

OVERVIEW: CODE OF CONDUCT AND NATIONAL MINIMUM TRAINING STANDARDS

Skills for Health and Skills for Care were commissioned by the Department of Health following the Secretary of State's speech at an NHS Employers conference on 15 November 2011, where he announced that the Government's intention was to commission work to develop a Code of Conduct and minimum standards for education for support workers.

Context

The Code of Conduct and National Minimum Training Standards are aimed at healthcare support workers and adult social care workers throughout England and as such are relevant to all NHS employers.

Code of Conduct

The [Code of Conduct](#) describes the standards of conduct, behaviour and attitudes that the public and the people who need healthcare, care and support should expect of Healthcare Support Workers and Adult Social Care Workers. This helps employers to understand what standards they should expect of their employees and if there are people who do not meet these standards, it will help employers to identify them and their support and training needs.

National Minimum Training Standards

These [standards](#) define the minimum knowledge workers must have, irrespective of individual job role. Both the Code and the Standards were created after extensive consultation with employers and workers across both the health and social care sectors to make sure they were fit for purpose. There is much work to be done with both sectors to ensure that they are implemented effectively to contribute to the ambition of high quality healthcare, care and support.

Often health and social care workers will gain this knowledge during a period of induction in the first weeks or months of employment. While meeting these minimum standards is not the same as being competent in their role, the standards do provide the foundation for safe and effective practice. They do not seek to set out competences for workers, but correspond to the underpinning knowledge within the Core Competences for Healthcare Support Workers and Adult Social Care Workers in England.

The Standards focus on 10 areas that are designed to cover the key knowledge for health and care workers and set out what should be covered during a period of induction in the first weeks of employment:

1. The roles of the Healthcare Support Worker and Adult Social Care Worker
2. Your personal development
3. Effective communication
4. Equality, diversity and inclusion
5. Duty of care
6. Safeguarding
7. Person-centred care and support
8. Health and safety
9. Handling information
10. Infection prevention and control

The Standards correspond to the underpinning knowledge within the Core Competences for Healthcare Support Workers and Adult Social Care Workers in England, developed as part of this project - these will be published shortly.

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