



Health Sector NOS Review

Consultation Framework

Review of National Occupational Standards (NOS) for the UK Health Sector

Introduction

Skills for Health (SfH) is working closely with a range of UK partners to ensure that the National Occupational Standards (NOS) for the Health Sector are fit for purpose. We need the views (in confidence) of those working in the sector and those working closely with the NOS.

This current review includes 95 of the most commonly used NOS spread over 9 specific areas of the UK Health Sector. We do not expect you to provide feedback on all of them! We only ask for feedback on those relevant to you and your work.

NOS Suite	NOS
Clinical Health Skills	42*
Children and Young Persons Health Services (C&YPHS)	1
Diabetes	1
Endoscopy	3
Emergency Urgent and Scheduled Care (EUSC)	1
General Health	29*
Health Informatics	2
Infection Prevention & Control (IPC)	2
Perioperative Care	14*
Total	95

*These larger suites are shown in **Appendix 1** to facilitate ease of reference.

What we need you to do

1. Let us have some details about you and the suite(s) of NOS on which you are providing feedback
2. Look at the NOS relevant to you using the info in Annex and/or the e-links above.
3. Let us know whether the NOS are fit for purpose or can be improved
4. If the latter then please let us have the details of the improvement and the rationale (so that we fully understand the context)
5. Send your response (**in WORD**) to alan.mcdonald7@ntlworld.com

What happens next?

- We will collate/analyse and incorporate your feedback as appropriate
- We will post the outcome on our website and invite further comment
- We will amend/finalise the NOS

Timescales

Please send your feedback to Alan McDonald by noon on Friday 02 October

It is the intention to have the revised NOS approved by Q2 of 2021.

Consultation Document

About You

Name	Jack Booker	
Job title/role	Policy Analyst	
Email	Jack.Booker@sssc.uk.com	
Telephone	01382 721836	
Organisation name	Scottish Social Services Council	
Which country are you based in?	England	
	Northern Ireland	
	Scotland	<input checked="" type="checkbox"/>
	Wales	
Which of the titles shown (right) best describes your organisation? <u>Please mark with X all of those which apply.</u>	NHS	
	Private sector	
	Independent sector	
	Voluntary sector	
	Employer	
	Training provider	
	Awarding Organisation	
	College/University	
	Consultant	
	Other (please specify e.g. professional body)	Social Services Regulator
Which NOS Suite(s) are you providing feedback on? <u>Please mark with X all of those which apply.</u>	Clinical Health Skills	<input checked="" type="checkbox"/>
	Children and Young Persons Health Services (C&YPHS)	<input checked="" type="checkbox"/>
	Diabetes	
	Endoscopy	
	Emergency Urgent and Scheduled Care (EUSC)	
	General Health	<input checked="" type="checkbox"/>
	Health Informatics	
	Infection Prevention & Control (IPC)	<input checked="" type="checkbox"/>
Perioperative Care		



Note: This information will be retained by Skills for Health only for the duration of this project (i.e. until March 2021) when it will be deleted.

Review of National Occupational Standards (NOS) for the UK Health Sector

Before completing the table below please look at the NOS (XXX) relevant to you and consider the following questions:

- Is the NOS title clear, accurate and useful?
- Is the Overview accurate, clear and useful?
- Is the Knowledge and Understanding section accurate, clear and useful?
- Is the Performance Criteria section accurate, clear and useful?
- Is each Performance Criteria readily assessable (can the student generate evidence of this)?
- Are there any compliance, legislative or Health & Safety requirements missing?
- Does anything need to be added or removed?
- If you could make one change to the NOS what would it be?

