

Primary Care Wound Workforce Competency & Career Framework Northants ICB July 2025

Rationale

This competency framework is designed to be a single, consistent, and comprehensive framework for use in Primary care, Community and community ward settings in Northamptonshire. It has been designed to complement existing National documents & standards (such as the Multi-Professional Advanced Capabilities Framework for Lower Limb Viability 2021).

Scope

The competency framework is presented in five domains. Within the domains are a total of twelve capabilities. The capabilities are numbered for ease of reference. Each of the capabilities (skills, knowledge, and behaviours) within this framework are described for each of the three knowledge tiers & roles described in the Primary Care Wound Workforce & Knowledge Framework Northants ICB document.

The competency framework enables GP practices & Community & ward teams to demonstrate that nursing teams meet core capabilities or have developmental plans in place along with supervision to ensure patient safety and meet the needs of individuals.

This underpins and supports the need for continuing professional development of staff to ensure their practice is safe, effective, remains up-to-date and supports the process of quality assurance to ensure the safety and effectiveness of nursing roles. ***It can be used as part of appraisal processes, and it can be used to review and recognise how knowledge is shared across teams.***

Domain	Domain Title	Topic/Capabilities
A	Underpinning Principles	1. Underpinning principles.
B	Assessment, investigation, and diagnosis	2. Assessment and investigations.
C	Wound care	3. Diagnosis. 4. Care planning. 5. Wound care and investigations.
D	Personalised care and health promotion	6. Referrals ad collaborative working. 7. Communication. 8. Personalised Care.
E	Leadership & management education and research	9. Prevention, health promotion and improvement. 10. Leadership & management. 11. Education. 12. Research, audit and quality improvement.

Domain A. 1. Underpinning principles

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <ul style="list-style-type: none"> a) Adhere to local protocols, policies, guidelines, and relevant regulatory frameworks relating to wound care and treatment. b) Understand that one’s own values, attitudes and beliefs might influence one’s professional behaviour. c) Demonstrate the application of knowledge and skills within the scope of their practice. d) Know when to seek advice or support and when a matter should be escalated as appropriate (ideally to a more advanced wound care practitioner). e) Constructively question or challenge practice within their scope of practice and demonstrate receptiveness to challenge. f) Work effectively within and across teams and networks. 	<p>The RN will:</p> <ul style="list-style-type: none"> a) Critically reflect on how own values, attitudes and beliefs might influence one’s professional behaviour. b) Respond promptly to requests for advice and support, take advice as appropriate and, if necessary, escalate a matter or make a referral as appropriate. c) Support and facilitate learning and practice development. d) Promote effective team working and value the importance of working collaboratively and establishing networks 	<p>The TVN & ANP will:</p> <ul style="list-style-type: none"> a) Actively participate in the development and implementation of local wound care and treatment protocols, policies, and guidelines. b) Act as a role model, inspiring and enabling others by their standards of practice and behaviours. c) Lead new practice and service redesign solutions with others in response to feedback, evaluation, data analysis and workforce and service need, working across boundaries and broadening sphere of influence. d) Make direct referrals in a timely manner as indicated by peoples’ needs with regard for referral criteria. e) Actively seek and be open to feedback on own practice by colleagues to promote ongoing development. f) Reflect on and address appropriately ethical/moral dilemmas encountered during one’s own work which may impact on wound care and treatment.

<p>g) Obtain informed consent from a person with a wound, or from their representative, prior to carrying out investigations or interventions.</p> <p>h) Make use of learning and development opportunities, including supervision/mentoring, to ensure that their skills and knowledge are up to date.</p>	<p>to deliver effective wound care and treatment.</p> <p>e) Actively seek and be positively responsive to feedback.</p>	<p>g) Advocate equality, fairness and respect for people and colleagues in one's day to day practice.</p> <p>h) Promote and utilise supervision for self and others to support and facilitate learning and professional development.</p> <p>i) Initiate effective multi-disciplinary team and network activity as a lead member and understand the importance of effective team dynamics.</p> <p>j) Proactively work across organisational and professional boundaries to enhance and improve health outcomes and experiences.</p>
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Domain B. 2. Assessment, investigation, and diagnosis

