

Core Competences for Healthcare Support Workers and Adult Social Care Workers in England

The Core Competences for Healthcare Support Workers and Adult Social Care Workers in England are:

The Core Competences for Healthcare Support Workers and Adult Social Care Workers in England are:

1. **Personal development**
2. **Effective communication**
3. **Equality, diversity and inclusion**
4. **Duty of care**
5. **Safeguarding**
6. **Person-centred care and support**
7. **Handling information**
8. **Infection prevention and control**
9. **Health and safety**
10. **Moving and assisting**

The table overleaf shows the relationship between the National Minimum Training Standards for Healthcare Support Workers and Adult Social Care Workers in England, the Core Competences, National Occupational Standards (NOS) and Qualifications and Credit Framework (QCF) units.

NMTS* (headings)	CORE COMPETENCES	NOS*	QCF UNITS*
The roles of the Healthcare Support Worker and Adult Social Worker	-	<p>SCDHSC0023 Develop your own knowledge and practice</p> <p>SCDHSC0227 Contribute to working in partnership with carers</p>	J/601/8576 Level 2 – The role of the health and social care worker
Your personal development	PERSONAL DEVELOPMENT	<p>GEN12 Reflect on and evaluate your own values, priorities, interests and effectiveness</p> <p>GEN13 Synthesise new knowledge into the development of your own practice</p> <p>SCDHSC0023 Develop your own knowledge and practice</p>	L/601/5470 Level 2 – Introduction to personal development in health, social care or children’s and young people’s settings
		<p>GEN12 Reflect on and evaluate your own values, priorities, interests and effectiveness</p> <p>GEN13 Synthesise new knowledge into the development of your own practice</p> <p>SCDHSC0033 Develop your practice through reflection and learning</p>	A/601/1429 Level 3 – Engage in personal development in health, social care or children’s and young people’s settings
Effective communication	EFFECTIVE COMMUNICATION	<p>SCDCCLD0201 Support effective communication</p> <p>GEN97 Communicate effectively in a healthcare environment</p>	F/601/5465 Level 2 – Introduction to communication in health, social care or children’s and young people’s settings
		<p>SCDHSC0031 Promote effective communication</p> <p>GEN97 Communicate effectively in a healthcare environment</p> <p>SCDLDSS1 Communicate, engage and build positive relationships with children and young people and their families</p> <p>SCDHSC0031 Promote effective communication</p>	J/601/1434 Level 3 – Promote communication in health, social care or children’s and young people’s settings
Equality, diversity and inclusion	EQUALITY DIVERSITY AND INCLUSION	<p>SCDHSC0234 Uphold the rights of individuals</p> <p>SCDHSC0024 Support the safeguarding of individuals</p> <p>GEN12 Reflect on and evaluate your own values, priorities, interests and effectiveness</p> <p>SCDCCLD0203 Support the development of children and young people</p>	R/601/5471 Level 2 – Introduction to equality and inclusion in health, social care or children’s and young people’s settings
		<p>SCDHSC3111 Promote the rights and diversity of individuals</p> <p>SCDHSC0034 Promote the safeguarding of children and young people</p> <p>SCDHSC0035 Promote the safeguarding of individuals</p>	Y/601/1437 Level 3 – Promote equality and inclusion in health, social care or children’s and young people’s settings
Duty of care	DUTY OF CARE	<p>SCDHSC0024 Support the safeguarding of individuals</p> <p>SCDLDSS2 Safeguard and protect the well-being of children and young people</p> <p>SCDCCLD0203 Support the development of children and young people</p>	H/601/5474 Level 2 – Introduction to duty of care in health, social care or children’s and young people’s settings

