

**Nursing, Midwifery and Allied Health Professions**

**(NMAHP) Development Framework**

**Mapping of Educational Programmes, Modules and Resources to NMAHP Knowledge, Skills and Behaviours (KSBs)**

**Education provider:**

This Education Mapping Template has been designed to support education providers and managers in guiding practitioners to relevant courses and educational opportunities that align with each KSB in the Framework.

The Template enables you to map modules and programmes to the specific Knowledge, Skills, and Behaviours (KSBs) for each pillar of practice.



**LEVEL 5**

| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
| --- | --- | --- |
| 5L1 - Demonstrate leadership qualities and behaviours including skills in motivating, influencing and negotiation |  |  |
| 5L2 - Communicate effectively verbally non-verbally and in writing to a range of people |  |  |
| 5L3 - Seek, receive and provide feedback in an open, honest and constructive manner |  |  |
| 5L4 - Identify and analyse problems and recommend solutions |  |  |
| 5L5 - Respond proactively to own and others concerns and know how to escalate ongoing issues |  |  |
| 5L6 - Demonstrate the ability to work well within a team and in collaboration with others |  |  |
| 5L7 - Demonstrate accountability for own work and responsibility for delegation to others |  |  |
| 5L8 - Engage in own personal and professional development planning and review; and support others to develop personally and professionally |  |  |
| 5L9 - Contribute to effective management of resources including workforce resources within own area of practice |  |  |
| 5L10 - Develop and apply leadership skills and behaviours appropriate to specific role |  |  |

Where there is professional or role specific knowledge, skills or behaviour these can be listed or referenced below.

| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
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**LEVEL 6**

| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
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| 6L1 - Use national leadership frameworks to assess and develop self-leadership and leading others |  |  |
| 6L2 - Communicate complex information at an appropriate level to a range of audiences, adapting to context and purpose. |  |  |
| 6L3 - Actively promote a supportive culture, where constructive feedback is received positively and regarded as a learning opportunity |  |  |
| 6L4 - Display creativity and innovation in exploring and implementing possible solutions to problems and evaluating their effectiveness |  |  |
| 6L5 - Provide leadership for quality improvement and service development to enhance people’s wellbeing and experiences of healthcare |  |  |
| 6L6 - Support others to take responsibility for ensuring concerns are addressed in a timely manner applying relevant policies such as whistleblowing and complaints |  |  |
| 6L7 - Demonstrate the ability to form, contribute and lead a team and work in collaboration with others to achieve the teams’ purpose and objectives |  |  |
| 6L8 - Contribute to and manage other members of a team by sharing information and expertise |  |  |
| 6L9 - Demonstrate leadership behaviours when managing people applying human resource policies and processes |  |  |
| 6L10 - Recognise early signs of poor performance and take appropriate measures to address concerns |  |  |
| 6L11 - Respond in a transparent and structured way to any complaints from staff about the unacceptable or unfair behaviours of other members of the team |  |  |
| 6L12 - Contribute to workforce development through personal and professional development of individuals and teams aligned to organisational priorities. |  |  |
| 6L13 - Demonstrate the ability to use recognised workload assessment and skill mix tools to manage resources and budgetary demands including workforce resources |  |  |
| 6L14 - Apply and continue to develop, leadership skills and behaviours appropriate to specific role |  |  |

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**LEVEL 7**

| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
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| 7L1 - Provide strong and effective leadership across professional and organisational teams/boundaries broadening sphere of influence. |  |  |
| 7L2 - Evidence a positive impact of own exemplary leadership qualities and behaviours |  |  |
| 7L3 - Role model highly developed verbal, non-verbal and written communication skills |  |  |
| 7L4 - Demonstrate how feedback including service user engagement is used by the organisation to positively improve services. |  |  |
| 7L5 - Use creative and innovative solutions to address complex problems |  |  |
| 7L6 - Promote a culture of empowerment to enable concerns to be raised, addressed and/or appropriately escalated |  |  |
| 7L7 - Lead innovation and quality improvement and promote involvement of others |  |  |
| 7L8 - Build and lead teams, develop effective relationships, ensure clarity of roles and work in collaboration with others. |  |  |
| 7L9 - Demonstrate and support others to manage people effectively using organisational policies and exemplary leadership qualities |  |  |
| 7L10 - Contribute to workforce development plans aligned to organisational priorities |  |  |
| 7L11 - Critically apply advanced clinical expertise and role model the values of NHS Scotland to influence the sharing and adoption of best practice, reduce unwarranted variation and enhance quality. |  |  |
| 7L12 - Use creative and innovative solutions to ensure [clinical] supervision is prioritised and others have the resources required to access support appropriate to needs and role. |  |  |

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**LEVEL 8**

| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
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| 8L1 - Evidence leadership skills and behaviours that have a positive impact across organisations and broadening sphere of influence working at local and national level |  |  |
| 8L2 - Communicate effectively at a strategic level through presentations, reports and policies to demonstrate organisational leadership. |  |  |
| 8L3 - Embed the use of feedback in organisational learning policies. |  |  |
| 8L4 - Demonstrate expertise in developing original and creative solutions to highly complex problems. |  |  |
| 8L5 - Demonstrate organisational learning from concerns raised or escalated. |  |  |
| 8L6 - Build and lead teams, develop effective relationships, ensure clarity of roles and work in collaboration with others at local and national level. |  |  |
| 8L7 - Promote a culture where people are managed effectively using organisational policies and exemplary leadership qualities. |  |  |
| 8L8 - Lead the development of the workforce in alignment with national priorities. |  |  |
| 8L9 - Provide strategic direction to profession within board including organisational professional governance. |  |  |
| 8L10 - Critically apply advanced clinical expertise and role model the values of NHS Scotland to influence the sharing and adoption of best practice, reduce unwarranted variation and enhance quality. |  |  |
| 8L11 - Act a source of expertise in relation to clinical supervision, influencing organisational responsibilities in relation to clinical supervision as an essential professional development process |  |  |
| 8L12 - Empower and inspire those in supervision roles to demonstrate a positive workplace culture that is kind, compassionate, diverse, and inclusive. |  |  |

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