

## Health and science common KSBs

This document is intended for use with Trailblazer groups as a tool to support writing knowledge, skills and behaviour statements and grading descriptors. Statements and descriptors can be contextualised and altered where relevant to the subject sector and are dependent on the chosen assessment method. Suggestions offered should be seen as a starting point for further refinements. Changes to command verbs may need to be applied in line with the assessment method used.

Pathway key:

- Health **(H)**
- Healthcare science **(HCS)**
- Science **(S)**
- Community exercise, physical activity, sport and health **(CEPASH)**

KSB Category	Level	Knowledge	Skill	Pass grade descriptor	Distinction grade description	Occupational standard and pathway
Legislation	2-3	The legislation, local and national policies and codes of conduct or practice that apply to own role.	Work in line with the legislation, local and national policies and codes of conduct or practice that apply to own role.	Complies with legislation, local and national policies and codes of conduct or practice within limits of own role.	Explains the impact of legislation on local and national policies and codes of conduct or practice on own role.	All standards and pathways.
Legislation	4-7	The legislation, local and national policies and codes of conduct or practice that apply to own role, including the implications of non-compliance.	Interpret and apply legislation, local and national policies and codes of conduct or practice within limits of own role.	Applies and interprets legislation, local and national policies and codes of conduct or practice within limits of own role, explaining the implications of non-compliance.	Critically evaluates the impact of legislation on local and national policies and codes of conduct or practice on own role.	All standards and pathways.
Safeguarding	4-7	The principles of safeguarding within own scope of practice and in line with organisational protocols.	Identify and respond to safeguarding concerns within own scope of practice and in line with organisational protocols	Complies with organisational protocols when responding to safeguarding concerns.	Interprets the principles of safeguarding and how these impact organisational protocols when responding to safeguarding concerns.	<ul style="list-style-type: none"> <li>• Community nurse specialist practitioner (NMC 2022) L7</li> <li>• Healthcare associate L4</li> <li>• Paramedic L6</li> <li>• Physiotherapist L6</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Infection control	2-7	Infection prevention and control measures.	Apply infection prevention and control measures.	Applies infection prevention and workplace control measures.	Justifies the measures used to control and prevent infection.	<ul style="list-style-type: none"> <li>• Associate continuing healthcare practitioner L5</li> <li>• Doctor L7</li> <li>• Healthcare science assistant L2</li> <li>• Midwife (2019 NMC) L6</li> <li>• Nursing associate (NMC 2018) L5</li> <li>• Oral health practitioner 4</li> <li>• Paramedic L6</li> <li>• Public health practitioner L6</li> <li>• Registered nurse degree (NMC 2018) L6</li> </ul> <p><b>Pathways: H, HCS</b></p>

Patient confidentiality	2-7	Principles of confidentiality in line with local and national policies.	Report and share confidential information related to individuals in line with local and national policies.	Explains how they adhere to local and national policies. when reporting and sharing confidential information.	N/A	<ul style="list-style-type: none"> <li>• Advanced forensic practitioner L7</li> <li>• Arts therapist L7</li> <li>• Clinical coder L3</li> <li>• Dental nurse L3</li> <li>• Diagnostic radiographer L6</li> <li>• Doctor L7</li> <li>• Health and care intelligence specialist L7</li> <li>• Health care support worker L2</li> <li>• Healthcare science assistant L2</li> <li>• Healthcare science associate L4</li> <li>• Prosthetist and orthotist L3</li> <li>• Paramedic L6</li> <li>• Pharmacy technician L3</li> <li>• Senior healthcare support worker L3</li> <li>• Therapeutic radiographer L6</li> </ul> <p><b>Pathways: H, HCS</b></p>
Gaining consent	2-7	How to gain consent before providing care and support and knowing what to do if consent is not received.	Establish consent from individuals to provide care and support, escalating if consent not received.	Acquires consent from individuals prior to providing care and support and shows what to do if consent is not provided.	Explains the importance of gaining consent and the impact on care if consent is not agreed.	<ul style="list-style-type: none"> <li>• Advanced forensic practitioner L7</li> <li>• Clinical associate in psychology L7</li> <li>• Clinical scientist L7</li> <li>• Community health and wellbeing practitioner L3</li> <li>• Dental nurse L3</li> <li>• Dietitian L6</li> <li>• Doctor L7</li> <li>• Healthcare science associate L4</li> <li>• Healthcare support worker L2</li> <li>• Hearing aid dispenser L5</li> <li>• Midwife (2019 NMC) L6</li> <li>• Nursing associate (NMC 2018) L5</li> <li>• Occupational therapist L6</li> <li>• Orthodontic therapist L6</li> <li>• Paramedic L6</li> <li>• Podiatrist L6</li> <li>• Prosthetic and orthotic technician L3</li> <li>• Psychological wellbeing practitioner L6</li> <li>• Registered nurse degree (NMC 2018) L6</li> <li>• Senior healthcare support worker L3</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> <li>• Therapeutic radiographer L6</li> </ul> <p><b>Pathways: H, HCS, CEPASH</b></p>

