

Questions and Answers

This Q&A is designed to address the key questions highlighted during the NMAHP Development Framework Manager Workshops.

Q. Can NES give a steer on whether organisations can remove requirements for completing KSF progress during appraisal process? Some managers reluctant to recommend DNAT as staff would find completing both too cumbersome, but the management feel KSF progress is a requirement.

A. NES are not able to make any mandates re KSF this is a board level policy. It might be worth exploring ways to streamline and reduce the burden of this process and the DNAT can be used for both. For example, as part of the appraisal conversation the DNAT can provide evidence of competence, highlight areas for development which can be linked to the KSF. A mapping document to help practitioners to link their KSF with the DNAT will be available soon.

Q. How does the NMAHP Development Framework link to Turas?

A. The Framework does not link to Turas specifically but does align closely with Turas Appraisal and Turas Professional Portfolios. Within the [website](#) we have included signposting and guidance on this to make it easier for users to make those links.

Q. Can this be incorporated with TURAS so there are not 2 systems to use as I feel this is the only reason it might be completed as its duplicating work.

A. The NMAHP Development Framework is not part of the Turas applications as it is a framework. The framework is designed to help practitioners to assess, plan and evidence their development needs. This information can then be utilised to support appraisal conversations, job planning, learning and development and revalidation. So, this process informs the interaction with Turas and is not duplicating rather identifying the information needed for these other processes.

Q. It very much feels this is in line with KSF / appraisal which we are already doing, so is this going to be an additional framework or replacement?

A. The NMAHP Development Framework is designed as a tool to structure personal development and career planning. It can be used to provide evidence that can be used to support the appraisal process.

Q. Does the NMAHP Development Framework align with LEiC Education and Development Framework: Self-assessment and action plan?

A. Yes and there is a [matrix document](#) available to help make this more accessible.

Q. I work in Major Trauma. I would like some more guidance about how to use the Major Trauma NMAHP framework alongside the DNAT.

A. The Major Trauma Framework is underpinned by the NMAHP Development Framework and combines the generic knowledge, skills and behaviours (KSBs) from the NMAHP Development Framework with specific KSBs for NMAHPs working in major trauma. So, you only need to use the Major Trauma Framework to benchmark your learning needs.

Q. One hour per pillar = 4 hours per CPD year?

A. The recommendation relates to the estimated time to undertake a self-assessment of development needs in relation to one of the pillars. This does not align with the time required to undertake CPD to support achievement of identified learning needs. This would be individual to the practitioner and their learning plan.

Q. I can find the NMAHP Development Framework, and the Hospital at Home one, but I haven't found the 'profession specific' framework(s) that were mentioned? Have these have been created and centrally standardised too? If so, are they available on the NMAHP Development Framework page, or elsewhere?

A. To support access to some profession specific/specialist frameworks there is a dedicated section on the website – [Supporting frameworks](#). This is not an exhaustive list, and we are currently developing this section and adding new frameworks on a regular basis. If you would like to recommend any frameworks to be included in this section, then please contact the mailbox - postreg.nmahp@nes.scot.nhs.uk Another way of accessing profession specific/specialist frameworks is through your professional body.

Q. When will the toolkit and other resources for managers be available?

A. NES continue to work with stakeholders via our User Forum and Managers Advisory Panel to develop resources to support managers and educators and these will be coming soon.

Q. Do you have any worked examples, populated with examples of difference types of evidence that can be used?

A. Yes, in the **How do I complete DNAT** section there is evidence guidance and there are also [exemplars](#) available for level 4 and 5. With the rest of the levels coming soon.