



Issue 13 | March 2023 | Support Worker Newsletter

Welcome to the NMAHP Support Worker Newsletter

We hope you enjoy our newsletter which is aimed at Nursing, Midwifery and Allied Health Professions (NMAHP) Support Workers across health and care and those involved in supporting the learning and development of support workers. The next edition will be published June 2023.



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Get in touch at HCSW@nes.scot.nhs.uk and tell us what you think – we'd love to hear from you – your voice matters.

In newsletter edition 13, we are sharing news of:

Virtual event series

Support Workforce learning week 2023

HCSW Advisory Group – looking for new members

Latest from the HCSW Scottish Government Commission

- Launch of the Development and Education Framework
- NMAHP Professional Needs Analysis Tool
- Medicines Administration

RCN webinars for Nursing Support Workers

Personal Development Planning and Review

Virtual Event Series



If you missed any of the previous events don't worry, you can access the recordings on [Support Worker Central](#) and watch them at a time to suit you.

Next up in the virtual event series is:

- Tips, tools and techniques for successful applications and interviews (4 May 2023)

Full details available on [Support Worker Central](#)



We would love to hear your views on future event topics. Please get in touch at hcsw@nes.scot.nhs.uk

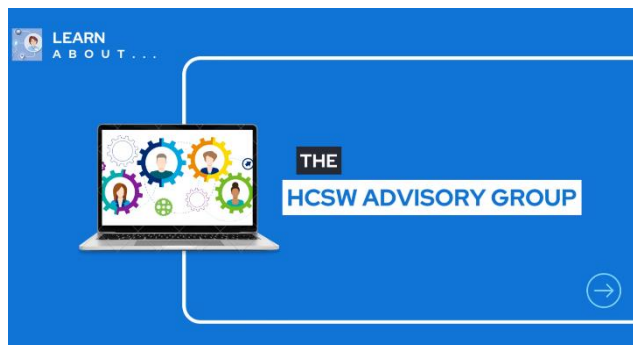
Support Workforce Online Learning Week 2023

We are delighted to announce that support workforce online learning week will be back from **Monday 2 to Friday 6 October 2023**.

The team are hard at work developing the programme and building on your feedback from last year. If you have any specific topics that you would like to see included, please get in touch hcsw@nes.scot.nhs.uk It's your event, so help shape the content to meet your learning needs.

Booking officially opens 21 May 2023. Information available on the [NES events website](#).

HCSW Advisory Group: call for new members

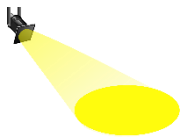


We are looking for new member to join this dynamic group – nursing, midwifery and AHP support workers from across Scotland are welcome to join.

Find out more about the work of the group and what you can expect by joining - watch the short animation and take a look at the group's terms of reference all available on [Support Worker Central](#).

Interested in joining? Complete the online form on the Support Worker Central or get in touch with NES HCSW Team – hcsw@nes.scot.nhs.uk and we can arrange an informal chat

with one of the existing members of the group who can share their experiences of being involved in the advisory group.



Spotlight on: HCSW Scottish Government Commission

Launch of Development and Education Framework for Level 2-4 NMAHP HCSWs

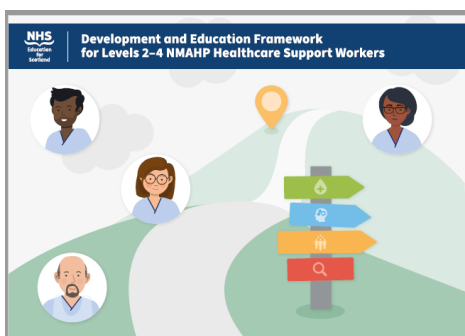
Over 700 people attended the online launch of the HCSW Development and Education Framework on 23 February 2023, which was officially launched by Professor Alex McMahon, Chief Nursing Officer.

The event was supported by a range of presenters who have first-hand experience of using the Framework.