Recording and storing of individuals data and information	2-7	Ways to use, record and store data and information related to individuals securely and in line with General Data Protection Regulation (GDPR) requirements and local and national policies, including the safe use of technology.	Use, record and store data and information related to individuals securely and in line with General Data Protection Regulation (GDPR) requirements and local and national policies, including the safe use of technology.	Uses technology when recording and storing data and information related to individuals in line with General Data Protection Regulation (GDPR) requirements, and local and national policies.	N/A	<ul style="list-style-type: none"> <li>• Community health and wellbeing worker L3</li> <li>• Healthcare support worker L2</li> <li>• Senior healthcare support worker L3</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Interpreting data	2-3	Data analysis techniques.	Assist in data collation and analysis	Describes how they assisted in collation and analysis of data.	Analyse and interpret data to inform actions and ideas.	<ul style="list-style-type: none"> <li>• Animal technologist L3</li> <li>• Dairy technologist L5</li> <li>• Laboratory scientist L6</li> <li>• Outdoor learning specialist L5</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Interpreting data	4-7	Credible data sources, analysis and evaluation techniques.	Collate, analyse and interpret data.	Describes how collated data was analysed and interpreted.	Evaluate data to inform actions.	As above.
Statistical analysis	2-4	Statistical data analysis methods used to present data relevant to own role.	Apply data analysis methods to present data relevant to own role.	Uses data analysis methods to present data relevant to own role.	Explains the data analysis methods used to present data relevant to own role5	<ul style="list-style-type: none"> <li>• Clinical coder L3</li> <li>• Clinical pharmacology scientist L7</li> <li>• Dairy technologist L5</li> <li>• Health and care intelligence specialist L7</li> <li>• Laboratory technician L3</li> <li>• Medical statistician L7</li> </ul> <p><b>Pathways: HCS, S</b></p>
Statistical analysis	5-7	Statistical data analysis methods to make reasoned conclusions.	Conduct statistical analysis to make reasoned conclusions.	Justifies the selection of statistical methods used to make reasoned conclusions.	Critically evaluates a highly statistically advanced method applicable to the objective demonstrating application of the method.	As above.
Digital systems and technology	2-7	Digital tools and techniques relevant to own role and workplace.	Use digital tools and techniques relevant to own role and workplace.	Describes the digital tools and techniques used in own role and workplace.  Selects and uses digital tools and techniques relevant to own role and workplace.	Critically evaluates the digital tools and techniques used in own role and workplace and identifies opportunities for further improvements.	<ul style="list-style-type: none"> <li>• Clinical scientist L7</li> <li>• Community activator coach L2</li> <li>• Dairy technologist L5</li> <li>• Doctor L7</li> <li>• Healthcare science associate L4</li> <li>• Hearing aid dispenser L5</li> <li>• Outdoor learning specialist L5</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> <li>• Sporting excellence professional L3</li> <li>• Therapeutic radiographer L6</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Equity, diversity and inclusion	2-7	Legislation and organisational policies relating to equity,	Promote legislation and policies that support equity, diversity and	Explains how legislation and policies have been followed to support and	Evaluates their approach to supporting and promoting	<ul style="list-style-type: none"> <li>• Healthcare support worker L2</li> <li>• Occupational therapist L6</li> </ul>

		diversity and inclusion in the workplace.	inclusion in the workplace.	promote equity, diversity and inclusion in the workplace.	equity, diversity and inclusion in terms of impact on the workplace.	<ul style="list-style-type: none"> <li>• Operating department practitioner L6</li> <li>• Paramedic L6</li> <li>• Physiotherapist L6</li> <li>• Senior healthcare support worker L3</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> <li>• Speech and language therapist L6</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Health and safety	2-3	Health and safety legislation, regulations, guidelines and procedures relevant to own role.	Comply with health and safety legislation, regulations, guidelines and procedures.	Complies with health and safety legislation, regulations, guidelines and procedures.	N/A	<ul style="list-style-type: none"> <li>• Advanced forensic practitioner L7</li> <li>• Animal technologist L3</li> <li>• Assistant practitioner (health) L5</li> <li>• Dairy technologist L5</li> <li>• Environmental health practitioner L6</li> <li>• Laboratory technician L3</li> <li>• Pharmacy technician L3</li> <li>• Physiotherapist L6</li> <li>• Prosthetist and orthotist L6</li> <li>• Senior healthcare support worker L3</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> <li>• Sports coach L4</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Health and safety	4-7	Health and safety legislation, local operational procedures and national policies relevant to own self and team.	Work safely in accordance with health and safety legislation, local operational procedures and national policies relevant to own self and team.	Explains the responsibility of own self and team in maintaining health and safety in the workplace and the impact of non-compliance.	N/A	As above.
Risk assessment	2-3	How to identify risk and undertake risk assessments following organisational policies and procedures.	Identify risks and contribute to development of risk assessments.	Explain how they contribute to the development of risk assessments.	N/A	<ul style="list-style-type: none"> <li>• Arts therapist L7</li> <li>• Healthcare support worker L2</li> <li>• Hygiene specialist L4</li> <li>• Midwife (2019 NMC) L6</li> <li>• Mortuary technician L3</li> <li>• Senior healthcare support worker L3</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Risk assessment	4-7	How to undertake and report risk assessments following organisational policies and procedures.	Undertake risk assessments.	Describes how they conduct and report risk assessments undertaken.	N/A	As above.
Safe practice	2-7	Safe practice techniques	Manage the safety of own self,	Demonstrates how the safety of own	Justifies the techniques used to	<ul style="list-style-type: none"> <li>• Arts therapist L7</li> </ul>

