



**National Wound Care  
Strategy Programme**

# NWCSP Wound Care Workforce Framework

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Working in partnership with

**Health  
Innovation  
Network**

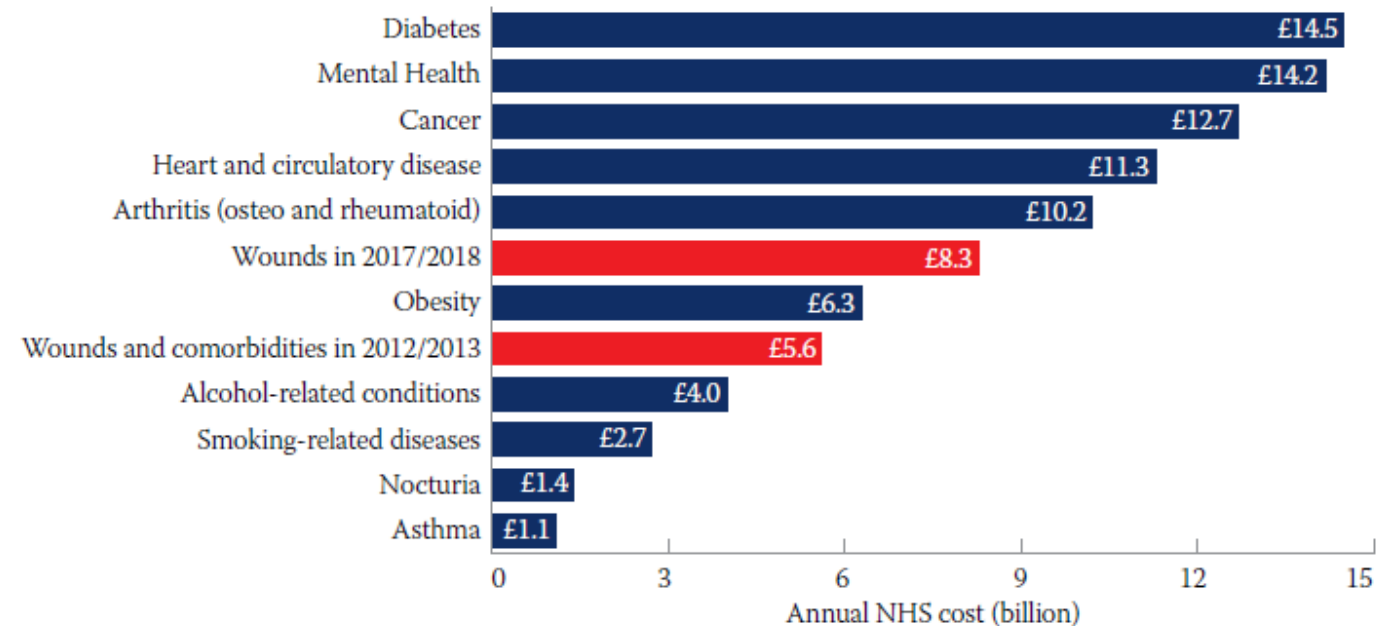
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# The Challenge

- People with wounds are cared for across a variety of health and care settings and services.
- There is currently variation in wound care related knowledge and skill across the health and care workforce, with pockets of expertise found in specialist and community services.
- To ensure that someone with a wound receives the care they need, it is necessary for all health and care practitioners to have wound care related knowledge and skill.

