standards_2015.aspx



NHS Education for Scotland (NES) Healthcare Associated Infections

NES web pages including:

- ▶ Healthcare Associated Infections
- ▶ Scottish Infection Prevention and Control Education Pathway
- ▶ Educational Programmes
- ▶ Online short courses
- ▶ Training Resources
- ▶ Relevant links



<https://www.nes.scot.nhs.uk/education-and-training/by-theme-initiative/healthcare-associated-infections.aspx>

Infection Prevention and Control (IPC) Zone (Registration on Turas Learn platform required)



The IPC Zone provides resources to support health and social care staff and students in Scotland with education and training in respect of Infection Prevention and Control, Decontamination of Re-usable Medical Devices (Local and Endoscopy) and Antimicrobial Prescribing, Management and Stewardship.



<https://learn.nes.nhs.scot/2482/infection-prevention-and-control-ipc-zone>

Healthcare Associated Infections – Online Short Courses



A suite of online modules is available to health and social care staff in Scotland. These resources are part of the intermediate layer of the Scottish Infection Prevention and Control Education Pathway (SIPCEP).



<https://www.nes.scot.nhs.uk/education-and-training/by-theme-initiative/healthcare-associated-infections/online-short-courses.aspx>

Promoting Excellence: A framework for all health and social services staff working with people with dementia, their families and carers



A skills and knowledge framework for dementia.



<https://www.gov.scot/publications/promoting-excellence-framework-health-social-services-staff-working-people-dementia-families-carers/>

Scottish Infection Prevention and Control Education Pathway



The aim of the pathway is to enable all staff to contribute to a healthcare culture in which patient safety related to infection prevention and control is of the highest importance.



<https://www.nes.scot.nhs.uk/education-and-training/by-theme-initiative/healthcare-associated-infections/scottish-infection-prevention-and-control-education-pathway.aspx>

Patient Safety Zone



Patient Safety provides information and resources to support health care workers with experience at all levels to develop their knowledge and understanding of patient safety issues.



<https://learn.nes.nhs.scot/514/patient-safety-zone>



Advanced Practice Toolkit

The Advanced Practice Toolkit is a repository for credible and supportive resources relating to Advanced Practice. Although initially focussed on Advanced Nursing Practice, the content will have relevance to other advanced practice roles.

The toolkit supports ongoing developments to enhance understanding of this dynamic role across the four Pillars of clinical practice, research, education and leadership. The toolkit is well placed to widen its scope to other Advanced Practitioners.



<http://www.advancedpractice.scot.nhs.uk/>



Clinical Skills: Managed Educational Network

This website provides information and resources relating to the Clinical Skills Managed Educational Network (CS MEN) which was established in 2007 to support excellence in clinical skills education.



<http://www.csmen.scot.nhs.uk/resources.aspx>



Little Things Make a Big Difference: Valuing People

This website has been designed to act as a gateway for NHSScotland staff and independent contractors providing NHS services to access resources which support the delivery of person-centred care.



<http://www.knowledge.scot.nhs.uk/making-a-difference.aspx>

2. Facilitation of Learning

Guidance For Nursing and Midwifery Mentors Using ePortfolio and e-KSF



Provides guidance about what information and evidence should be recorded on e-KSF and ePortfolio and clarify the relationship between these two electronic systems.



https://www.nes.scot.nhs.uk/media/1689142/guidance_for_mentors_using_eportfolio_and_e-ksf.pdf

National Approach to Mentor Preparation for Nurses and Midwives Core Curriculum Framework (Second Edition)



A skills and knowledge framework for dementia.



<https://www.gov.scot/publications/promoting-excellence-framework-health-social-services-staff-working-people-dementia-families-carers/>

Effective practitioner Facilitating Learning Resources



Effective Practitioner can help you to identify gaps in knowledge and direct you to resources that can help meet your learning needs. An effective practitioner needs to demonstrate a number of core skills in order to support others as they learn.



<http://www.effectivepractitioner.nes.scot.nhs.uk/facilitation-of-learning.aspx>

There are three sections for you to explore:

- ▶ Facilitating Learning
- ▶ The Learning Environment
- ▶ Facilitation of Learning Resource



Generic Guiding Principles For Those Supporting Learning In The Workplace

NHS Education for Scotland document providing generic guiding principles for the preparation of individuals who support learning in the workplace.



<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/resources/publications/generic-guiding-principles-for-those-supporting-learning-in-the-workplace.aspx>



Values Based Reflective Practice

Values Based Reflective Practice, otherwise known as VBRP®, is a model which has been developed by NHS Scotland to help staff deliver the care they came into the service to provide. This website aims to provide: information and a source of support to those trained in facilitating VBRP® sessions, advice for those wishing to find out more about VBRP® and signposts to local information for managers considering utilising the principles of VBRP® within their organisation.



