



# NHS Lothian Allied Health Professions (AHP)

# Education/ Career Development Pathway

Bands 2 to 7

(Based on the NHS Scotland Career Framework for Health)



## Key elements of the Career Framework for Health

### Career Framework Level 9

Indictive or reference title: Director

### Career Framework Level 8

Indictive or reference title: Consultant

### Career Framework Level 7

Indictive or reference title: Advanced Practitioner

### Career Framework Level 6

Indictive or reference title: Specialist/ Senior Practitioner

### Career Framework Level 5

Indictive or reference title: Practitioner

### Career Framework Level 4

Indictive or reference title: Assistant/ Associate Practitioner

### Career Framework Level 3

Indictive or reference title: Senior Support Worker

### Career Framework Level 2

Indictive or reference title: Support Worker

### Career Framework Level 1

Indictive or reference title: Cadet

# ABOUT THIS RESOURCE

## Key points;

- AHP covers 14 job families: Arts therapists, Music Therapists, Drama Therapists, Podiatrists, Therapeutic Radiographers, Diagnostic Radiographers, Dieticians, Occupational Therapists, Orthoptists, Prosthetists, Orthotists, Physiotherapists, Paramedics, and Speech and Language Therapists
- The framework gives examples of resources that staff can access as part of developing their roles and need to be agreed as part of staff's PDPR discussions. Please click on subject hyperlink for more detail
- Underpinning the pathway is: Mandatory training, Healthcare Support Worker Standards and Code, PDPR
- All new roles must be agreed via the NHS Lothian Workforce Organisational Change Committee
- **Please be aware:** the NHS Career Framework for Health Levels are not directly correlated to the Agenda for Change Bandings

## The 4 Pillars of Practice

### CLINICAL PRACTICE



Knowledge, skills and behaviours needed to provide high quality healthcare that is safe, effective and person centred.

### FACILITATION OF LEARNING



Knowledge, skills and behaviours needed to enable effective learning in the workplace.

### LEADERSHIP & EVIDENCE



Knowledge, skills and behaviours needed to lead to fulfil management responsibilities.

### RESEARCH & DEVELOPMENT



Knowledge, skills and behaviours needed to use evidence to inform practice and improve services.

## References

1. NHS Scotland Career Framework  
<http://www.careerframework.nes.scot.nhs.uk/>
- Resources
1. NHS Lothian Careers  
<http://careers.nhslothian.scot.nhs.uk/Pages/default.aspx>
2. AHP Community Of Practice  
<http://www.knowledge.scot.nhs.uk/ahppe.aspx>
3. Career Framework  
<http://www.nes.scot.nhs.uk/media/4939/nmahp-careers-poster.pdf>
4. Support Worker Central  
<http://www.supportworkercentral.nes.scot.nhs.uk/>

**Band 7**

**Salary up to £50, 506**

**Band 6**

**Salary up to £43, 286**

**Band 5**

**Salary up to £35, 365**

**Band 4**

**Salary up to £28, 187**

**Band 3**

**Salary up to £25, 808**

**Band 2**

**Salary up to £23, 820**

**Access**

**as of Jan 2023**

# Access

**HNC Healthcare Practice** (to qualify as a senior HCSW/ Band 4)

**Modern Apprenticeships**

**Foundation Apprenticeships** (for 5th and 6th year school students)

# Band 2

**Support Worker Central**

**NES National standards for HCSW**

**Scottish Improvement Leader Programme (ScIL)**

**Courage to Manage**

**Healthcare Support Worker Hub (NHSL Intranet)**

**Planning your CPD**

# Band 3

**NES National standards for HCSW**

**Scottish Improvement Leader Programme (ScIL)**

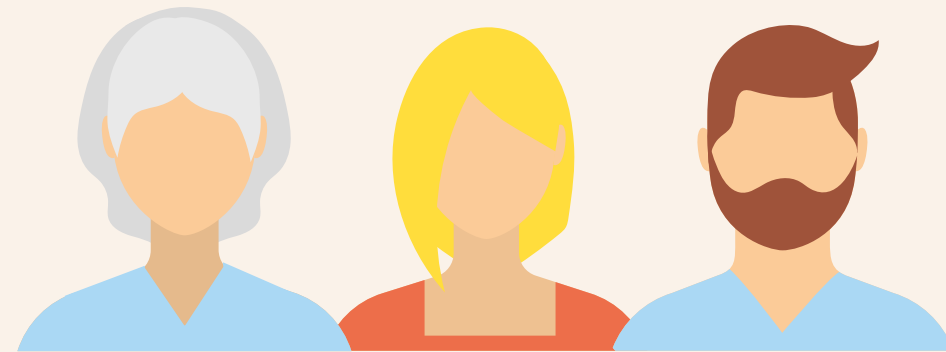
**Courage to Manage**

**Healthcare Support Worker Hub (NHSL Intranet)**

**Planning your CPD**

**Recruiting with Fairness and Equality**

**Support Worker Central**



# Band 4

NES National standards for HCSW

Scottish Improvement Leader Programme (ScIL)

Courage to Manage

Healthcare Support Worker Hub (NHSL Intranet)

Planning your CPD

Recruiting with Fairness and Equality

Clinical Supervision training

NES Facilitation of Learning Programme

Support Worker Central



# Band 5

Courage to Manage

Planning your CPD

Recruiting with Fairness and Equality

Post reg framework

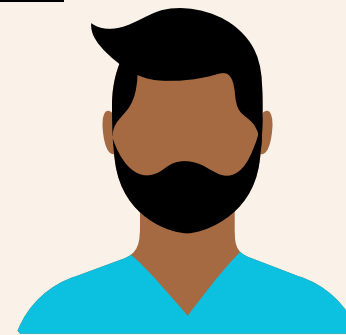
Flying Start

Effective Practitioner

Scottish Improvement Leader Programme (ScIL)

Clinical Supervision training

NES Facilitation of Learning Programme



# Band 6

Leadership and Management Development for Individuals and Teams

Courage to Manage

Planning your CPD

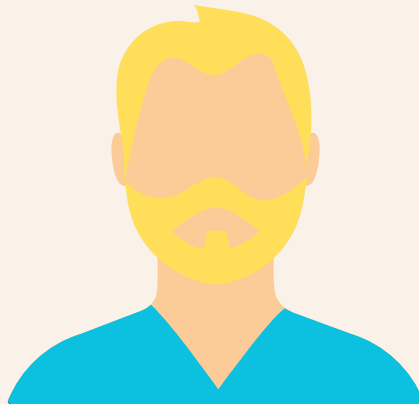
Recruiting with Fairness and Equality

Post reg framework

Scottish Improvement Leader Programme (SCL)

Clinical Supervision training

Effective Practitioner



# Band 7

Leadership and Management Development for Individuals and Teams

Courage to Manage

Planning your CPD

Recruiting with Fairness and Equality

Post reg framework

Scottish Improvement Leader Programme (SCL)

Clinical Supervision training

Leading for the Future | Turas

Coaching