		relevant to own scope of practice and the importance of maintaining own safety and that of patients, colleagues and the public.	patients, colleagues and the public.	self, patients, colleagues and public are managed.  or  Manages the safety of own self, patients, colleagues and public.	manage the safety of own self, patients, colleagues and the public.	<ul style="list-style-type: none"> <li>Healthcare science assistant L2</li> <li>Healthcare science associate L4</li> <li>Healthcare support worker L2</li> <li>Pharmacy technician L3</li> <li>Senior healthcare support worker L3</li> <li>Specialist community public health nurse (NMC 2022) L7</li> </ul> <p><b>Pathways: H, HCS, CEPASH</b></p>
Medication	2-5	The importance of prescribed medication for individuals and the limitations of own role in relation to medication.  The scope of own practice and limitations of own competence, including limitations of own role in relation to medication and who to ask for support.	Assist the registered practitioner in encouraging individuals to take or use their prescribed medication.  Work within own scope of practice and the limits of own knowledge and skills, escalating and reporting to others when needed.	Assists registered practitioners in encouraging individuals to take or use prescribed medicines.  Applies practice within own scope and the limits of own knowledge and skills, escalating and reporting to others when needed.	N/A	<ul style="list-style-type: none"> <li>Community nurse specialist practitioner (NMC 2022) L7</li> <li>Doctor L7</li> <li>Healthcare support worker L2</li> <li>Nursing associate L5</li> <li>Podiatrist L6</li> <li>Registered nurse degree (NMC 2018) L6</li> <li>Senior healthcare support worker L3</li> </ul> <p><b>Pathways: H</b></p>
Medication	6-7	Principles of safe and effective administration of medicines in accordance with national policies.  Processes for ordering, receiving, maintaining, supplying and disposing of medicines and other pharmaceutical products safely, legally and effectively.	Safely and effectively administer medication in accordance with national policies.  Issue prescribed items safely and effectively, carrying out accuracy checks on dispensed medicines and products, and taking action to deal with discrepancies.	Administers medicines safely in accordance with national policies.  Administer prescribed items safely and effectively, carrying out accuracy checks of dispensed medicines and products and taking action to deal with discrepancies.	N/A	As above.
Stock control	2-7	Stock control methods and processes that take environmental sustainability into account.	Maintain stock levels of resources, equipment and consumables, taking environmental sustainability into account.	Explains how stock is ordered and levels maintained whilst taking environmental sustainability into account.	Evaluates stock control processes on the organisation and environmental sustainability.	<ul style="list-style-type: none"> <li>Animal technologist L3</li> <li>Healthcare support worker L2</li> <li>Laboratory technician L3</li> <li>Mortuary technician L3</li> <li>Paramedic L6</li> <li>Podiatrist L6</li> <li>Senior healthcare support worker L3</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Resource efficiency	2-4	Methods to manage and reduce waste sustainably.	Manage waste and identify methods of sustainable waste reduction.	Explains the sustainable waste management and reduction methods used.	Justifies the sustainable waste management and reduction methods used and identifies potential improvements.	<ul style="list-style-type: none"> <li>Hearing aid dispenser L5</li> <li>Hygiene specialist L4</li> <li>Laboratory technician L3</li> <li>Mortuary technician L3</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>