Burden of illness league table at 2017/18 prices

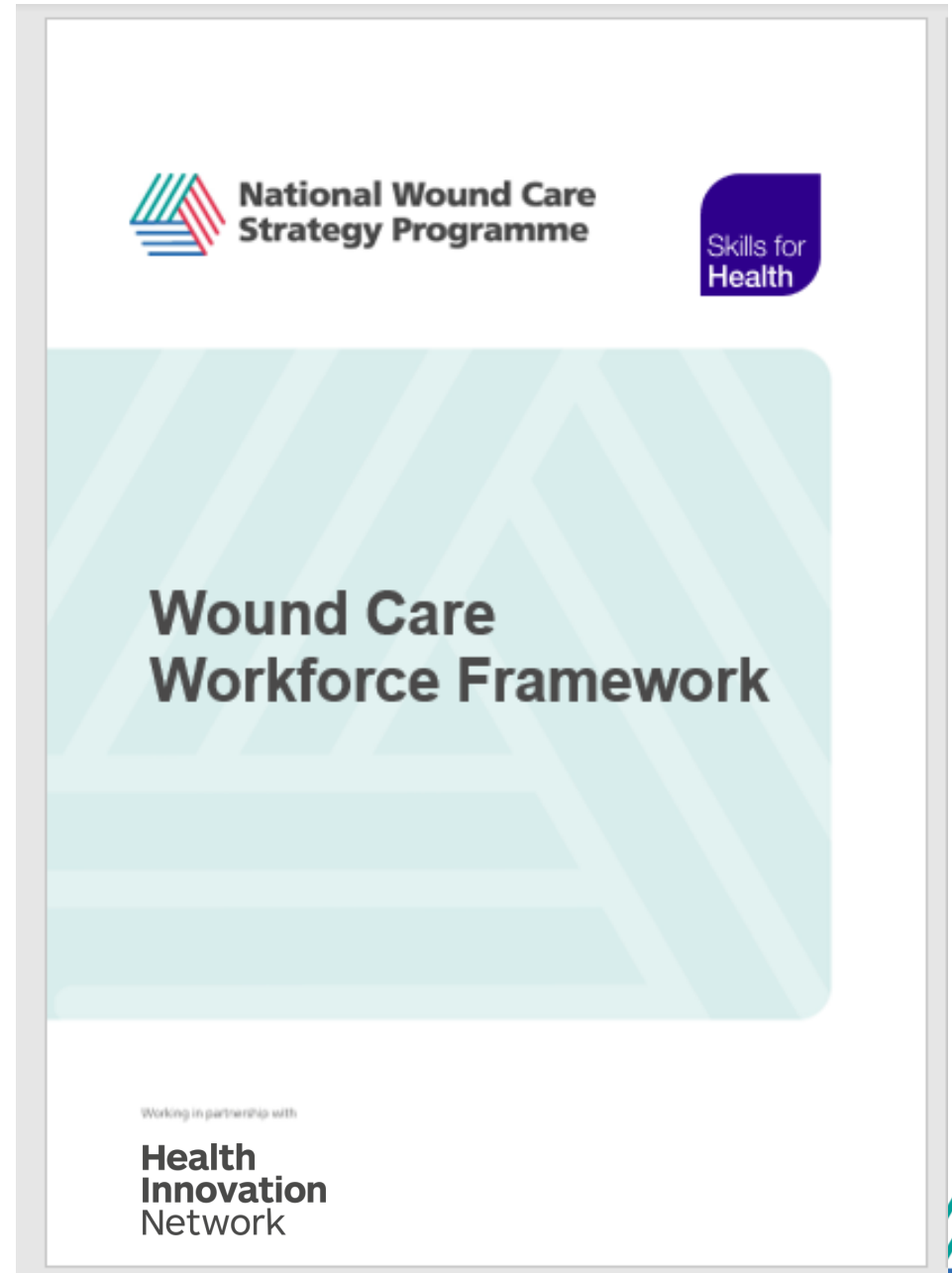


Guest, J. F. (2020). "Burden of wounds to the NHS: what has changed since 2012/13?" *Wounds UK* 17(1): 10-15.



# Wound Care Workforce Framework

National Wound Care Core Capabilities Framework for England | Skills for Health



# National Wound Care Core Capabilities Framework



## PEOPLE

- National wound care core capabilities framework

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



# Capability vs Competence



Therefore, 'capability' can be more than 'competence'. To be competent is to consistently perform to defined standards required in the workplace – usually focused on the outputs of work and observable performance.



Competence tends to describe practice in stable environments with familiar problems. Whereas 'capabilities' describe the ability to be competent, and beyond this, to work effectively in situations which may be complex and require flexibility and creativity



Capability development... requires practitioners to be able to recognise what level of competence is required within any given situation and apply this successfully, recognising the limits of their competence. Capability also requires the practitioner to have the ability to extend these limits when required and flexibly adapt to unfamiliar professional environments (HEE, 2017 p15).