<http://www.knowledge.scot.nhs.uk/vbrp.aspx>

Personal and Professional Development (Athens login required)



The GoodPractice toolkit, a database within the Knowledge Network, is a resource to support development of these wider skills. Here you will find themes to aid knowledge and skills in leadership and strategy; managing people and teams, personal skills and development and services, projects and operations. The resource includes short articles, infographics, reflective exercises and much more.



<https://app-goodpractice-net.knowledge.idm.oclc.org/#/nhs-dyo/s/68449212>

Train the Trainers' Toolkit Helping others to facilitate learning in the workplace: A Practical Guide



This toolkit is for experienced trainers/facilitators, with expert knowledge and skills in delivering work-based learning.



<https://www.nes.scot.nhs.uk/education-and-training/by-theme-initiative/facilitation-of-learning/train-the-trainers-toolkit-resources.aspx>

Healthcare Support Workers Toolkit



NHS Education for Scotland resource - Supporting managers and educators to develop healthcare support worker roles.



<http://www.hcswtoolkit.nes.scot.nhs.uk/>

Healthcare Support Workers in Scotland Mandatory Induction Standards: Framework for Learning and Review



All staff joining NHSScotland in a healthcare support worker are required to meet national mandatory induction standards within three months of joining NHSScotland. The Framework for Learning and Review has been developed by NHS Education for Scotland in collaboration with NHS boards to promote a consistent approach to supporting new healthcare support workers meet the standards.



http://www.hcswtoolkit.nes.scot.nhs.uk/media/3242/final_full_framework_for_learning_and_review.pdf

AHP Professional Portfolio



TURAS AHP Professional Portfolio – a great way to save and use evidence of your professional development for appraisal, career development and HCPC audit.



<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/allied-health-professions/ahp-professional-portfolio.aspx>



TURAS Nursing and Midwifery Professional Portfolio

A great way to save evidence of your professional development for appraisals (eg NHS KSF), career development and NMC revalidation.



<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/careers-and-recruitment/nursing-midwifery-professional-portfolio.aspx>



Quality Standards for Practice Placements Audit Tool

This Audit tool is one of a number of NHS Education for Scotland resources which can help practitioners to evidence the quality of the learning environment which supports all education in practice.



<https://www.nes.scot.nhs.uk/education-and-training/by-discipline/nursing-and-midwifery/resources/publications/quality-standards-for-practice-placements-audit-tool.aspx>



Learning-Styles-Online.Com

Exploration/ explanation of learning styles.



<https://www.learning-styles-online.com/overview/>



Testing for the Best in Educational Development (NHS Education for Scotland)

A resource to help planners, learning and development specialists and others in NHSScotland think creatively about education and training.



<http://www.test4best.scot.nhs.uk/>

3. Leadership

Effective practitioner Leadership Resources



Effective Practitioner can help you to identify gaps in knowledge and direct you to resources that can help meet your learning needs. This section contains learning activities and links to leadership and management resources.



<http://www.effectivepractitioner.nes.scot.nhs.uk/leadership.aspx>

This section contains learning activities and links to resources on:

- ▶ Research and Audit
- ▶ Gathering Evidence
- ▶ Reviewing, & Assessing Practice
- ▶ Quality Improvement
- ▶ Evidence, research and development resources

NHSScotland Staff Governance: A framework for NHS Scotland Organisations and Employees



All staff joining NHSScotland in a healthcare support worker are required to meet national mandatory induction standards within three months of joining NHSScotland. The Framework for Learning and Review has been developed by NHS Education for Scotland in collaboration with NHS boards to promote a consistent approach to supporting new healthcare support workers meet the standards.



<https://www.staffgovernance.scot.nhs.uk/>

GoodPractice.net



GoodPractice provides a wide range of resources on leadership, strategy development, management and personal development.



<https://app-goodpractice-net.knowledge.idm.oclc.org/#/nhs-dyo/s/babb0075>

Turas: Leadership and Management Zone



The Leadership and Management Zone is where you will find resources to help you be the best you can be, as a leader or manager in health and care.



<https://learn.nes.nhs.scot/506/leadership-and-management-zone>

Collective Leadership for Scotland



Collective Leadership Scotland is a collaborative initiative that supports and enables the public service workforce to work together to deliver the services that matter to the people of Scotland.



<https://collectiveleadershipscotland.com/2017/03/17/what-is-collective-leadership/>



NHS Scotland Leadership Qualities Framework

Can be used to underpin personal and team development plans, as well as leadership and organisational development activities, thereby ensuring alignment and consistency between organisational purpose / focus and individual, team and organisational development.



https://www.nes.scot.nhs.uk/media/3399300/scottish_leadership_qualities_framework_-_guidance_notes_july_2014_-_copy.pdf



New Horizons

Aimed at those embarking on a new leadership or management role or are at the point of exploring leadership or management as the next step in your career.

The New Horizons programme consists of four modules and a consolidation day. The programme runs for six months.