ID	Question	Agree
1	The NOS I have looked at is/are entirely fit for purpose	
2	The NOS I have looked at can be improved (please complete section below)	<input checked="" type="checkbox"/>

Suggested Improvement (add more rows as required)

NOS Ref	NOS Title	Suggested Improvement	Reason/Rationale
CS20	Enable Children and young people to understand their health and well-being	<p>We feel that this NOS would be improved by including consideration of:</p> <ul style="list-style-type: none"> • The effects of Trauma • Information on supporting young carers who may be looking after a parent or sibling (this may be covered in K&U 35) • A range of intervention methods eg play therapy • Information on how to promote and protect all safe, loving respectful relationships. • Promoting the development of nurturing, patient, kind, compassionate, trusting and respectful relationships. • Promoting links with wider family and community networks. 	<p>This NOS was developed in 2004 and there have been several significant developments since then.</p> <p>The Scottish Government National health & wellbeing outcomes advocate for Human Rights based approaches, drawing on the Scottish National Action Plan (SNAP) on Human Rights, the PANEL principles and FAIR approaches to practice. These approaches are reflected in the Vision from Scotland's Independent Care Review, the Promise, which outlines Scotland's ambition for children and young people.</p>



		<ul style="list-style-type: none"> • Guidance on how listening and decision making can be honest and transparent so that everyone understands what has been decided and why. • the pain of retelling difficult stories. • Communicating in a way that is relational rather than procedural and process driven. • Including human rights alongside equalities. <p>This NOS should also promote a child-centred approach by ensuring that records reflect what matters to children and young people and that the language used when dealing with children and young people is easily understood, positive and does not create or compound stigma.</p> <p>It is also important that this NOS encourages an understanding of the links between socio-economic disadvantage, mental wellbeing and health inequalities.</p> <p>It should also ensure that this NOS reflects the values of Getting It Right For Every Child (GIRFEC).</p>	
CHS3	Administer medication to individuals	<p>The overview for this NOS states that administering medication to individuals will not be the role of all care staff. It needs to be made explicitly clear who can and cannot administer medication to individuals to avoid confusion or mistakes happening</p> <p>Performance criteria 7 states that individuals must be able to “obtain the individuals valid consent and offer information, support and reassurance throughout, in a manner which encourages their co-operation and which is appropriate</p>	<p>Some care staff move establishments regularly dependant on role therefore would be essential they are clear on what tasks they can and cannot carry out safely.</p> <p>The difference between prompting and administering medication should be clear.</p>

		<p>to their needs and concerns”. We suggest that this is changed to more person-centred language to promote independence rather than encouraging co-operation.</p> <p>Knowledge of administering controlled drugs and covert medication could be included.</p>	<p>The Care Inspectorate has identified that the use of covert medication is rising and has provided guidance.</p>
GEN2	Prepare and dress for work in healthcare settings	We feel that most of the matters in this NOS are covered in SFHIPC4. However, anything that is omitted by SFHIPC4 could be included here.	This would avoid duplication
GEN9	Prepare vehicles for the transport of people, materials and/or equipment within the health sector	We feel this NOS should also ensure that individuals know who to check with in relation to maintenance of vehicles.	Many social service vehicles are contracted out to third party companies who support the transport of individuals. This may lead to the assumption that the vehicles are fit for purpose and road worthy.
SFHCHS6	Move and position individuals	We recommend that this NOS aligns with the with Social Services & Health Care NOS	The National Health & Social Care Workforce Plan identifies a number of challenges in addressing the priorities for a skilled workforce. For example, in paragraph 61, “How to support and equip the workforce to work in multi-disciplinary teams to ensure people get the right support at the right time” is listed as something that needs to be addressed.