# NWCSP Wound Care Core Capabilities Framework

## DEFINITIONS

### TIER 3

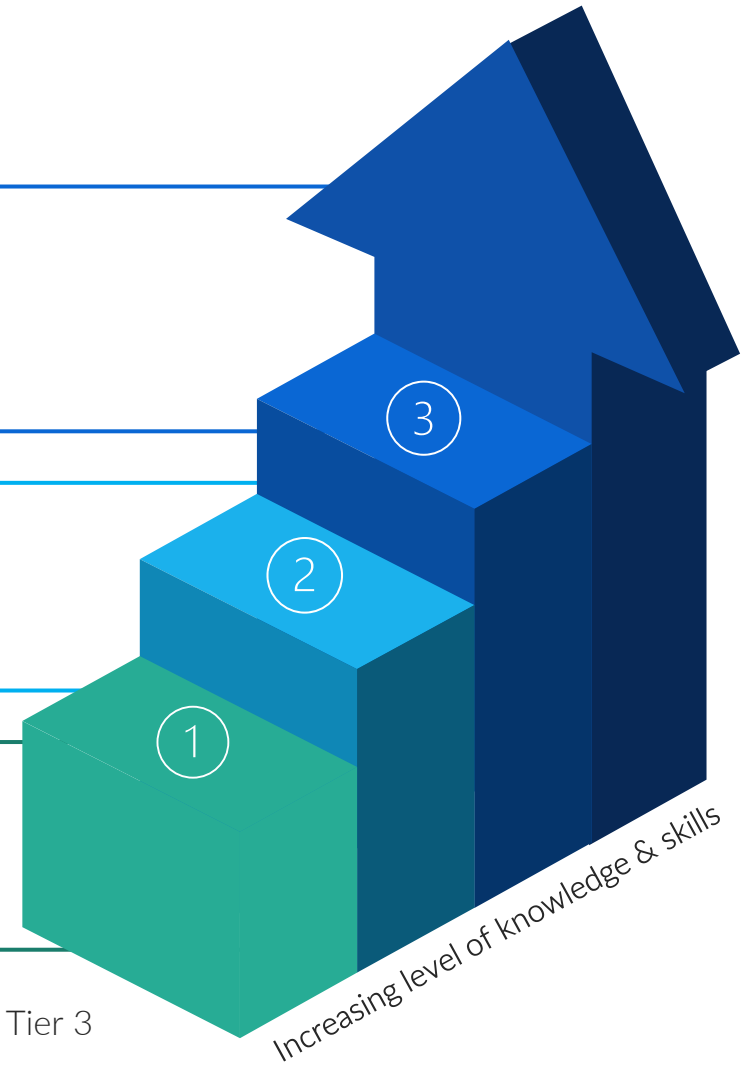
Capabilities that require a high degree of autonomy and complex decision making, an ability to lead wound care practice, enabling innovative solutions to enhance people's experience and improve outcomes.

### TIER 2

Capabilities that enable the provision of wound care independently and with a degree of critical analysis.

### TIER 1

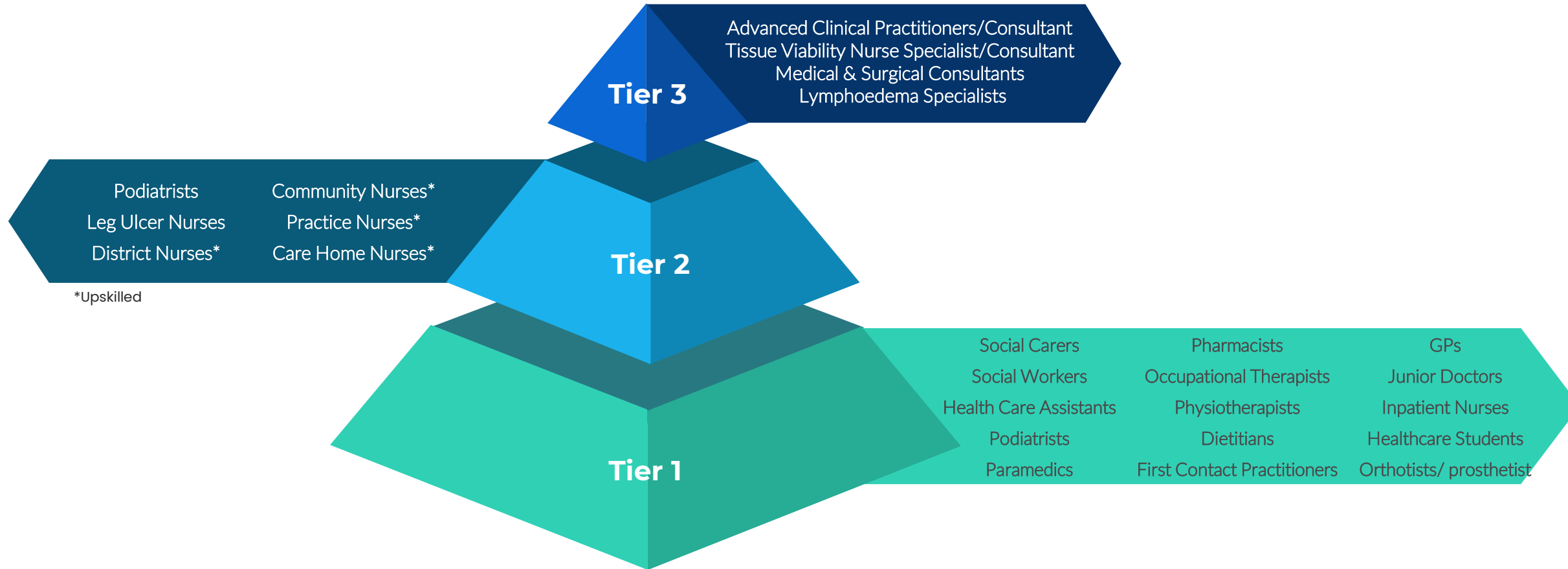
Capabilities that require a general knowledge and understanding of wound care and the skills which support the provision of that care.