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <p>a) Have an awareness of the anatomy and physiology of the skin and the importance of maintaining its integrity.</p> <p>b) Have an awareness of the types of wound a person may have (including pressure ulcers, lower limb wounds, surgical wounds and others that are relevant</p>	<p>The RN will:</p> <p>a) Understand the anatomy and physiology of the skin, the importance of maintaining its integrity and the range of wound care investigation and assessment techniques</p>	<p>The TVN & ANP will:</p> <p>a) Demonstrate a critical understanding of the anatomy and physiology of the skin, the implications of underlying conditions and the range of wound care investigation and assessment techniques relevant to their scope of practice.</p> <p>b) Undertake structured consultations so that individuals with wounds are encouraged to express their</p>

<p>within their scope of practice) and the risk factors that may prevent or delay wound healing.</p> <p>c) Have an awareness of the nature and importance of holistic assessment.</p> <p>d) Accurately observe and document the colour, size, location, duration, and other relevant wound parameters to ensure that the risks to a person with a wound are managed and further harm is prevented.</p> <p>e) Make an accurate record of a wound assessment they have carried out.</p> <p>f) Be able to carry out an appropriate test, such as a wound swab (under instruction if that is required)</p>	<p>relevant to their scope of practice.</p> <p>b) Be able to carry out a holistic assessment of the person with a wound, including comorbidities, histories (medical, surgical, and psychosocial) and medications.</p> <p>c) Be able to conduct appropriate clinical tests, such as ABPI and TBPI, using relevant equipment and techniques, and escalate for interpretation and/or concerns as appropriate.</p> <p>d) Be able to request and interpret a range of investigations to inform a diagnosis.</p> <p>e) Make appropriate referrals for advice and reassessment.</p>	<p>beliefs, ideas, concerns, expectations and understanding using active listening and open questioning techniques.</p> <p>c) Gather and synthesise complex and sensitive information from appropriate sources, including previous histories, medications, risk factors and assessments, in partnership with the individual and relevant others to facilitate person-centred and holistic assessment.</p> <p>d) Conduct systematic assessments of clinical status and use other relevant assessments to enable complex differential diagnosis and to explore the impact of the condition on an individual's general health, mental well-being, employment status and functional and meaningful activities including physical activity.</p> <p>e) Critically appraise information obtained, taking account of the potential associated conditions, indicative of serious pathology, compounded by psychological and mental health factors, and affected by lifestyle factors (including smoking, alcohol, and drug misuse).</p> <p>f) Apply a range of physical assessment techniques appropriately, systematically, and effectively, informed by an understanding of the respective validity, reliability, specificity and sensitivity of these assessments and</p>
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	<p>f) Understand pharmacological and nonpharmacological approaches to the management of wounds.</p> <p>g) Communicate the results of assessments to appropriate members of the multi-disciplinary team</p>	<p>techniques along with the implications of these limitations within an assessment.</p> <p>g) Develop and utilise processes for requesting and interpreting investigations and tests which support good clinical governance.</p> <p>h) Provide expert opinion on wound assessment and treatment programmes and support the development of local, evidence-based wound assessment and treatment programmes, and facilitate colleagues' learning and development.</p> <p>i) Proactively identify the need for clinical or service innovations to effectively assess and treat wounds and take a leading role designing and implementing these innovations.</p>
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Domain C. 3. Wound Care Diagnosis

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <p>a) Be aware that there are a range of investigations that may be carried out to determine the appropriate treatment and care management plan for a wound.</p>	<p>The RN will:</p> <p>a) Interpret the results of relevant diagnostic investigations, use them to formulate a diagnosis, and</p>	<p>The TVN/specialist & ANP will:</p> <p>a) Understand, utilise, and interpret a variety of advanced diagnostic investigations.</p>