CHS11	Undertake personal hygiene for individuals who are unable to care for themselves.	<p>We suggest a change of wording slightly to the title from “individuals who are unable to care for themselves” to “individuals who need a high degree of support to care for themselves”.</p> <p>We recommend that the word ‘privacy’ is added to performance criteria 7 so that it reads. “in a manner which optimises the patient’s comfort, privacy and dignity and minimises pain and trauma”.</p>	This is more person centred and integrates the principles of the Adults with Incapacity (Scotland) Act 2000
CHS239	Enable individuals to use assistive devices and assistive technology	We recommend that this NOS is aligned with the Social Services & Health Care NOS.	We feel alignment is necessary to ensure the NOS is consistent with the codes of practice and health & social care standards
SFHIPC4	Minimise the risk of spreading infection by cleaning, disinfection and storing care equipment	<p>We suggest changing the wording of the following knowledge and understanding outcomes:</p> <p>Knowledge and understanding outcome 4: “the chain of infection” should be changed to “risk assess the chain of infection, including frequently touched surfaces”</p> <p>Knowledge and understanding outcome 10: “equipment cleaning schedules and other occasions when cleaning, with or without disinfection, should be carried out” should be changed to “cleaning schedules for deep and routine cleaning should be established with cloths and other reusable cleaning products being cleaned or disposed of after use as appropriate”</p>	These changes would better reflect the Health and Safety Executive advice on cleaning the workplace during COVID-19

SFHIPC9	Minimise the risk of spreading infection when removing used linen	<p>We suggest changing the wording of Performance Criteria 3 from “where you are removing linen with a patient/service user present, explain to them what you are going to do, proceed in such a way as to maintain their dignity and safety throughout, and ensure they are made comfortable at the end of the procedure” to “where you are removing linen with a patient/service user present you are removing linen with a patient/service user present explain what you are going to do in a way that is appropriate for their communication needs, pace and level of understanding.”</p> <p>In Performance Criteria 8 the term exposure is used. This term should be added to the glossary.</p>	<p>These changes would better reflect the Health and Safety Executive advice on cleaning the workplace during COVID-19</p> <p>This would provide individuals with greater clarity as to their obligations.</p>
Additional Feedback	<p>We would recommend that all NOS units state which practice settings they are relevant to in their overview. Currently some NOS units do this, and others don't. This would be useful to have in every overview to provide clarity of purpose.</p> <p>Some NOS units are very specific, and we wonder whether they should be incorporated into a specialist learning suite. For example, the specific units relating to dialysis will only be pertinent to practitioners working with individuals requiring this treatment.</p>		

Welsh Language (for those based and working in Wales only)

ID	Question	Agree (x)
1	The final NOS should be available in English only	
2	The final NOS should be available in English and Welsh	



Thank you for participating in this project. Your knowledge and experience of the sector will be invaluable in ensuring we have a fit for purpose suite of NOS.

Annex 1 – NOS Listing for Larger Suites

Clinical Health Skills

Reference	NOS Title
CHS10	Undertake stoma care
CHS11	Undertake personal hygiene for individuals unable to care for themselves
CHS12	Undertake treatments and dressings related to the care of lesions and wounds
CHS130	Perform routine Electrocardiograph (ECG) procedure
CHS131	Obtain and test capillary blood samples
CHS132	Obtain venous blood samples
CHS134	Undertake Vision Screening
CHS136	Assist in the implementation of programmes and treatments with individuals who have severely restricted movement/mobility
CHS138	Assist in the implementation of mobility and movement programmes for individuals to restore optimum movement and functional independence
CHS14	Remove wound closure materials from individuals
CHS143	Assist others to test individuals' abilities before planning exercise and physical activities
CHS144	Deliver exercise sessions to improve individuals' health and wellbeing
CHS146	Monitor individuals' progress in relation to managing their body weight and nutrition
CHS147	Administer oral nutritional products to individuals
CHS148	Provide information and advice to individuals on eating to maintain optimum nutritional status
CHS149	Monitor and review individual's progress in relation to maintaining optimum nutritional status
CHS168	Obtain a patient/client history
CHS17	Carry out extended feeding techniques to ensure individual's nutritional and fluid intake
CHS185	Perform basic specimen/sample preparation
CHS186	Store specimens and samples
CHS19	Undertake routine clinical measurements
CHS192	Perform standard tests using an automated analyzer
CHS20	Undertake examination of the external ear
CHS205	Manufacture of equipment and/or medical devices for individuals within healthcare
CHS206	Adapt healthcare equipment, medical devices, assistive technology, or products
CHS22	Perform intravenous cannulation
CHS223	Fit healthcare equipment, medical devices, assistive technology, or products meet individuals' clinical needs
CHS239	Enable individuals to use assistive devices and assistive technology
CHS26	Carry out, and conclude, dialysis therapy for individuals with established access
CHS27	Encourage and support individuals undergoing dialysis therapy
CHS29	Support and enable individuals undergoing dialysis and their carers to carry out dialysis procedures
CHS3	Administer medication to individuals
CHS30	Obtain and maintain vascular access for, and cease access following, haemodialysis
CHS31	Assess and agree the efficacy of the dialysis therapy
CHS32	Agree and implement changes to the dialysis therapy
CHS36	Provide Basic Life Support
CHS4	Undertake tissue viability risk assessment for individuals

