

Get involved: review of the National Occupational Standards

Work is being undertaken across the UK to review the National Occupational Standards (NOS) for Health and Social Care and Childcare, Learning and Development and we're looking for participants to contribute to this.

What are the National Occupational Standards (NOS) and why are they important?

NOS describe the knowledge, skills and understanding needed to do a particular job to a nationally recognised level of competence. They are tools which help individuals, organisations to improve performance in the workplace. They are not compulsory but recommended as good practice and are used widely across the devolved nations to support vocational training and learning.

Why are they being reviewed?

NOS need to be:

- responsive for employer needs
- recognised in the UK skills system
- inclusive
- relevant and current
- robust

Who's leading the review?

The review is being led by the Scottish Social Services Council (SSSC). They have already begun work on an initial review and revising of the current 150 NOS relevant to social care.

Who will be involved?

The review requires on-going consultation with employers and stakeholders across all nations to ensure that NOS remain UK-wide. This includes Scotland, Wales, Northern Ireland and England. As part of the Skills for Care and Development Alliance, we're acting on behalf of SSSC to gain input from those working in and supporting the social care workforce in England.

What will be involved?

We'll be first carrying out a review of these first sets of initial revised NOS which SSSC will share with us in preparation.

Group 1 – January 2025

A1: Support individuals to access and understand information and services, reflecting specific communication needs and preferences

A2: Develop effective relationships that maximise and promote individuals' wellbeing and choice

Group 2 – February to March 2025

A3: Support individuals to have a voice, choice and control of their own care, health and wellbeing priorities

A4: Support individuals to engage with families, networks and communities

A5: Support individuals to manage their own care, health and wellbeing

A6: Provide care and support to enable individuals to achieve positive outcomes

Group 3 – April 2025

A7: Collaborate with the individual and others to contribute to the assessment, implementation and review of care

A8: Provide environments that support development and learning

B1: Ensure privacy and confidentiality while safeguarding the individual from abuse, harm or neglect

B2: Support individuals to make informed choices and manage trauma, stress, distress, risk and change

B3: Support individuals while promoting rights and equality of opportunity

Activity will progress throughout 2025 to review further sets of NOS.

We're looking for a range of stakeholders to be involved in this activity and ideally this will include those with understanding of the NOS, subject matter expertise and those also involved in supporting learning and development in the sector. Whilst we will be providing expertise for adult social care in this review, we would also welcome input from the children's workforce.

Activity will include:

- initially reviewing groups of NOS as identified above and providing overarching feedback on the format, structure and content. We'll be looking at aspects such as if the terminology is relevant and recognised in England.

- Some pre-work may be required to support this activity e.g., reading NOS which will be sent in preparation.

How can you participate?

There are two ways you can participate.

1. We're planning three online workshops:
 - Group 1 standards: Wednesday 29 January 2025 15:00 – 16:30
 - Group 2 standards: Thursday 6 March 15:00 – 16:30
 - Group 3 standards: Thursday 3 April 10:00 – 12:00
2. A pack will be created and sent to you for review remotely in line with the workshop dates. There will be short timescales associated with this e.g. the date the pack will be sent to you and when we need to receive feedback by.

How to express your interest to get involved

Please contact Sally Lloyd at nwdcs@skillsforcare.org.uk by Friday 20 December 2024 stating:

- preferred participation method
 - 1. online workshops or 2. pack to be sent remotely
- your name, role and the organisation you're representing
- a couple of short bullet points summarising your current use of the NOS or interest in support of this activity

We'll be in touch by early January 2025 to share further information and arrangements. Please note we may need to limit participation based on the interest we receive.

Throughout next year we'll be providing updates of the collective review activity here [Skills for Care and Development](#).