<p>b) Check that all results of tests and investigations are known prior to diagnosis.</p> <p>c) Understand the importance of an accurate diagnosis and its impact on wound healing.</p> <p>d) Know that a person with a wound may find the results of investigations and diagnosis difficult to understand or to come to terms with and ensure that appropriate support is provided for that individual.</p>	<p>determine the appropriate treatment and care management plan for non-complex wounds.</p> <p>b) Recognise when the results of diagnostic investigations are incomplete or do not identify the reasons for non-healing and seek advice from a senior member of the multi-disciplinary team.</p> <p>c) Communicate clearly with the individual about the results of investigations, the diagnosis, and the management plan for care of the wound, whilst recognising that a person with a wound may find the diagnosis and plan distressing or lacking in clarity; provide or arrange support for the individual as appropriate.</p>	<p>b) Critically appraise complex, incomplete, ambiguous and/or conflicting information, distilling and synthesising key factors from the appraisal and identifying those elements which need to be pursued further.</p> <p>c) Develop a working diagnosis by systematic consideration of the various possibilities (differential diagnosis) in relation to complex wounds, recognising key diagnostic biases, common errors and issues relating to the diagnosis and decision making in the face of ambiguity and incomplete data.</p> <p>d) Communicate the results of investigations and the diagnosis/care plan to the person with a wound in terms that they understand and amend the care management plan accordingly.</p> <p>e) Provide consultation, advice, and support in relation to life-threatening or deteriorating wounds or potentially serious pathology and initiate acute management where required. f) Take a lead role in ensuring appropriate use of evidence-based diagnostics to support complex decision-making</p> <p>g) Understand and identify risk factors for severity or impact and use tools where they exist to analyse and stratify risk of progression to further complications, long term pain or disability.</p>
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Domain C 4. Wound care - Care planning

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <ul style="list-style-type: none"> a) Contribute to the care planning process. b) Understand the importance of care that is relevant to the individual and their daily living. c) Know how to access support to plan and manage care. d) Know that care plans require regular review in consultation with the individual, their family, and carers, and with other members of the multi-disciplinary team. 	<p>The RN will:</p> <ul style="list-style-type: none"> a) Develop wound care management plans which include specific review dates. b) Understand the importance of care and support planning as a holistic and person-centred process. c) Understand why care and support plans need to be reviewed regularly and in partnership with others, including the individual. d) Communicate and share information in a person's care plan to others with appropriate permission. 	<p>The TVN & ANP will:</p> <ul style="list-style-type: none"> a) Construct, oversee and advise upon the development of wound care management plans in collaboration with the multi-disciplinary team, which include specific review dates. b) Critically analyse the efficacy of a range of wound care interventions to develop individualised, evidence-based wound care management plans. c) Develop care plans that take account of the individual's needs, goals and wishes, local service availability and relevant guidelines, ensuring that the management plan considers all options that are appropriate for the care pathway. d) Provide advice and formulate evidence based therapeutic interventions for wound care planning, with a particular focus on expected benefits and limitations

Domain C 5. Wound care and interventions

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <ul style="list-style-type: none"> a) Have an awareness of the wound healing process and other factors which can affect healing. b) Recognise the signs of wound deterioration and know how to report the deterioration or ask for advice. c) Be able to apply and change wound dressings. d) Be able to contribute to wound therapies as instructed. e) Demonstrate a general knowledge of infection prevention and control techniques and protocols. f) Demonstrate an awareness of systemic signs of infection. g) Be able to communicate effectively to the individual the importance of following their care plan and of taking responsibility for their own care. 	<p>The RN will:</p> <ul style="list-style-type: none"> a) Understand the wound healing process and other factors which can affect healing. b) Be able to recognise clinical signs and symptoms of wound deterioration and manage them effectively. c) Be able to recommend and carry out agreed wound management techniques and therapies within the scope of practice. d) Make timely and appropriate wound management referrals. 	<p>The TVN & ANP will:</p> <ul style="list-style-type: none"> a) Have a comprehensive knowledge of the wound healing process and other factors which can affect healing. b) Demonstrate a critical understanding of the pathophysiology of the causes of wounds and how relevant treatments and interventions work. c) Carry out advanced wound management and techniques and explore the use of potential additional therapies within the scope of practice. d) Develop pathways to support long term wound care management, symptoms and reduced mental well-being, referring individuals to sources of mental health support when that is in their best interests. e) Use expert clinical skills to contribute to the development of evidence-based approaches to wound care interventions. f) Have an in-depth knowledge of local, regional, and national wound care protocols and guidance.