- **Gemma Walker, Associate Practice Educator, NHS Tayside** shared her lightbulb moment of how the 4 pillars of practice and the framework can support personal development and career progression.
- **Margot Russell, Director NMAHP Practice Development, NHS Lanarkshire** shared insights of framework benefits from an organisational perspective with a focus on levels of practice and how this supports service development and careers pathways
- **Fiona Reid, AHP Education & Teaching Lead, NHS Tayside** discussed the benefits of the framework to support HCSWs learning and development and the importance of embedding the framework into appraisals and creating learning opportunities
- **Lynn McCourtney, Practice Education Facilitator, NHS Dumfries & Galloway and Course Tutor/Lecturer, Dumfries and Galloway College** highlighted that education doesn't happen in isolation and identified the importance of partnership working with further education colleges and how the Framework can support education planning and delivery that meets the needs of HCSWs across Scotland.

If you missed the launch event, don't worry you can watch it on [Support Worker Central](#).

Embedding the use of the framework in practice



NES are currently working on the development of a toolkit with resources to support the roll out of the framework in Board areas and will make printed copies of the framework available. Anticipated that this will be available by mid-April 2023

You can find out more about the Development and Education Framework for Level 2-4 NMAHP HCSWs on [Support Worker Central](#).

NMAHP Professional Needs Analysis Tool

The NMAHP Professional Workforce Needs Analysis Tool is now available on the [HCSW Commission webpage](#). This workforce needs analysis tool can be used by health boards to strategically plan future workforce solutions or, at a more local level, to plan staffing for a single unit or specific field of clinical practice.

You can find out more about workforce planning including The Health and Care Staffing in Scotland Knowledge and Skills Framework on [Turas Learn](#). This framework will support you in understanding the requirements of workload and workforce planning and your role in the application of the Health and Care (Staffing) (Scotland) Act 2019.

Medicines Administration by HCSWs

As part of phase 2 of the HCSW commission, NES are currently working with key stakeholders to develop a Framework for the Administration of Medicines by HCSWs. This framework updates and combines both the National Framework for Vaccine Administration by HCSWs in Scotland and the Framework for Administration of Medicines to Adults by H&SC Employed Support Workers, replacing these frameworks into one single overarching resource.

The new Framework aims to support a consistent and safe approach to the administration of medicines by HCSWs in Scotland, as well as setting out the national standards and legal frameworks that must be applied whenever and wherever HCSWs administer medicines.

The framework is due to be released by the end of April 2023 and will be complimented by the future development of a 'once for Scotland' national education resource to support medicines administration by HCSWs working at levels 3 and 4 of the career framework.

RCN Webinars for Nursing Support Workers



RCN Scotland are hosting a series of free education sessions on accountability and delegation, social media, record keeping, dignity, communication, leadership, and dementia during March and April 2023 for Nursing Support Workers. Further details available on [RCN Scotland website](#).

Personal Development Planning and Review

Preparing for your personal development review is the best way to set the scene for a good conversation about YOU. Preparation is key - take control of the discussion it's about YOUR personal development.

To help make the conversation meaningful ask yourself the following three questions:

1. What matters to me in my job?
2. What have I really enjoyed doing this year?
3. What would I like to achieve (in my job/career)?

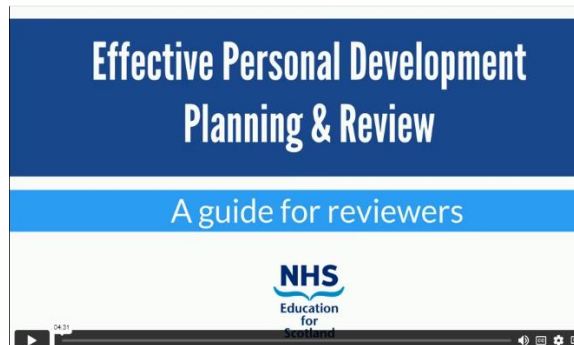
Take a look at the short videos which provides a helpful overview of the personal development and review process.

Reviewee video (support worker)



<https://vimeo.com/182668636>

Reviewer video



<https://vimeo.com/182668637>

Remember this is just the starting point, it's an ongoing conversation with opportunities for review and reflection. Make the most of your discussions, ask questions and consider your future development needs.

You may find it helpful to think of your needs in the context of the 4 pillars of practice – remember development is not just about clinical skills. The 4 pillars of practice work together to strengthen each other, what you learn in one will strengthen your practice in another. The [HCSW Development and Education Framework](#) can help support you to identify development opportunities.



We would love to hear from HCSWs or those working with and supporting HCSWs so we can help to share your stories of learning and development opportunities, journeys and work happening locally with a wider audience. Contact the team at HCSW@nes.scot.nhs.uk

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HCSW Team
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