Resource efficiency	5-7	Concepts of resource efficiency in the workplace.	Identify, organise and use resources to complete tasks, applying the concepts of resource efficiency in the workplace.	Discusses how resources are identified, organised and used efficiently.	Critically evaluates their contribution to the efficient use of resources and makes recommendations for further improvements.	As above.
Hygiene management	2-7	Hygiene methodologies and techniques.	Select and apply hygiene methodology or techniques.	Explains the use of a hygiene methodologies or techniques.  Selects and applies hygiene methodologies or techniques.	Evaluate hygiene methodologies or techniques.	<ul style="list-style-type: none"> <li>• Dairy technologist L5</li> </ul> <b>Pathways: HCS, S</b>
Physical and mental health	6-7	Signs, symptoms and impact of social, physical and mental health conditions within own scope of practice.	Identify and address different social, physical and mental health conditions within own scope of practice.	Describes how they have managed different social, physical and mental health conditions within own scope of practice.	Critically evaluates how they have managed different social, physical and mental health conditions within own scope of practice.	<ul style="list-style-type: none"> <li>• Arts therapist L7</li> <li>• Psychological wellbeing practitioner L6</li> <li>• Registered nurse degree (NMC 2018) L6</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> </ul> <b>Pathways: H</b>
Wellbeing	2-3	Principles of wellbeing, the importance of self-care and available support structures.	Recognise the importance of wellbeing and self-care, taking appropriate action when required.	Describes the importance of wellbeing and self-care, recognising own needs and explains how they access support structures when required.	N/A	<ul style="list-style-type: none"> <li>• Paramedic L6</li> <li>• Senior healthcare support worker L3</li> <li>• Sporting excellence professional L3</li> <li>• Sports coach L4</li> </ul> <b>Pathways: H, CEPASH</b>
Wellbeing	4-7	Importance of wellbeing, self-care and resilience of own self and team.	Develop and adopt strategies for wellbeing and self-care to maintain a high standard of professional effectiveness of own self and team.	Evaluates the different strategies for wellbeing to maintain professional effectiveness of self and team.	N/A	As above.
Communication	2-3	Communication methods to facilitate understanding for individuals.	Communicate with individuals to facilitate understanding.	Selects communication methods to facilitate understanding appropriate to the needs of the individual.	Explains how they apply different communication methods to facilitate understanding.	<ul style="list-style-type: none"> <li>• Community health and wellbeing worker L3</li> <li>• Community nurse specialist practitioner (NMC 2022) L7</li> <li>• Doctor L7</li> <li>• Healthcare support worker L2</li> <li>• Midwife (2019 NMC) L6</li> <li>• Nursing associate (NMC 2018) L5</li> <li>• Occupational therapist L6</li> <li>• Operating department practitioner L6</li> <li>• Outdoor learning specialist L5</li> <li>• Paramedic L6</li> <li>• Physiotherapist L6</li> <li>• Prosthetic and orthotic technician L3</li> <li>• Prosthetist and orthotist L6</li> </ul>

						<ul style="list-style-type: none"> <li>• Psychological wellbeing practitioner L6</li> <li>• Registered nurse degree (NMC 2018) L6</li> <li>• Senior healthcare support worker L3</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> <li>• Speech and language therapist L6</li> <li>• Sporting excellence professional L3</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Communication	4-7	Different communication skills and strategies to maximise understanding for individuals.	Communicate using different skills and strategies to maximise understanding for individuals.	Adapts different communication skills and strategies to maximise understanding for individuals.	Critically evaluates the impact of different communication skills and strategies to maximise understanding for individuals.	As above.
Partnership, collaboration and team working	2-3	Principles of collaboration, partnership and teamworking with individuals, carers, agencies and the wider multidisciplinary team.	Collaborate and work in partnership with team members, individuals, carers, agencies and the wider multidisciplinary team.	Collaborate and work in partnership with team members, individuals, carers, agencies, and the wider multidisciplinary team.	Evaluates how they collaborate and work in partnership with team members, individuals, carers, agencies, and the wider multidisciplinary team and suggests improvements to own approach.	<ul style="list-style-type: none"> <li>• Clinical associate in psychology L7</li> <li>• Doctor L7</li> <li>• Enhanced clinical practitioner L6</li> <li>• Healthcare science associate L4</li> <li>• Orthodontic therapist L4</li> <li>• Podiatrist L6</li> <li>• Prosthetist and orthotist L6</li> <li>• Psychological wellbeing practitioner L6</li> </ul> <p><b>Pathways: H, HCS</b></p>
Partnership, collaboration and team working	4-7	The importance and impact of team and organisational dynamics and culture to service delivery.	Work collaboratively with teams and liaise with external agencies to facilitate team working.	Works in partnership with others, including external agencies, showing leadership skills within the scope of the role.	Critically evaluates benefits of partnership working and collaboration with teams.	As above.
Person-centred care	2-3	Principles of person-centred care within scope of own role.	Apply person-centred approaches to service and client interactions or interventions.	Delivers person-centred care when managing service and/or client interactions or interventions.	Describes the impact on service and client interactions when applying a person-centred approach.	<ul style="list-style-type: none"> <li>• Community nurse specialist practitioner L7</li> <li>• Healthcare science assistant L2</li> <li>• Healthcare science associate L4</li> <li>• Occupational therapist L6</li> <li>• Registered nurse degree (NMC 2018)</li> <li>• Senior healthcare support worker L3</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> </ul> <p><b>Pathways: H, HCS</b></p>
Person-centred	4-7	Models and theories of person-	Lead and promote care provision	Applies models and theories of	Critically evaluates the impact	As above.