<p>h) Have a working knowledge of local and, where appropriate, national wound care protocols and guidance</p>	<p>e) Be able to carry out microbiological wound sampling and ensure that an appropriate member of the multi-disciplinary team interprets the results.</p> <p>f) Work collaboratively with members of the multi-disciplinary team to maximise patient concordance</p> <p>g) Have a broad knowledge of the properties (e.g., absorbency, adherence etc) of dressings and other products, including the difference between types, their modes of action and appropriate use.</p> <p>h) Demonstrate an understanding of the psychological impact of wounds.</p>	<p>g) Provide expert opinion in the local wound management formulary group and/or related groups.</p>
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	<p>i) Demonstrate the application of infection prevention and control techniques and protocols.</p> <p>j) Assess wound care interventions to inform the development of personalised care management plans.</p> <p>k) Have a comprehensive knowledge of local and regional wound care protocols and guidance.</p> <p>l) Where appropriate, actively participate in the local wound management formulary group and/or related groups</p>	
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Domain D 6. Personalised care & health promotion – referrals and collaborative working

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <ul style="list-style-type: none"> a) Understand the importance of priority in relation to referrals. b) Be aware of the range of different agencies and professionals who may be involved in the care of the person with the wound. c) Know who is involved in each individual’s care, or how to find out, and be able to collaborate with them. d) Know whom to contact with any concerns, issues, or questions about any aspect of a person’s care, their wound, and any necessary support. e) Be aware of the limitations of their own knowledge, understanding and skills, and when concerns about potential skin damage and wound infection should be reported and escalated as appropriate (ideally to a wound care practitioner with Tier 2 or 3 competence). f) Be aware that health and care professionals may ask for a person’s consent to share information to 	<p>The RN will:</p> <ul style="list-style-type: none"> a) Allocate referrals in accordance with their priority. b) Collaborate with others, exploring and integrating the views of wider multidisciplinary teams to deliver care in a co-ordinated way, showing an understanding of the role of others. c) Share information, including that which relates to a person’s wishes, in a timely and appropriate manner with those involved in a person’s care, considering issues of consent, confidentiality and ensuring that, where 	<p>The TVN & ANP will:</p> <ul style="list-style-type: none"> a) Prioritise referrals appropriately. b) Establish effective collaborative working across networks, between different organisations and across different settings of care. c) Lead collaborative approaches to reduce gaps or duplication in care and to develop a more flexible workforce. d) Engage collaboratively in challenging conversations with other professionals, demonstrating a commitment to partnership working to facilitate care. e) Work effectively in collaboration with commissioners of services and education. f) Develop oneself and others and contribute to organisational development in relation to wound care and support for people living with complex and/or chronic wounds.

<p>enable more integrated working and understand the value of giving this consent.</p>	<p>information is already available, the person is not asked to provide the same information repeatedly.</p> <p>d) Understand referral criteria and pathways of care to meet the needs of people with or at risk of a wound.</p> <p>e) Understand and work within their personal and professional scope of practice and know how and when more specialist advice or support should be sought.</p>	<p>g) Engage in the critical review of own and others' practice, learn from them and share the learning with colleagues and networks</p>
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Domain D 7. Personalised care & health promotion – Communication

