

HCSW (Health Care Support Worker) Career & Skills Development Pathway Programme

Open to all new recruits and existing HCSW colleagues

Dear Colleagues & Line Managers,

CSH are committed to developing our workforce by providing structured training pathways that will support colleagues to achieve and maximise their full potential and career aspirations.

Embracing the apprenticeship model, CSH can offer the opportunity to “*earn while you learn*”, including no accrual of student fees (our apprenticeship Levy will cover this for you). We aim to support our workforce to achieve clinical professional qualifications. Included in our offer is access to one of our internal coaches, helping colleagues to build confidence and unlock their potential.

Our exciting new HCSW programme will begin at the point of recruitment (including existing colleagues wishing to join) and continue throughout their time with CSH.

Our approach is to invite an “opt out rather than opt into” offer, prompting colleagues to consider career pathway conversations at the very earliest stage within their journey at CSH.

We are encouraging managers when working with HR to recruit for HCSW's, to engage with L&D as well so we can support them with forward planning to the day the new colleague starts in their role. At this time, we will register them to the programme pathway below.

CSH HCSW Career & Skills Development Pathway Programme

Introductory Week

- Corporate Induction and introduction to Pastoral Placement Education Lead; register account with ClinicalSkills.Net
- Introduction and enrolment onto the Care Certificate programme

Clinical Skills training workshops including:

- Basic clinical observations and awareness and monitoring of the deteriorating patient
- Blood glucose monitoring and insulin administration
- Record keeping
- Basic Life Support & anaphylaxis training
- Moving & Handling

Month 1

- Complete local induction with line manager (first 4 weeks)
- Check-in visit by Pastoral Support lead
- Continue working on Care Certificate programme

Month 3

- Check-in visit by Pastoral Support lead
- Week 12 - Discuss role objectives with line manager
- Review progress on competency achievements to date

Month 6

- Sign off on relevant competencies
- Successful completion of initial 6-month probation
- Check-in visit by Pastoral Support lead & line manager to discuss enrolment onto HCSW L3 apprenticeship (including functional skills as required)

Months 6-18

- Complete L3 HCSW Apprenticeship
- This will include a PDR conversation

Months 18-24

- Career progression conversation with line manager and supported by Learning & Development, to discuss opportunities including degree-level apprenticeship pathways: Level 5 Foundation degree Nursing Associate Apprenticeship; Level 6 degree (RNDA, OT, SLT, Physio) Apprenticeship



HCSW

CAREER

PATHWAY

Find out about the various different options available to you when you become a HCSW at CSH.

**INTRODUCTORY
WEEK**

(Months 1-6)
Successfully
complete 6-month
probation

(Months 6-18)
Complete L3 HCSW
Apprenticeship

(Months 18-24)
Career progression conversation with line
manager, supported by Learning & Development

**CONTINUE
WORKING AS A
HCSW**

Continue practicing as a HCSW at CSH, whilst at the same time having conversations around your career progression and gaining an understanding of the routes available to you

**L5 FOUNDATION
DEGREE NURSING
ASSOCIATE
APPRENTICESHIP**

Begin a 2-year degree to become a Nursing Associate - you will 'earn while you learn', take on greater responsibility and complete paid-for qualifications

**L6 DEGREE
(RNDA, OT, SLT,
PHYSIO)
APPRENTICESHIP**

Begin a 3-4-year degree to become a Registered Nurse, Occupational Therapist, Speech and Language Therapist or Physiotherapist - you will 'earn while you learn', complete paid-for qualifications and become a registered healthcare professional



If interested, please email: csh.HCSW@nhs.net

HCSW Induction and Training Programme

Your chance to upskill, develop and train with CSH!



If interested, please email: csh.HCSW@nhs.net



CSH
Surrey



HCSW INDUCTION AND TRAINING PROGRAMME

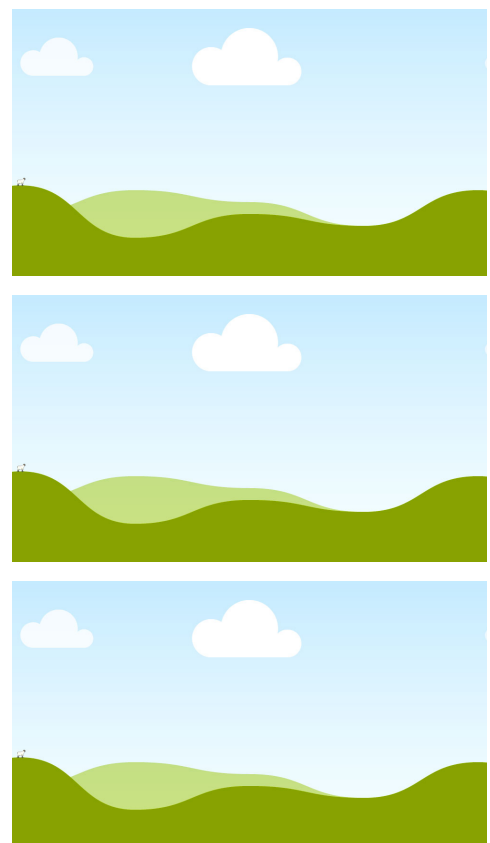
Are you interested in becoming a Health Care Support Worker?

Upskill, develop and train with
CSH as a HCSW.

You'll play an integral part in
the care of patients and have
the opportunity to make a real
difference to people's lives.

**For further information,
please contact:**

csh.HCSW@nhs.net



What is a HCSW?

Health Care Support Workers are integral to providing the best possible patient care and outcomes at CSH. You could be based in a variety of different community services, working under the guidance of a registered healthcare professional on tasks that make the patient experience as comfortable, safe and relaxed as possible. As the training programme shows, by becoming a HCSW in the community, you also have the opportunity to learn a number of additional skills, such as blood glucose monitoring and insulin administration.

Entry Requirements

There are no set requirements, however good literacy and numeracy is essential. CSH welcomes applications from people who are new to care, as well as those who have previous healthcare experience. Throughout the application process, you should consider the CSH CARE values - Compassion, Accountability, Respect, Excellence.

Skills:

You should be: Caring; compassionate; hardworking; empathetic and kind; a positive communicator; comfortable completing practical tasks (washing, toileting, taking vitals etc.); a good team player; adaptable; an active listener; organised and observant.

Training and Development:

As a HCSW you will learn about basic nursing skills and also work towards completing the Care Certificate. This role could lead to a number of opportunities, such as the chance to study for qualifications through an apprenticeship; getting your qualifications fully-paid for and receiving a salary whilst you become either a Nursing Associate or Registered Healthcare Professional.

Pay and Benefits:

HCSWs are paid according to the NHS Agenda for Change system, typically starting in a Band 2 or Band 3 role. HCSWs have a contract of employment, with paid annual leave and sickness leave entitlements.