care		centred approaches.	that is person-centred.	person-centred approaches when managing service/or and client interactions or interventions.	on service and client interactions when applying a person-centred approach.	
Clinical practice	6-7	Models of clinical and or scientific practice to inform own decision making, and that of service users.	Apply relevant clinical and scientific knowledge in a clinical context, to inform own decision making, and deliver effective care for service users.	Applies clinical and scientific knowledge to clinical practice to impact service users.	Critically evaluates how clinical and scientific knowledge applied to clinical practice has improved own decision making and how it impacts service users.	<ul style="list-style-type: none"> <li>• Clinical associate in psychology L7</li> <li>• Clinical scientist L7</li> <li>• Diagnostic radiographer L6</li> <li>• Dietitian L6</li> <li>• Doctor L7</li> <li>• Enhanced clinical practitioner L6</li> <li>• Psychological wellbeing practitioner L6</li> <li>• Registered nurse degree (NMC 2018) L6</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> <li>• Speech &amp; language therapist L6</li> <li>• Therapeutic radiographer L6</li> </ul> <p><b>Pathways: H</b></p>
Care management plans	5-7	Develop a care management plan detailing when interventions and referrals to other members of the multi-disciplinary team or other agencies.	Create and implement a care management plan, which may include interventions and referral to other members of the multi-disciplinary team or other agencies.	Explains how they implement and evaluate care management plans, interventions and any referrals to the wider multi-disciplinary team or agencies.	Critically evaluate how they implement and care management plans, interventions and referrals to other members of the multi-disciplinary team or other agencies.	<ul style="list-style-type: none"> <li>• Associate continuing healthcare practitioner L5</li> <li>• Enhanced clinical practitioner L6</li> </ul> <p><b>Pathways: H, HCS</b></p>
Referrals	3-7	How to make and receive referrals in line with organisational policy.	Make and receive referrals in line with organisation's referral policy.	Describes how referrals have been made and received in the organisation.	Evaluates the referral processes within the organisation.	<ul style="list-style-type: none"> <li>• Advanced forensic practitioner L7</li> <li>• Associate continuing healthcare practitioner L5</li> <li>• Clinical dental technician L5</li> <li>• Doctor L7</li> <li>• Enhanced clinical practitioner L6</li> <li>• Midwife (2019 NMC) L6</li> <li>• Orthodontic therapist L4</li> <li>• Paramedic L6</li> <li>• Podiatrist L6</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> <li>• Therapeutic radiographer L6</li> </ul> <p><b>Pathways: H, HCS</b></p>
Signposting	3-7	Importance of signposting consenting individuals to other agencies within scope of own role.	Signpost consenting individuals to other agencies within scope of own role.	Explains how to communicate with different agencies and signpost consenting individuals.	Evaluates how to communicate with different agencies and support consenting individuals.	<ul style="list-style-type: none"> <li>• Advanced forensic practitioner L7</li> <li>• Dietitian L6</li> <li>• Psychological wellbeing practitioner L6</li> </ul>



						<ul style="list-style-type: none"> <li>Senior healthcare support worker L3</li> </ul> <b>Pathways: H, HCS, CEPASH</b>
Community resources	3-7	Ways to refer individuals, groups and communities to local resources and assets that support the health and wellbeing.	Identify and refer individuals, groups and communities to local resources and assets that support the health and wellbeing.	Explain the local resources and assets available to support the health and wellbeing of individuals, groups and communities.	Evaluates a range of available local resources and assets for individuals, groups and communities.	<ul style="list-style-type: none"> <li>Community health and wellbeing worker L3</li> <li>Midwife (2019 NMC) L6</li> <li>Public health practitioner L6</li> <li>Senior healthcare support worker L3</li> <li>Specialist community public health nurse (NMC 2022) L7</li> </ul> <b>Pathways: H</b>
Psychological intervention	3	The signs and symptoms that indicate an individual's mental health and wellbeing are deteriorating.	Recognise and respond to deteriorations in an individual's mental health and wellbeing.	Recognise and responds to a deterioration in the mental health and wellbeing of an individual identifying the signs and symptoms that indicate the deterioration.	Analyses the actions taken in response to the signs and symptoms that indicate a deterioration in the mental health and wellbeing of an individual, explaining own responsibilities and limits of own competence.	<ul style="list-style-type: none"> <li>Arts therapist L7</li> <li>Clinical associate in psychology L7</li> <li>Enhanced clinical practitioner L6</li> <li>Midwife (2019 NMC) L6</li> <li>Prosthetist and orthotist L6</li> <li>Registered nurse degree (NMC 2018) L6</li> <li>Senior healthcare support worker L3</li> </ul> <b>Pathways: H</b>
Psychological intervention	5-7	<p>Techniques for planning, managing and implementing psychological interventions when working with complex and long-term needs.</p> <p>Behaviour change models and strategies in the delivery of psychological interventions.</p> <p>Signs and pathophysiology of deterioration or distress in mental, physical, cognitive and behavioural health in own scope of practice.</p>	<p>Plan, manage and implement different psychological interventions for individuals with complex and long-term needs.</p> <p>Use behaviour change models to help identify and evaluate patient goals and choice of interventions.</p> <p>Identify and act on evidence of unexpected change or patient deterioration within own scope of practice.</p>	<p>Explains how psychological interventions are planned, managed and implemented for individuals with complex and long-term needs.</p> <p>Evaluates the efficacy of behaviour change models and strategies in the delivery of psychological interventions.</p> <p>Evaluates actions taken to identify and act on evidence of patient deterioration and the signs and pathophysiology of distress.</p>	<p>Justifies the techniques chosen for planning, managing and implementing psychological interventions for individuals with complex and long-term needs.</p> <p>Critically evaluates the efficacy of behaviour change models and strategies in the delivery of psychological interventions.</p> <p>Justifies the evaluation of actions taken to identify and act on evidence of patient deterioration and the signs and pathophysiology or distress.</p>	As above.
Caseload management	6-7	Local principles and processes for caseload and waiting list management.	Follow the process for managing own caseload and potential waiting lists and prioritise in line with service guidance.	Manages own caseload, including potential waiting list in accordance with local guidance.	N/A	<ul style="list-style-type: none"> <li>Arts therapist L7</li> <li>Community nurse specialist practitioner L7</li> <li>Physiotherapist L6</li> <li>Psychological wellbeing practitioner L6</li> <li>Specialist community public health</li> </ul>

