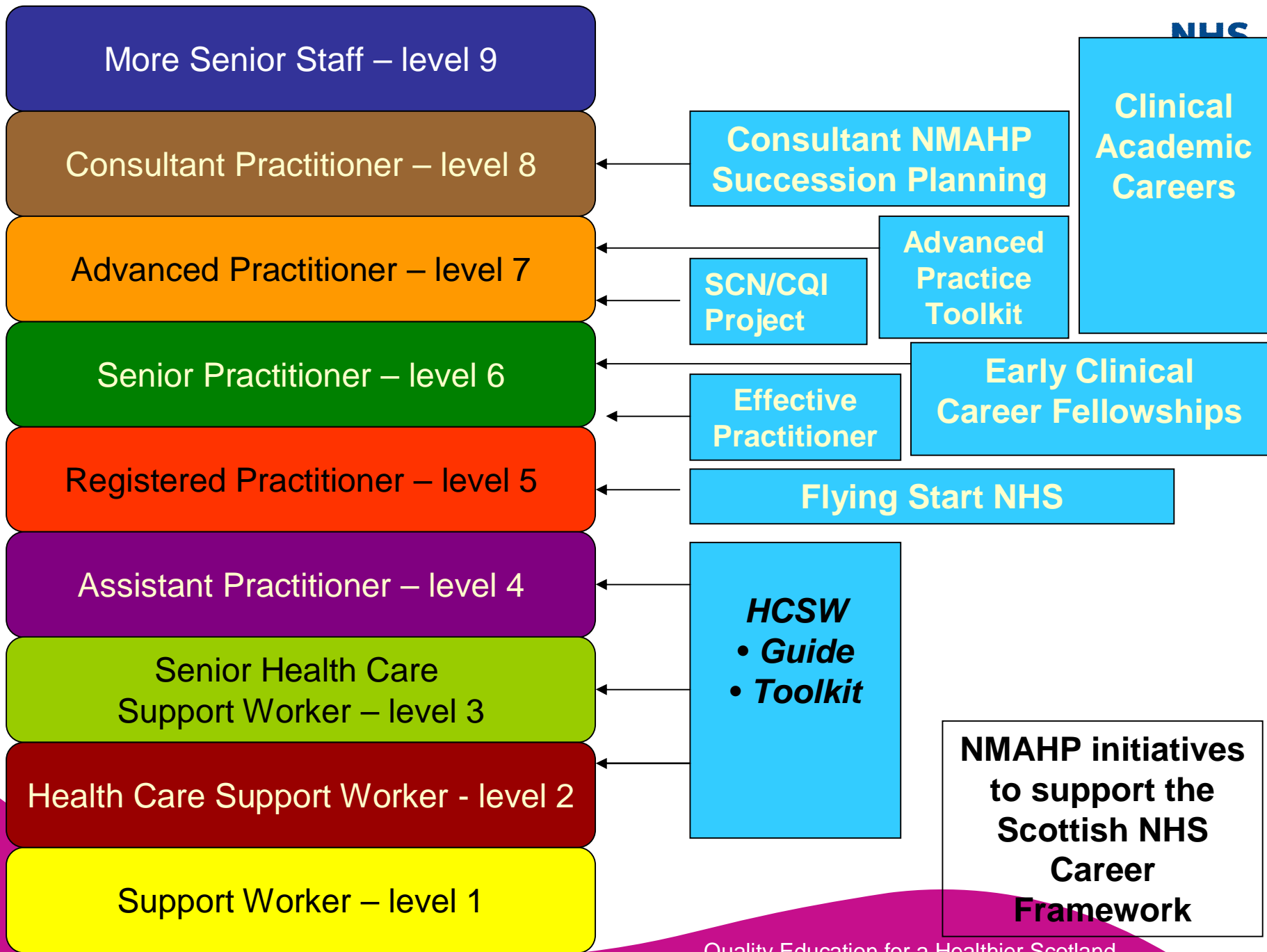


# **SGHD Mandatory Induction Standards and Codes:**

## **Update on Educational Resources**

**Scotland's Colleges**

07 September 2010



## SGHD Model of Assurance

### Elements:

- 14 Induction Standards
- Code of Conduct for HCSWs
- Code of Practice for Employers

(CEL 23 June 2010 (SG 2010) provides details)

## NES Priorities

Learning from pilot boards indicated the need to make assessment of meeting the Standards,

- a. Less complex
- b. More standardised
- c. Not a paper trail
- d. Meaningful for the new HCSW
- e. Adding value for the manager /employer

## Less Complex

### Performance Criteria in Pilot

- too many (183)
- repetition
- origin not identified
- link to KSF?
- limited guidance for assessment

### Revised Criteria

- fewer – now between 50-60
- drawn from mandatory units in new SVQ 2 structure
- linked to KSF dimensions
- guidance built into support for assessors

# **Educational Resources: SG Mandatory Induction Standards & Codes for HCSWs**

**Aligning evidence gathered with NOSs, SVQs and KSF )**  
**Linking evidence from closely aligned Standards together ) In toolkit**  
**Guidance for assessors )**

**5 regional workshops for NHS Board Executive Sponsors/Leads:**

- **Explain learning framework**
- **Explore the local processes and structures**
- **Share experiences**

# Issues

NHS Boards will need to review induction processes

Identifying worked based assessors

Build on existing support infrastructures

Linking with existing work based learning, eg ACS Workbooks, KSF PDPs

Could Code of Conduct be applied to existing staff?



# Healthcare Support Workers' Toolkit

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"Healthcare Support Workers play a key role in caring for patients and supporting their treatment as a member of the multi-professional teams they work within. Supporting learning and role development for both clinical and non-clinical support worker roles is an extremely important programme of work for NHS Education for Scotland."

**Malcolm Wright, Chief Executive NHS Education for Scotland**

## News

- [Healthcare Assistants Project](#)
- [New Midwives Rules](#)

## NHS KSF



## Guide to Role Development



### Frameworks for Learning

- > [Career Framework for Health](#)
- > [SCQF](#)
- > [National Occupational Standards](#)

### Supporting Learning

- > [Identifying learning](#)
- > [Supporting learning](#)
- > [Evaluating learning](#)

### Role Development in Action

- > [Out-of-Hours Service](#)
- > [Hospital at Night](#)
- > [Allied Health Practitioner](#)

## **Model of Assurance for HCSWs supports**

**That the people of Scotland receive a health service that delivers:**

- **caring and compassionate staff**
- **clear communication**
- **effective collaboration**
- **clean and safe care**
- **continuity of care**
- **clinical excellence**

**(Quality Strategy.SGHD 2010)**

## Further Information

[www.hcswtoolkit.nes.scot.nhs.uk](http://www.hcswtoolkit.nes.scot.nhs.uk)

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