

Work based learning symposium-
Working with NHS Tayside to facilitate
the NHS band 4 role

April 2023

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The history – always a good place to start....

In November 2022 we were approached by Gordon Mills Chief Nurse for Clinical Education and Governance from NHS Tayside to ask what UHI Perth could offer to facilitate the Agenda for Change band system for grades within NHS Tayside. In particular for band 4 positions.

The board was and are looking to create a career progression for their workforce but the banding criteria set certain requirements for the grading system.

The history – always a good place to start....

The current structure within NHS Scotland is a series of bands or level of grade.

A Healthcare Assistant (HCA) is a band 2

A Healthcare Support Worker (HCSW) is band 3,

An Assistant Practitioner (AP) is a band 4

A Registered Nurse (RN) is a band 5.

Each band has varying degrees of requirements of qualifications.

NHS Scotland National Recruitment portal 2023

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The history – always a good place to start....

The current requirements under the Agenda for Change agreement is that a band 4 will possess a level 8 qualification such as a Scottish Vocational Qualification (SVQ) 3 Social Services & Healthcare or equivalent and have relevant health and social care experience.

NHS Scotland National Recruitment portal 2023

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What we did next....

NHS Tayside approached the education body within the NHS, NHS Education for Scotland and sought permission to have the education entry point for the Band 4 Assistant Practitioner role to be the HNC HCP SCQF level 7 awarded by SQA, which was agreed.

As the NHS required the HCSW to remain in post within the clinical areas of the NHS we developed a thematic approach to delivering the HNC HCP 12 credit Scottish Credit Qualification Framework (SCQF) level 7 qualification.

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What we did next....

To keep students in their substantive clinical roles the agreement arrived that the successful applicants would be in college one day per week for 3 blocks of study spanning one year.

The others days they would remain in their substantive clinical areas and be trainee Assistant Practitioners and would complete the competencies and experiences required to meet the requirements of the Practice Assessment Document (PAD).

They would be viewed as students/trainee assistant practitioners in their clinical areas.

The thematic approach

- 1. Theme one: preparation for clinical practice - currently February - May**
- 2. Theme two: professional standards and development - - currently June - September**
- 3. Theme three: health & society - currently October – January**

Induction was from their start date in January to prepare them for studying and orientation to Brightspace until they commenced theme one started in February

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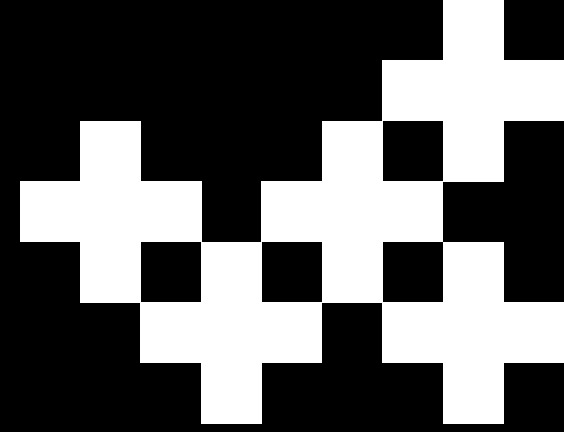
assessment

Assessment is continuous between the clinical area using their PAD and ongoing assessment during their day in college and study days built in from NHS Tayside.

The students also have a one day a month preparation for the band 4 post from NHS Tayside.

Strengths and challenges

- 1. Effective route for preparation for band 4 role and beyond**
- 2. Early discussions about articulation into year 2 of degree programme in nursing to graduate and become a registered nurse.**
- 3. Students and clinical area have had some teething issues with this new role of assistant practitioner and the trainee role**
- 4. Demands of balancing an HNC and working**



Any questions?

&

thank you for listening

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