						nurse (NMC 2022) L7 <b>Pathways: H</b>
Workload management	2-3	Methods to manage time, resources and workload.	Manage time, resources and workload.	Describes how they manage time, resources and workload.	Evaluates how they manage time, resources and workload the lessons learned to inform improvements.	<ul style="list-style-type: none"> <li>• Clinical associate in psychology L7</li> <li>• Diagnostic radiographer L6</li> <li>• Doctor L7</li> <li>• Hearing aid dispenser L5</li> <li>• Hygiene specialist L4</li> <li>• Mortuary technician L3</li> <li>• Oral health practitioner L4</li> <li>• Pharmacy technician L3</li> <li>• Technician scientist L5</li> </ul> <b>Pathways: H, HCS, S, CEPASH</b>
Workload management	4-7	Principles of workload management and how own role contributes to team workload.	Use workload management principles to plan, organise and prioritise own tasks and manage time effectively.	Explains workload management principles individually and in team situations.	Critically evaluates how they use workload management principles individually and in team situations.	As above.
Evidence-based practice	4-7	Models of evidence-based practice to inform and evaluate own practice.	Apply models of evidence-based practice to inform and evaluate own practice.	Uses evidence-based practice to evaluate and adapt own practice.	Evaluates the impact of evidence-based models on own practice.	<ul style="list-style-type: none"> <li>• Associate continuing healthcare practitioner L5</li> <li>• Community nurse specialist practitioner (NMC 2022) L7</li> <li>• Healthcare science associate L4</li> <li>• Psychological wellbeing practitioner L7</li> <li>• Public health practitioner L6</li> <li>• Registered nurse degree (NMC 2018) L6</li> <li>• Specialist community public health nurse (NMC 2022)</li> </ul> <b>Pathways: H</b>
Evidence-based practice	6-7	Models of evidence-based practice to inform and evaluate own practice.	Apply models of evidence-based practice to inform and evaluate own practice.	Evaluates the impact of evidence-based models on own practice.  Safely demonstrates evidence-based practice in all skills and procedures.	Justifies the evidence-based models used and lessons learned to inform improvements in own practice.	As above.
Reflective practice	2-4	Principles of reflective practice to improve own practice.	Reflect on own practice to make improvements to own practice.	Describes how reflection has improved own practice.	Evaluates how reflective practice has improved own practice.	<ul style="list-style-type: none"> <li>• Community health and wellbeing practitioner L3</li> <li>• Healthcare support worker L2</li> <li>• Hearing aid dispenser L5</li> <li>• Mammography associate L4</li> <li>• Midwife (2019 NMC) L6</li> <li>• Outdoor activity instructor L3</li> </ul>

						<ul style="list-style-type: none"> <li>• Outdoor learning specialist L5</li> <li>• Peer worker L3</li> <li>• Prosthetist and orthotist L6</li> <li>• Public health practitioner L6</li> <li>• Senior healthcare support worker L3</li> <li>• Sporting excellence professional L3</li> </ul> <p><b>Pathways: H, S</b></p>
Reflective practice	4-7	Take responsibility for continuous self-reflection, seeking and responding to support and feedback to develop professional knowledge and skills.	Identify the importance of self-reflection and feedback, how to use it to improve areas of personal performance.	Describes own approach to reflection and its impact on own practice.	Critically evaluates own approach to reflection and its impact on own practice, and lessons learned to inform improvements in own practice.	As above
Research	3-5	Research methodologies relevant to own role.	Conduct research relevant to own role.	Explain the impact of research findings on own role.	Evaluates research findings to inform own practice improvements.	<ul style="list-style-type: none"> <li>• Arts therapist L7</li> <li>• Clinical associate in psychology L7</li> <li>• Dietitian L6</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Research	6	Methods for collecting research data and how to analyse, interpret and apply findings to own and others' practice.	Conduct, analyse, interpret and apply research findings to own and others' practice.	Evaluate methodologies used when conducting research relevant to own and others' practice.	N/A	As above.
Continuing Professional Development (CPD)	2-3	Principles of continuing professional development (CPD).	Participate in training and development activities and the impact of learning on own role.	Explains the importance of identifying own CPD needs and how CPD participation has improved own role.	Evaluates the impact of development activities on ways of working.	<ul style="list-style-type: none"> <li>• Community health and wellbeing worker L3</li> <li>• Healthcare support worker L2</li> <li>• Midwife (2019 NMC) L6</li> <li>• Senior healthcare support worker L3</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Continuing Professional Development (CPD)	4-7	Importance of ongoing professional development and incorporating changes to own role.	Take personal responsibility for ongoing professional development opportunities.	Evaluate own practice and the role of professional development in improving own performance.	Critically evaluates professional development activities and explains the impact on own role or the wider organisation.	As above.
Scientific methods and procedures	3-5	Scientific methods and procedures relevant to own role to meet objectives and solve problems.	Use scientific methods and procedures to meet objectives and to solve problems.	Describes the scientific methods and procedures used to meet objectives and solve problems.	Justifies the scientific methods and procedures used to solve problems and recommend solutions.	<ul style="list-style-type: none"> <li>• Animal technologist L3</li> <li>• Clinical scientist L7</li> <li>• Dairy technologist L5</li> <li>• Food industry technical professional L6</li> <li>• Laboratory scientist L6</li> <li>• Medical statistician L7</li> </ul>