<p>Knowledge Tier 1 – Health Care Assistant & Nurse Associate</p>	<p>Knowledge Tier 2 - (Tier 1 plus the following) RN</p>	<p>Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP</p>
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<p>The Health Care Assistant & Nurse Associate will:</p> <p>a) Acknowledge and respond to all communication promptly.</p>	<p>The RN will:</p> <p>a) Communicate effectively with individuals who require additional</p>	<p>The TVN & ANP will:</p> <p>a) Autonomously adapt verbal and non-verbal communication styles in ways that are empathetic and responsive to an individual's communication and</p>
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<p>b) Communicate clearly and coherently considering the needs of individuals.</p> <p>c) Select the most appropriate method of communication for the individual/s.</p> <p>d) Ensure that the environment for communication is as conducive as possible for effective communication.</p> <p>e) Adapt communication styles to suit the situation, utilising IT systems/ methods to improve efficiency where appropriate.</p> <p>f) Identify any communication barriers with the individuals and take the appropriate action.</p> <p>g) Clarify points and check that yourself and others understand what is being communicated.</p> <p>h) Actively listen to any questions and concerns raised during communications, reflecting back and responding appropriately.</p> <p>i) Include time for dialogue, disclosure and follow up during interaction with people with wounds.</p> <p>j) Establish lines of communication which enable communication with individuals in other locations where necessary.</p>	<p>assistance to ensure an effective interface with a practitioner, including the use of accessible information.</p> <p>b) Enable effective communication approaches to non-face to face situations e.g., telephone or video consultation.</p> <p>c) Reflect on communication strategies and adapt them to ensure communication strategies foster an environment of empowerment for individuals.</p> <p>d) Respond appropriately to an individual's questions and concerns to promote understanding, including use of appropriate accessible information.</p>	<p>language needs, preferences, and abilities (including levels of spoken English and health literacy).</p> <p>b) Evaluate and remedy situations, circumstances or places which make it difficult to communicate effectively (e.g., noisy, distressing environments which may occur during home visits, care home visits or in emergency situations) and have strategies in place to overcome these barriers.</p> <p>c) Critically appraise communication strategies and be able to optimise communication approaches appropriately using skills such as active listening e.g., frequent clarifying, paraphrasing, and picking up verbal cues such as pace, pauses and voice intonation.</p> <p>d) Recognise when the person with a wound and their family/carer may have competing agendas and be able to facilitate shared agenda setting using an inclusive approach</p> <p>e) Consult in a highly organised and structured way, with professional curiosity as required, whilst understanding the constraints of the time limited nature of consultations and ensure communication is safe and effective.</p>
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<p>k) Maintain confidentiality of information where appropriate.</p>	<p>e) Communicate in ways that build and sustain relationships with people with wounds, colleagues, and other agencies as appropriate.</p> <p>f) Communicate in an organised and structured way, understanding the constraints of workload and time pressures whilst ensuring safe and effective care</p>	
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Domain D 8. Personalised care & health promotion – Personalised Care

<p>Knowledge Tier 1 – Health Care Assistant & Nurse Associate</p>	<p>Knowledge Tier 2 - (Tier 1 plus the following) RN</p>	<p>Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP</p>
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<p>The Health Care Assistant & Nurse Associate will:</p> <p>a) Respect the rights, privacy, and dignity of people with wounds, promoting choice and independence.</p> <p>b) Support people with wounds to assert their views and preferences, control their own lives and make informed choices about their care and the interventions they receive.</p>	<p>The RN will:</p> <p>a) Advocate for and contribute to person-centred approaches in the management and development of services.</p> <p>b) Develop and promote personalised self-</p>	<p>The TVN & ANP will:</p> <p>a) Engage people with wounds in shared decision making about their care, supporting them to express their own ideas, concerns and expectations, and encouraging them in asking questions.</p> <p>b) Explain in non-technical language all available options (including doing nothing), exploring the risks and</p>
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<p>c) Understand the importance of the need to assess risk in the context of a self-supported management plan.</p> <p>d) Demonstrate an awareness of the need to understand the skills, knowledge, and confidence of a person with a wound to manage their own care, and the role of tools such as the Patient Activation Model¹² in this context.</p> <p>e) Support the self-care and self-management of people with wounds and work in a way that is non-judgmental and respects the rights, privacy, and dignity of individuals, promoting choice and independence.</p> <p>f) Support people with wounds to access appropriate information to manage their self-care needs.</p> <p>g) Recognise the importance of social networks and communities for people with wounds and, where applicable, their families and carers in managing long-term wounds and related health conditions.</p> <p>h) Understand that a wound can have an impact on a person from a cultural and social perspective</p>	<p>management plans with people with wounds which meet their needs in partnership, where appropriate, with other agencies and with their carers/family.</p> <p>c) Utilise tools such as the Patient Activation Model to promote and support a person with a wound to develop the skills, knowledge, and confidence to manage their care.</p> <p>d) Evaluate how the preferences and experiences of a person with a wound, including their individual cultural and religious background, can offer insight into their priorities, well-being, and management of their care.</p> <p>e) Ensure that people with wounds can make</p>	<p>benefits of each and discussing the implications as it relates to the person with the wound.</p> <p>c) Utilise motivational interviewing techniques.</p> <p>d) Critically appraise the impact that a range of social, economic, and environmental factors can have on health outcomes for people with wounds and on their family and/or carers.</p> <p>e) Utilise tools such as the Patient Activation Model at scale to assess whether services, interventions and programmes are providing effective and tailored support to meet the needs of people with wounds.</p> <p>f) Elicit psychosocial history to provide some context for the challenges which some people with wounds may encounter.</p> <p>g) Advise on and refer people appropriately to psychological therapies and counselling services, in line with their needs and wishes, taking account of local service provision.</p> <p>h) Develop evidence-based approaches to interventions and self-management which minimise health inequalities, considering relevant social, mental health and other factors to minimise distress and to provide motivation.</p>
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	<p>informed choices to manage their self-care needs.</p> <p>f) Recognise when a person with a wound or their carer has not understood information regarding the wound and the effect this has on their self-care and behaviours, and the consequences.</p> <p>g) Recognise and respond appropriately to the impact on the person with the wound of psychosocial factors such as housing issues, work issues, family/carer issues, lack of support, social isolation and loneliness and consider in the context of local social prescribing services.</p>	<p>i) Actively mitigate the impact of health inequalities on people with wounds explore strategies to deliver interventions which minimise health inequalities by enabling a person to understand and cope with their wound, its treatment, and its consequences, drawing on an appropriate range of multi-agency and inter-professional resources to optimise wound care</p>
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Domain E 9. Leadership & Management Education and Research - Prevention, health promotions and improvement