<https://learn.nes.nhs.scot/8800/leadership-and-management-programmes/new-horizons>



Leadership Foundations

This programme of linked modules aims to support all staff as they develop their leadership and management capabilities, in line with the NHS Scotland values and with the goal that our services are led by the right people for any given situation, regardless of grade.



<https://learn.nes.nhs.scot/12803/leadership-and-management-programmes/leadership-foundations>



Leading for the Future

Leading for the Future is an innovative package of leadership and management development. It has been designed specifically for those in senior leadership positions in health (both clinical and non-clinical) and social care.



<https://learn.nes.nhs.scot/946/leadership-and-management-programmes/leading-for-the-future>



Leadership Foundations

This learning programme has been developed to support and encourage people to think about how they exercise leadership in everyday roles as well as formal management positions.



<https://learn.nes.nhs.scot/12803/leadership-and-management-programmes/leadership-foundations>



Leading Better Care

This website provides a locus for a wide range of learning opportunities, resources and ways of connecting with others.



<http://www.leadingbettercare.scot.nhs.uk/>



Education and Development Framework for Senior Charge Nurses/Midwives and Team Leaders in All Areas of Practice

The Education and Development Framework for Senior Charge Nurses was published in June 2008, with the launch of Leading Better Care (LBC), as a tool to guide and support them in their development.



<https://www.nes.scot.nhs.uk/media/261811/edanddev-framework-final-version2011.pdf>



Senior AHP Framework

Aimed at Senior AHPs at level 6 of The Career Framework for Health, and those aspiring to this level, who have leadership components within their role e.g. team leaders.

- ▶ Education and Development Framework (Second Edition, March 2012) for Senior AHPs to help them plan their learning and development.
- ▶ Learning Activities to enable Senior AHPs to develop their leadership skills and apply to practice.
- ▶ Sharing of good leadership practice across NHSScotland.



<http://www.seniorahp.nes.scot.nhs.uk/Default.aspx>



The Knowledge Network: People Connect

This site helps you to make connections with people, exchange information and share knowledge. You need to login to use this site. If you are a first-time user you will be prompted to accept terms and conditions and set level of access to your profile before proceeding.



<http://www.peopleconnect.scot.nhs.uk/Account/Login?referer=AAS&un=nouusername&redirect=aHR0cDovL3d3dy5wZW9wbGVjb25uZWNOLnNjb3QubmhzLnVr>

4. Service Improvement

Effective Practitioner Evidence, Research and Development



Effective Practitioner can help you to identify gaps in knowledge and direct you to resources that can help meet your learning needs.



<http://www.effectivepractitioner.nes.scot.nhs.uk/evidence,-research-and-development.aspx>

Turas: The Quality Improvement Zone



The Quality Improvement Zone provides information and resources to support people with experience at all levels of quality improvement to develop their knowledge.



<https://learn.nes.nhs.scot/741/quality-improvement-zone>

In the QI Zone you will find:

- ▶ information on the improvement journey and related quality improvement tools and topics
- ▶ a range of educational resources, including eLearning modules, guides and frameworks
- ▶ information on the different levels of experience in quality improvement and associated learning programmes



Healthcare Improvement Scotland iHub

Includes:

- ▶ Improvement Programmes
- ▶ Improvement Resources
- ▶ Scottish Patient Safety Programme



<https://ihub.scot/>



Healthcare Improvement Scotland QI Connect

Monthly WebEx sessions presented by an exceptional global faculty.



http://www.healthcareimprovementscotland.org/our_work/clinical_engagement/qi_connect.aspx

The Knowledge Network (Athens Login required)



Provides up-to-date evidence, information, e-learning and community tools for health and social care staff in Scotland. Some features require an Athens password which you can request on the site. The Knowledge Network is an excellent way of keeping up to date.



<http://www.knowledge.scot.nhs.uk/home.aspx>



Scottish Intercollegiate Guidelines Network (SIGN)

SIGNs aim is to improve the effectiveness of clinical care for patients in Scotland by developing, publishing and disseminating evidence-based guidelines that identify and promote good clinical practice.



<https://www.sign.ac.uk/our-guidelines.html>



National Institute of health Research (Perioperative care)

Links to latest research.



<https://discover.dc.nihr.ac.uk/portal/search?q.qp=Category:Perioperative%20care|coding:%22Perioperative%20care%22>



National Guideline Clearing House

Public resource for summaries of evidence-based clinical practice guidelines.



<https://www.ahrq.gov/gam/index.html>



Institute for Healthcare Improvement: Open School

Links to online courses.



<http://www.ihl.org/education/ihlopenschool/Pages/default.aspx>

ALTERNATIVE FORMATS

This resource may be made available, in full or summary form, in alternative formats and community languages.

Please contact us on 0131 656 3200 or e-mail: altformats@nes.scot.nhs.uk to discuss how we can best meet your requirements.