						<ul style="list-style-type: none"> <li>• Research scientist L7</li> <li>• Technician scientist L5</li> </ul> <p><b>Pathways: HCS, S</b></p>
Scientific methods and procedures	6-7	Scientific methods and procedures to inform investigations in line with company procedures and legislative requirements.	Identify and apply scientific methods and procedures to investigations in accordance with defined company procedures and legislative requirements.	Justifies scientific methods and procedures applied in investigations and how these complied with defined company procedures and legislative requirements.	Critically evaluates scientific methods and procedures applied in investigations and the lessons learned to inform improvements	As above.
Leadership	4-7	Leadership theories and styles, and the impact these can have on individuals and the organisation.	Provide leadership to individuals and the organisation.	Explains own leadership style and the impact on individuals and the organisation.	Critically evaluate leadership styles and the impact on individuals and the organisation.	<ul style="list-style-type: none"> <li>• Associate continuing healthcare practitioner L5</li> <li>• Biomedical scientist L6</li> <li>• Clinical scientist L7</li> <li>• Community nurse specialist practitioner (NMC 2022) L7</li> <li>• Healthcare science associate L4</li> <li>• Operating department practitioner L6</li> <li>• Prosthetist and orthotist L6</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Problem solving	2-4	Problem solving techniques and own level of authority when responding to challenges associated with routine and non-routine issues.	Apply problem solving techniques to resolve routine and non-routine issues within scope of own role	Explains the techniques used to solve routine and non-routine problems.	Identifies opportunities for sharing solutions to problems.	<ul style="list-style-type: none"> <li>• Animal technologist L3</li> <li>• Healthcare science associate L4</li> <li>• Laboratory technician L3</li> <li>• Oral health practitioner L4</li> <li>• Peer worker L3</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Critical thinking	6-7	The principles of critical thinking and methods of critical appraisal.	Critical thinking to analyse and solve problems.	Evaluates critical thinking methods used to analyse and solve problems.	Critically evaluates the critical thinking methods used to evaluate problems.	<ul style="list-style-type: none"> <li>• Biomedical scientist L6</li> <li>• Clinical associate in psychology L7</li> <li>• Clinical pharmacology scientist L7</li> <li>• Clinical scientist L7</li> <li>• Community nurse specialist practitioner (NMC 2022) L7</li> <li>• Enhanced clinical practitioner L6</li> <li>• Health and care intelligence specialist L7</li> <li>• Medical statistician L7</li> <li>• Research scientist L7</li> <li>• Specialist community public health nurse (NMC 2022) L7</li> </ul> <p><b>Pathways: H, HCS, S</b></p>
Quality improvement	2-3	The principles of quality improvement and ways to	Participate in and support others with quality improvement	Describes the quality improvement principles, measures and activities	Explain how valid and reliable audit methods have	<ul style="list-style-type: none"> <li>• Advanced forensic practitioner L7</li> <li>• Associate continuing healthcare</li> </ul>