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <ul style="list-style-type: none"> a) Understand the importance of reinforcing key principles in relation to the self-management by an individual of the wound and relevant underlying condition. b) Be able to engage with individuals using awareness, engagement, and communication skills to discuss lifestyle behaviour change and motivate those individuals to make those changes. c) Communicate with individuals about promoting their health and wellbeing. d) Know which services can assist a person to manage their wound. e) Signpost the person with the wound to approved, current and accessible information about their wound and self-care. 	<p>The RN will:</p> <ul style="list-style-type: none"> a) Understand the need for personal action plans to achieve and maintain health-related goals for an individual living with a wound or at risk of developing a wound. b) Be able to select and use appropriate techniques and approaches to provide support to individuals as they change their lifestyle behaviours and facilitate the individuals to maintain these changes over the longer term. c) Have a comprehensive knowledge of the wound/condition specific support groups and 	<p>The TVN & ANP will:</p> <ul style="list-style-type: none"> a) Have a thorough understanding of the tools and techniques for assessment and evaluation of a person’s health status, concerns, personal context, and priorities. b) Actively participate in the design of relevant information for persons with wounds. c) Lead engagement and education strategy in local services to deliver public health initiatives in a way that is relevant to the needs of specific populations.

	<p>counselling services to which the person with a wound can be signposted so as to enhance their understanding and self-care.</p> <p>d) Understand the impact of culture and social context on how the person with a wound feels about health-related behaviours and about changing them.</p> <p>e) Refer the person with a wound to appropriate members of the multi-disciplinary team for advice and interventions.</p> <p>f) Recognise and correct misinformation a person may hold about their wound and condition and the effects of this misinformation on self-care behaviours and their consequences.</p>	
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	g) Promote wellbeing to minimise distress and suffering, to enable people to understand and cope with their wound, its treatment, and its consequences.	
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Domain E 10. Leadership & Management Education and Research

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <ul style="list-style-type: none"> a) Demonstrate behaviours which reflect the values of their organisation/place of work. b) Prioritise work in accordance with service requirements, capacity, and demand. c) Demonstrate effective personal time management, carrying out both clinical and non-clinical aspects of work in a timely manner. d) Respond positively when services are under pressure, acting in a responsible and considered way to ensure safe practice. 	<p>The RN will:</p> <ul style="list-style-type: none"> a) Proactively initiate and develop effective relationships, fostering clarity of roles within teams, to encourage productive working. b) Actively seek and be positively responsive to feedback and involvement from people, families, carers, communities, and colleagues in the co- 	<p>The TVN & ANP will:</p> <ul style="list-style-type: none"> a) Act as a role model reflecting the values of their organisation/place of work, demonstrating a person-centred approach to service delivery and development. b) Evaluate own practice, and participate in multi-disciplinary service and team evaluation, demonstrating the impact of advanced wound care on service function and effectiveness, and quality (i.e., outcomes of care, experience, and safety). c) Actively engage in peer review to inform own and other’s practice, formulating and implementing strategies to act on learning and make improvements.