CHS5	Undertake agreed pressure area care
CHS6	Move and position individuals
CHS7	Obtain and test specimens from individuals
CHS8	Insert and secure urethral catheters and monitor and respond to the effects of urethral catheterisation
CHS9	Undertake care for individuals with urinary catheters

General Health NOS

Reference	NOS Title
GEN14	Provide advice and information to individuals on how to manage their own condition
GEN15	Support individuals in undertaking their desired activities
GEN16	Inform an individual of discharge arrangements
GEN18	Give presentations to groups
GEN2	Prepare and dress for work in healthcare settings
GEN20	Enable carers to support individuals
GEN21	Interact with individuals using telecommunications
GEN23	Monitor your own work practice
GEN25	Administer appointments
GEN26	Deal with financial transactions within a health facility
GEN39	Contribute to effective multidisciplinary team working
GEN4	Prepare individuals for healthcare activities
GEN5	Support individuals undergoing healthcare activities
GEN57	Collect blood/blood products from storage for transfusion
GEN6	Manage environments and resources for use during healthcare activities
GEN62	Collate and communicate health information to individuals
GEN65	Make recommendations for the use of physical resources
GEN66	Control the use of physical resources
GEN7	Monitor and manage the environment and resources during and after clinical/therapeutic activities
GEN76	Store and transport medical gas cylinders
GEN77	Perform first line calibration on clinical equipment to ensure it is fit for use
GEN78	Conduct routine maintenance on clinical equipment
GEN8	Assist the practitioner to implement healthcare activities
GEN80	Move and transport individuals within a healthcare environment
GEN81	Collect linen and make beds
GEN9	Prepare vehicles for the transport of people, materials and/or equipment within the health sector
GEN96	Maintain health, safety and security practices within a health setting
GEN97	Communicate effectively in a healthcare environment
GEN98	Promote effective communication in a healthcare environment

Perioperative Care NOS

Reference	NOS Title
PCS10	Carry out delegated activities in receiving, handling and dispatching clinical specimens
PCS13	Prepare and dress for scrubbed clinical roles
PCS14	Prepare surgical instrumentation and supplementary items for the surgical team
PCS15	Assist in the preparation of patients for operative and clinically invasive procedures
PCS16	Provide surgical instrumentation and items for the surgical team and maintain the sterile field
PCS17	Receive and handle clinical specimens within the sterile field
PCS18	Prepare, apply and attach dressings, wound supports and drains to patients
PCS2	Contribute to the safe use of medical devices in the perioperative environment
PCS23	Assist in the transfer and positioning of patients within the perioperative environment
PCS24	Perform the non-scrubbed circulating role for perioperative procedures
PCS25	Carry out delegated activities in the anaesthetic environment/Post Anaesthetic Care Unit (PACU)
PCS5	Assist in the support and monitoring of patients within the perioperative care environment
PCS6	Measure and record patients' body fluid
PCS7	Assist the registered practitioner in the delivery of perioperative care