		measure quality in the workplace.	activities in the workplace.	used in their workplace, explaining their role in quality improvement and how they support others to do the same.	been used to improve own and others' practice	<ul style="list-style-type: none"> <li>practitioner L5</li> <li>Clinical associate in psychology L7</li> <li>Dental nurse L3</li> <li>Doctor L7</li> <li>Enhanced clinical practitioner L6</li> <li>Healthcare science associate L4</li> <li>Nursing associate (NMC 2018) L5</li> <li>Paramedic L6</li> <li>Physiotherapist L6</li> <li>Registered nurse degree (NMC 2018) L6</li> <li>Senior healthcare support worker L3</li> <li>Speech and language therapist L6</li> </ul> <p><b>Pathways: H, HCS, S</b></p>
Quality improvement	4-7	Valid and reliable audit methods used to improve own and others' practice.	Participate in audit activity and identify appropriate quality improvement strategies to apply to own and others' practice.	Analyses how they have interpreted evidence and used their findings to inform suggestions for improving practice.	Critically evaluate valid and reliable audit methods used to improve own and others' practice.	As above.
Conflict management	2-3	Principles of conflict management and escalation processes relevant to own role.	Recognise and respond to potential conflict and escalate where appropriate.	Explains how they manage and respond to conflict situations.	N/A	<ul style="list-style-type: none"> <li>Associate continuing healthcare practitioner L5</li> <li>Clinical associate in psychology L7</li> <li>Community health and wellbeing worker L3</li> <li>Enhanced clinical practitioner L6</li> <li>Senior healthcare support worker L3</li> <li>Sporting excellence professional L3</li> <li>Therapeutic radiographer L6</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Conflict management	4-7	Conflict resolution strategies.	Use conflict resolution strategies to manage conflict.	Justifies conflict resolution strategies used to manage conflict.  Uses conflict resolution strategies to deflect or resolve a potential conflict.	Critically evaluates conflict resolution strategies used to manage conflict and the lessons learned.	As above.
Project management	4-7	Principles of project management tools to deliver outcomes to required specifications.	Uses project management tools to deliver outcomes to required specifications.	Describes the project management tools used to deliver projects to required specification.	Critically evaluates project delivery against required specification and the lessons learned to inform improvements.	<ul style="list-style-type: none"> <li>Dairy technologist L5</li> <li>Health and care intelligence specialist L7</li> <li>Hygiene specialist L4</li> <li>Research scientist L7</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
Deliver presentations	2-7	Presentation methods that can be used for the different audiences and purposes.	Create and deliver presentations that meet an intended purpose.	Describes the project management tools used to deliver projects to required specification.	Critically evaluates project delivery against required specifications and the lessons	<ul style="list-style-type: none"> <li>Dairy technologist L5</li> <li>Health and care intelligence specialist L7</li> </ul>

					to inform improvements.	<ul style="list-style-type: none"> <li>• Hygiene specialist L4</li> <li>• Research scientist L7</li> </ul> <p><b>Pathways: H, HCS, S, CEPASH</b></p>
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## Behaviours

	Level 2-3	Level 4-5	Level 6-7
Ethics and integrity	<p>Works safely to always ensure a safe working environment for themselves and others in the workplace in line with health and safety requirements.</p> <p>Facilitates safe working practices ensure safety of self and others, challenges safety issues.</p>	<p>Act in a manner which includes communication, professionalism, teamwork and clinical skills.</p> <p>Exercises responsibilities in an ethical manner.</p>	<p>Priorities on health, safety and environment.</p>
Professionalism	<p>Manages own time effectively to achieve task completion to schedule, including responding to change in priority</p>	<p>Adapts style and method of communication to the circumstances and needs of individuals, demonstrating empath, fairness and authority as appropriate; seeks and provides feedback in a positive manner.</p>	<p>Maintains a balance that recognises the concerns of all parties in the investigative process.</p> <p>Calm, rational and professional under pressure.</p> <p>Is adaptable, reliable and consistent.</p> <p>Shows discretion, resilience and self-awareness.</p>
Leadership and teamwork	<p>Dignity, respect and professionalism.</p> <p>In team-focused – works effectively with colleagues and other professionals, showing dignity and respect.</p>	<p>Builds and maintains positive relationships with colleagues, customers and suppliers.</p> <p>Is solution focused.</p> <p>Considers other perspectives, options and the bigger picture to make a decision and focuses on solutions rather than problems.</p> <p>Collaborative within teams, across discipline and with external stakeholders.</p>	<p>Works with others toward common goals and applies different techniques for communication and negotiation.</p> <p>Leads by example, demonstrating safe behaviours at all times.</p>
Innovation	<p>Keep up to date with regulation/industry best practice.</p>	<p>Actively promotes emerging and advanced technologies to optimise performance.</p>	<p>Uses initiative and imagination together with experience of emerging and advanced technologies to develop and identify new ideas.</p>
Equity, diversity and inclusion	<p>Follows equity, diversity and inclusion rules and guidance.</p> <p>Shows respect for different views.</p> <p>Supports social inclusion in the workplace and with key stakeholders.</p>	<p>Promotes equity, diversity and inclusion within the team, the wider organisation and service users.</p>	<p>Promotes and protects the interests of service users and cares, treating people with dignity, respecting an individual's diversity, beliefs, culture, needs and preferences.</p>
Care qualities	<p>Treats people with dignity, respect and empathy.</p>	<p>Adopts an empathetic approach and demonstrates discretions.</p>	<p>Shows respect and empathy for those they work with.</p>

	<p>Adaptable, reliable and consistent.</p> <p>Caring and compassionate.</p> <p>Shows resilience and self-awareness.</p>	<p>Adaptable and responsive to changing service users' needs</p>	<p>Has the courage to challenge areas of concern and works to evidence based best practice.</p> <p>Shows discretion, resilience and self-awareness and demonstrated leadership.</p>
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