

What is the NHS Knowledge and Skills Framework (KSF)?

KSF defines and describes the knowledge and skills which NHS staff (except doctors and dentists) need to apply in their work in order to deliver quality services. It provides a single, consistent, comprehensive and explicit framework on which review and development of all staff is based.

Briefing information for education providers to the NHS in Scotland: 2007

This briefing information on KSF for education providers has been prepared so that education and training providers to the NHS have a clear understanding of the KSF to inform their educational developments.

Core Dimensions:

1. Communication
2. Personal and people development
3. Health, safety and security
4. Service improvement
5. Quality
6. Equality and diversity

Specific Dimensions:

Health and Well-being

- HWB1** Promotion of health and well-being and prevention of adverse effects on health and well-being
- HWB2** Assessment and care planning to meet health and well-being needs
- HWB3** Protection of health and well-being
- HWB4** Enablement to address health and well-being needs
- HWB5** Provision of care to meet health and well-being needs
- HWB6** Assessment and treatment planning
- HWB7** Interventions and treatments
- HWB8** Biomedical investigation and intervention
- HWB9** Equipment and devices to meet health and well-being needs
- HWB10** Products to meet health and well-being needs

Estates And Facilities

- EF1** Systems, vehicles and equipment
- EF2** Environments and buildings
- EF3** Transport and logistics

Information and Knowledge

- IK1** Information processing
- IK2** Information collection and analysis
- IK3** Knowledge and information resources

General

- G1** Learning and development
- G2** Development and innovation
- G3** Procurement and commissioning
- G4** Financial management
- G5** Services and project management
- G6** People management
- G7** Capacity and capability
- G8** Public relations and marketing

The NHS Knowledge And Skills Framework (KSF) Information For Education Providers

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What is the purpose of KSF?

The purpose is four-fold:

- to facilitate the development of services so that they better meet the needs of users and the public through investing in the development of all staff;
- to support effective learning and development of individuals and teams – with all staff being supported to learn throughout their careers;
- to support the development of individuals in the post in which they are employed so that they can be effective at work;
- to promote equality for and diversity of all staff – with everyone using the same framework, having the same opportunities for learning and development open to them and having the same structured approach to learning, development and review.



What are its key principles?

NHS wide - it is applicable to all staff who work in the NHS across the UK (except for doctors and dentists).

Developed and implemented in partnership - KSF has been developed through partnership working between management and trade unions and professional bodies.

Development focused - KSF has been designed to support the development of individuals in their post and in their careers.

Equitable - KSF is a framework for all staff and one which recognises the contribution that all staff make to the provision of high quality services for the public.

Simple and feasible to implement - KSF has been tested with a wide range of staff groups and has been found easy to understand and apply.

Capable of linking with current and emerging competence frameworks such as regulatory requirements/competences, National Occupational Standards, QAA benchmarks and other nationally developed competences that have been externally quality assured and/or approved.

How will KSF be used?

KSF Post Outlines

From the NHS KSF a KSF Post Outline will be developed for every post in the NHS. KSF Post Outlines set out the actual requirements of a post in terms of the knowledge and skills that need to be applied when that post is being undertaken effectively. Outlines will reflect the requirements of the post – not the abilities or preferences of the person who is employed in that post. They must be developed in partnership by people who understand the requirements of the post concerned.

There are two types of KSF Post Outlines. A Foundation KSF Post Outline is a sub set of the Full KSF Post Outline. It checks that individuals can apply the basic knowledge and skills required of the first 12 months in post to enable individuals to build a sound foundation from which they can develop to meet the Full KSF Post Outline over a number of years.

KSF and associated Personal Development Planning and Review (PDPR) process

The associated PDPR process will help to ensure that staff are supported to be effective in their jobs and committed to developing and maintaining high quality service for the public.

What does KSF look like?

KSF is essentially a development tool but will also contribute to decisions about pay progression. It is made up of a number of dimensions (30 in total). The dimensions form the main components of the framework. Six dimensions have been defined as core to the NHS – these dimensions will occur in everyone's job. A further 24 specific dimensions have been identified – these relate to some jobs and not others. The numbering of the dimensions in the NHS KSF does not reflect any hierarchy – it is purely to aid easy recognition and referencing.

An individual would need to apply the knowledge and skills in a number of dimensions to achieve the expectations of their job. Most jobs will be made up of the core dimensions and about 3-6 of the specific dimensions (although a few jobs might involve more than this). The table shows the list of core and specific dimensions within the KSF.

Each dimension of the KSF is further elaborated by a series of level descriptors. These show successively more advanced knowledge and skill and/or the increasing complexity of application of knowledge and skills to the demands of work. Within any KSF post outline different levels may be identified for each different dimension. Attached to each level descriptor are:

Indicators – to describe the level at which knowledge and skills need to be applied

Examples of application – to illustrate how the dimension and level applies to the individual's post.

It is the indicators and the examples of application that reflect the essential nature of every post.

What does KSF mean for educational providers?

Whilst it is an NHS framework, developed and implemented through the NHS partnership model, it is clearly linked to learning and development of almost all staff within the NHS and is therefore of great interest to all educational providers to the NHS. Through KSF Post Outlines clarity of the range and depth of knowledge and skills required to be applied in NHS posts will be demonstrated. Through the PDPR process the identification of individual learning needs and how best to meet those needs will be addressed. It should therefore help in the design of educational interventions/programmes by indicating content and complexity. This could therefore contribute to improved determination of credit and level (as per SCQF) of educational interventions/programmes. Overall the NHS KSF should contribute to improved alignment of NHS learning needs and educational provision.

Where can I find out more?

From the website www.paymodernisation.scot.nhs.uk/afc/ksf/index.htm