<p>e) Demonstrate receptiveness to challenge and preparedness to constructively challenge others, escalating concerns that affect people, families, carers, communities and colleagues' safety and well-being when necessary.</p> <p>f) Carry out their duties in accordance with organisational values and a person-centred approach.</p>	<p>production of service improvements.</p> <p>c) Undertake appropriate management duties of a team/teams which could include first line management.</p> <p>d) Promote the importance of a person-centred approach and the values of their organisation/place of work</p>	<p>d) Actively seek feedback and involvement from individuals, families, carers, communities, and colleagues in the co-production of service improvements.</p> <p>e) Critically apply advanced wound care expertise in appropriate facilitatory ways to provide consultancy across professional and service boundaries, influencing clinical practice to enhance quality, reduce unwarranted variation and promote the sharing and adoption of best practice.</p> <p>f) Demonstrate team leadership, resilience, and determination, managing situations that are unfamiliar, complex, or unpredictable and seeking to build confidence in others.</p> <p>g) Continually develop practice in response to changing population health need, engaging in horizon scanning for future developments (e.g. the impacts of new technologies, new treatments and changing social challenges) and critically appraise the evidence base and potential health economic impact.</p> <p>h) Demonstrate receptiveness to challenge and preparedness to constructively challenge others, escalating concerns that affect individuals,' families,' carers', communities' and colleagues' safety and well-being when necessary.</p>
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		i) Negotiate an individual scope of practice within legal, ethical, professional, and organisational policies, governance, and procedures, with a focus on managing risk and upholding safety.
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Domain E 11. Leadership & Management Education and Research – Education

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <ul style="list-style-type: none"> a) Remain up to date with appropriate Statutory and Mandatory training as defined in their place of work. b) Identify their own preferred learning methods and take these into account in identifying and undertaking development activities. c) Identify any gaps between the current and future requirements of their practice. d) Agree development plans which address any identified gaps in knowledge and skills. 	<p>The RN will:</p> <ul style="list-style-type: none"> a) Evaluate, at appropriate intervals, the current and future requirements of their practice and of others. b) Be able to support practice development by acting as a mentor/supervisor and/or clinical assessor as appropriate. c) Identify what an effective development 	<p>The TVN & ANP will:</p> <ul style="list-style-type: none"> a) Critically assess and address own learning needs, negotiating a personal development plan that reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice, recognising that further qualifications may be required. b) Engage in self-directed learning, critically reflecting to maximise clinical skills and knowledge, as well as own potential to lead and develop both care and services. c) Engage with, appraise, and respond to individuals' motivation, development stage and capacity, working collaboratively to support health literacy and empower individuals to participate in decisions about their care and to maximise their health and well-being.

<p>e) Review and update their own development plan in the light of their performance, any development activities undertaken and any wider changes.</p> <p>f) Recognise the importance of the development of their own knowledge and skills and demonstrate a willingness to share their knowledge and skills with others as appropriate.</p>	<p>plan, either one's own or somebody else's, should contain and the length of time that it should cover.</p> <p>d) Recognise the importance of taking account of career and personal goals when supporting professional development of self and others.</p> <p>e) Act as a role model by inspiring, empowering and enabling others as well as through their own positive behaviours demonstrate a willingness to share their knowledge and skills with others as appropriate.</p>	<p>d) Advocate for and contribute to a culture of organisational learning to inspire future and existing staff.</p> <p>e) Facilitate collaboration of the wider team and support peer review processes to identify individual and team learning.</p> <p>f) Identify further developmental needs for the individual and the wider team and support them to address these.</p> <p>g) Support the wider team to build capacity and capability through work-based and interprofessional learning, and the application of learning to practice.</p> <p>h) Act as a role model, educator, coach, and mentor/supervisor, seeking to instil and develop the skills, knowledge, and confidence of others, contributing to undergraduate and postgraduate programmes and/or within their work setting and service</p>
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Domain E 12. Leadership & Management Education and Research - Research, audit, and quality improvement