NMTS* (headings)	CORE COMPETENCES	NOS*	QCF UNITS*
		<p>SCDHSC0024 Support the safeguarding of individuals</p> <p>SCDLDS2 Safeguard and protect the well-being of children and young people</p> <p>SCDHSC0034 Promote the safeguarding of children and young people</p> <p>SCDHSC0035 Promote the safeguarding of individuals</p>	<p>R/601/1436 Level 3 – Principles for implementing duty of care in health, social care or children’s and young people’s settings</p>
Safeguarding	SAFEGUARDING	<p>SCDHSC0024 Support the safeguarding of individuals</p>	<p>A/601/8574 Level 2 – Principles of safeguarding and protection in health and social care</p>
Person-centred care and support	PERSON-CENTRED CARE AND SUPPORT	<p>SCDHSC0024 Support the safeguarding of individuals</p> <p>SCDHSC0026 Support individuals to access information on services and facilities</p> <p>SCDHSC0234 Uphold the rights of individuals</p>	<p>A/601/8140 Level 2 – Implement person centred approaches in health and social care</p>
		<p>SCDHSC0035 Promote the safeguarding of individuals</p> <p>SCDHSC0332 Promote individuals’ positive self-esteem and sense of identity</p> <p>SCDHSC0350 Support the spiritual well-being of individuals</p>	<p>Y/601/8145 Level 3 – Promote person centred approaches in health and social care</p>
Handle information	HANDLING INFORMATION	<p>SCDHSC0021 Support effective communication</p>	<p>J/601/8142 Level 2 – Handle information in health and social care settings</p>
		<p>SCDHSC0031 Promote effective communication</p>	<p>J/601/9470 Level 3 - Promote good practice in handling information in health and social care settings</p>
Infection prevention and control	INFECTION PREVENTION AND CONTROL	<p>IPC1.2012 Minimise the risk of spreading infection by cleaning, disinfecting and maintaining environments</p>	<p>L/501/6737 Level 2 – The principles of Infection Prevention and Control</p>
		<p>IPC1.2012 Minimise the risk of spreading infection by cleaning, disinfecting and maintaining environments</p> <p>IPC2.2012 Perform hand hygiene to prevent the spread of infection</p>	<p>H/501/7103 Level 2 – Causes and Spread of Infection</p>
		<p>IPC2.2012 Perform hand hygiene to prevent the spread of infection</p> <p>SCDHSC0032 Promote health, safety and security in the work setting</p>	<p>K/504/2200 Level 2 – Contribute to the support of infection prevention and control in social care</p>
		<p>IPC2.2012 Perform hand hygiene to prevent the spread of infection</p> <p>IPC4.2012 Minimise the risk of spreading infection by cleaning, disinfection and storing care equipment</p> <p>IPC6.2012 Use personal protective equipment to prevent the spread of infection</p> <p>SCDHSC0032 Promote health, safety and security in the work setting</p>	<p>R/504/2207 Level 3 – Supporting infection prevention and control in social care</p>

NMTS* (headings)	CORE COMPETENCES	NOS*	QCF UNITS*
Health and safety	HEALTH AND SAFETY	SCDHSC0022 Support the health and safety of yourself and individuals	R/601/8922 Level 2 – Contribute to health and safety in health and social care
		SCDHSC0223 Contribute to moving and positioning individuals	
Health and safety	MOVING AND ASSISTING	SCDHSC0032 Promote health, safety and security in the work setting	F/601/8138 Level 3 – Promote and implement health and safety in health and social care
		CHS 6 Move and position individuals	J/601/8027 Level 2 – Move and position individuals in accordance with their plan of care
		SCDHSC0223 Contribute to moving and positioning individuals	T/502/7585 Level 2 – Understanding assisting and moving individuals K/502/7583 Level 2 – Understanding and enabling assisting and moving individuals

Notes:

- * Only the National Minimum Training Standards Headings are shown here. Please refer to the NMTS document for full content.
- * Access the content of an individual QCF unit by clicking on the qualification reference number or searching for it on the Register of Regulated Qualifications database <http://register.ofqual.gov.uk/>. From there you can also scroll below the unit to see all the different qualifications it appears in.
- * Employers may also have in-house mandatory training programmes which are not accredited on the QCF but are designed to assess knowledge and/or competence.
- * Access the content of an individual NOS by clicking on the title or search for it by reference number on the UKCES database <http://nos.ukces.org.uk/Pages/index.aspx> and or Skills for Health database <https://tools.skillsforhealth.org.uk/>.
- * The list of NOS and QCF units is by no means exhaustive, we have selected only the units most commonly used by this group of workers and listed the NOS that were specifically referenced by the Awarding Organisations at the time of writing those units.

Published by Skills for Care and Skills for Health

Skills for Care, West Gate, 6 Grace Street, Leeds LS1 2RP www.skillsforcare.org.uk

Skills for Health, 1st Floor, Goldsmiths House, Broad Plain, Bristol BS2 0JP www.skillsforhealth.org.uk

© Skills for Care & Skills for Health 2013

Copies of this work may be made for non-commercial distribution. Any other copying requires the permission of the publishers.

Skills for Care is the employer-led strategic body for workforce development in social care for adults in England. It is part of the sector skills council, Skills for Care and Development.

Skills for Health is the employer-led authority on workforce development and skills for the health sector. It is the licensed Sector Skills Council for health.

Bibliographic reference data for Harvard-style author/date referencing system:

Short reference: Skills for Care/Skills for Health [or SfC/SfH] 2013

Long reference: Skills for Care & Skills for Health, Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England www.skillsforcare.org.uk & www.skillsforhealth.org.uk