

The returner and the Knowledge and Skills Framework

The Knowledge and Skills Framework has been introduced recently to the NHS and is a performance and development review process. Previously staff have had appraisals or PDP's often on an irregular basis and seldom linked to service delivery.

This new framework is to support the future development of the NHS and applies across all of the organisation. It is important to recognise the knowledge and skill that individuals need to apply to their posts. This process is to be supportive and helps guide the development of individuals. By identifying expected levels of skill and competency staff can be reviewed objectively and fairly.

When the returner applies for a radiography post the HR department will send an KSF outline with the job description. Interviews will be influenced by the levels of skill set and determine some of the questions.

Knowledge and skills framework overview **hyperlink**
www.dh.gov.uk/assetRoot/04/09/08/61/04090861.pdf

6 core dimensions

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

24 other dimensions

Health and wellbeing (10) HWB1-HWB10

Estates and Facilities (3) EF1-EF3

Information and Knowledge (3) IK1-IK3

General (8) G1-G8

**These are given values of 1(low)-4(high)KSF outlines can vary between 6 and 12 dimensions.
The more dimensions the more demanding the post.**

To give an example of a Band 5 Diagnostic Radiographer KSF outline(8 dimensions)

Communication level 3-demonstrates wide communication skill

Personal and people development level 2- drives own development and recognises the needs of others

Health and safety level 2 Aware and maintains safe working environment

Service development level 2 Provides, monitors and evaluates service delivery

Quality level 3 Highlights quality issues and supports best practice

Equality and diversity level 2 Supports others fairly e.g., service users, patients, carers, employees, general public

HWB6 Level 2 Shows awareness to patients needs help in complex procedures, undertake routine radiographic techniques

IK1 Level 2 Process and manage data on computer

This could be considered to be the full outline of a band 5 Radiographer, in the first year of returning you would be assessed against a reduced set of values known as the 'subset'.

The returners skills

The radiographer should not underestimate him or herself on returning to radiography. The career break could have built on essential life skills, communication, empathy, patience understanding etc. The last job could have been dealing with people, computers, customers the list is endless, the mother could have involved with the PTA, teaching assistant, school governor and managing the family. There is a lifelong learning strategy now that recognises transferable skills and helps the returner grow in post.

The Health Professions Council as from 1/7/2006 have determined certain requirements

0-2yrs out of service > no requirements

2-5yrs “ “ “ > 30 days updating knowledge and Skill

5 or more yrs out of service 60 days updating knowledge and skill

This allows the individual to determine what they need to update and how. The returner would be well advised to familiarise themselves with the Knowledge and skills framework and develop a portfolio of evidence as part of the update process.

Recommended reading pages 1-48 NHS Knowledge and Skills Framework and the Development Review Process (dated October 2004)