Knowledge Tier 1 – Health Care Assistant & Nurse Associate	Knowledge Tier 2 - (Tier 1 plus the following) RN	Knowledge Tier 3 - (Tier 2 plus the following) TVN/specialist & ANP
<p>The Health Care Assistant & Nurse Associate will:</p> <ul style="list-style-type: none"> a) Maintain awareness of and work to local policies and procedures. b) Utilise the findings of research to inform one’s own practice. c) Demonstrate an awareness of the existence and nature of locally based research programmes. d) Evaluate their own practice and participate in service and team evaluation, including audit, within their relevant work setting. e) Contribute to the collection of robust and accurate data 	<p>The RN will:</p> <ul style="list-style-type: none"> a) Utilise an evidence-based approach to inform the practice of self and others. b) Disseminate local evidence-based research findings and quality improvement projects through appropriate media and fora (e.g., presentations and peer review research publications). c) Be able to understand the totality of evidence-based research findings and apply that knowledge to work towards improving care; utilising evidence-based practice. 	<p>The TVN & ANP will:</p> <ul style="list-style-type: none"> a) Critically engage in local and national research activity, adhering to good research practice guidance, so that evidence-based strategies are developed and applied to enhance quality, safety, productivity, and value for money. b) Take a critical approach to identify gaps in the evidence base and its application to practice, alerting appropriate individuals and organisations to these and how they might be addressed in a safe and pragmatic way. c) Actively identify potential need for further research to strengthen the evidence base. This may involve acting as an educator, leader, innovator, and contributor to research and/or seeking out and applying for research funding. d) Develop and implement robust governance systems and systematic documentation processes, keeping the need for modifications under critical review.

d) Participate in locally based research programmes.

e) Evaluate and audit their own and others' clinical practice, selecting and applying valid, reliable methods and benchmarking, then acting on the findings.

f) Actively contribute to organisational/service improvement by monitoring progress and quality of work within their own sphere of practice/area of responsibility, collecting robust and accurate data and making suggestions which will improve the quality of care and outcomes.

g) Comply with, facilitate evaluation, and audit processes. h) Work in accordance with audit and

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Career Framework

The wound care career framework shows how it can be possible to progress within each level of wound care practice. The wound care career framework provides a useful insight into what characteristics are required to work at each career framework level and gives examples of the knowledge and skill required as well as ‘how’ an individual would need to behave and act to be working at each level.

Career Framework Level	Requirements to work at this level	Indicative Roles
Support Worker	Care Certificate Clinical Healthcare Support Qualification or appropriate equivalent	Health Care Assistant/Health Care Support Worker/ Support Worker
Associate Level / Assistant Practitioner Level Practice	Nursing and Midwifery Council (NMC) registration as a Nursing Associate. Appropriate Foundation degree and requisite qualification. Appropriate Practice Supervisor/Assessor Status.	Nursing Associate/ Assistant Practitioner
Foundation Level Practice	Part 1 of the Nursing and Midwifery Council (NMC) Register First degree or equivalent	Registered Nurse/Midwife//Registered AHP
Enhanced Level Practice	Community Practitioner Nurse Prescribing (V150). Appropriate Modules, learning units, Continuing Professional Development (CPD) that enable the delivery of wound care at a specialist / enhanced level that are aligned to scope of practice.	Tissue Viability/Wound Care Specialist Practitioner Vascular Specialist Practitioner Lymphoedema Specialist Practitioner
Advanced Level Practice	Independent / Supplementary Prescribing (V300) HEE Centre for Advancing Practice Recognition through	Tissue Viability/Wound Care Advanced Practitioner Vascular Advanced Practitioner

	successful completion of A HEE Centre accredited MSc programme which could include: MSc Advanced Clinical Practice Or A portfolio of evidence, validated by the HEE Centre	
Consultant Level Practice	Further appropriate and relevant qualifications which could include, but not limited to: Professional Doctorate PhD (Research) Educational Doctorate	Tissue Viability/Wound Care Consultant Practitioner Vascular Consultant Practitioner Consultant Podiatrist Consultant Podiatric Surgeon

References

1. Health Education England (2017), Multi-Professional Framework for Advanced Clinical Practice in England: <https://advanced-practice.hee.nhs.uk/>
2. Health Education England (2021) Primary Care and General Practice Nursing Career and Core Capabilities Framework
<https://www.skillsforhealth.org.uk/wpcontent/uploads/2022/05/PrimaryCare-and-GPN-Framework-May22.pdf>
3. NMC (2018) Future nurse: Standards of proficiency for registered nurses.
<https://www.nmc.org.uk/globalassets/sitedocuments/standards-of-proficiency/nurses/future-nurse-proficiencies.pdf>
4. Health Education England, Skills for Health & Skills for Care (2015) The Care Certificate Standards
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