The capabilities are “cumulative” i.e. a health or care practitioner working at Tier 3 will also be able to demonstrate the capabilities at Tier 1 and Tier 2.



# Capabilities for Wound Care – Workforce Examples



# Wound Care Education for the Health and Care Workforce e-learning programme

## Tier 1

- Essentials of Skin Care
- Essentials of Wound Assessment
- Essentials of Leg Ulceration
- Essentials of the Foot at Risk
- Essentials of Digital Wound Imaging
- Essentials of Pressure Ulcer Prevention
- Granulation Game
- Nutrition and lifestyle
- Essentials of Surgical Wounds

## In development:

- **Essentials of Purpose T for pressure ulcer risk assessment**
- Essentials of Wound infection

## Tier 2

- The Foot at Risk
- Choosing the right compression therapy
- Dressing wounds
- Lower Limb Wound Case Studies
- An introduction to wound debridement

## In development:

- **Vascular assessment of the lower Limb**
- Diagnosing and managing wound infection
- Principles of managing surgical wounds
- Principles of managing surgical wound complications

The screenshot shows the website for the Wound Care Education for the Health and Care Workforce programme. At the top, there is a blue navigation bar with the text "Access our elearning programmes on the elfh Hub" and a "Register / Log in >" button. Below this is the "elfh" logo (elearning for healthcare) and the "NHS Health Education England" logo. A navigation menu includes "Home", "Programmes", "About", "News", "Support", "Demo", and "Contact us", along with a search bar. A "Sections" dropdown menu is visible. A prominent banner features the title "Wound Care Education for the Health and Care Workforce" and a description: "Interactive elearning resources to support the development of wound care knowledge and skills in the health and care workforce". The banner also includes icons for "Lower Limb", "Surgical Wound", and "#Stop the Pressure". Below the banner, it states "This programme is in partnership with..." and displays logos for "NHS Health Education England" and the "National Wound Care Strategy Programme".

<https://www.e-lfh.org.uk/programmes/wound-care-education-for-the-health-and-care-workforce/>

## Tier 3

- <https://www.nationalwoundcarestrategy.net/wp-content/uploads/2023/05/NWCSP-Higher-Education-Courses-for-Wound-Care-2023-V2.pdf>





# Education Recommendations - Knowledge

## • Tier 1

- Essentials of Skin Care
- Essentials of Wound Assessment
- Essentials of Digital Wound Imaging
- Essentials of Nutrition and Lifestyle
- *Essentials of Wound Infection\**
- Essentials of Leg Ulceration
- Essentials of the Foot at Risk
- **Diabetic Foot Screening**
- Granulation Game
- Essentials of Pressure Ulcer Prevention
- *Essentials of Surgical Wounds\**

- *Purpose T for Pressure Ulcer Risk Assessment\**

## Tier 2

- *Diagnosing and Managing Wound Infection\**
- **Adult Lymphoedema**
- *Vascular Assessment\**
- Making Differential and Formal Diagnoses (Case Studies)
- Foot at Risk

## Tier 3

Health and care professionals who require Tier 3 knowledge should acquire this through postgraduate education provided or accredited by a Higher Education Institution (e.g., a university).



# Education Recommendations – Skills

## Tier 1

- Undertake and accurately record a wound assessment in line with current recommended good practice and take appropriate action.
- Correctly swab a wound and send sample for culture and sensitivity.
- Undertake an accurate risk assessment e.g., pressure ulcer, foot at risk.
- Capture a digital wound image and save within the patient's clinical record.

## Tier 2

- Interpret the results of wound sampling to diagnose infection and take appropriate action.
- Undertake a leg ulcer assessment (including the use of handheld Doppler to measure ankle brachial pressure index and/or toe pressure) to accurately diagnose the underlying cause of ulceration and devise an appropriate care plan.
- Undertake and accurately record a comprehensive foot assessment (including the use of handheld Doppler to measure ankle brachial pressure index and/or toe pressure) to accurately determine the underlying cause of ulceration and devise an appropriate care plan.

## Tier 3

- Health and care professionals who require Tier 3 skills should acquire this through post-graduate education provided or accredited by a Higher Education Institution (e.g., a university).



# Domain A – Underpinning Principles

Participate in	Actively participate in the development and implementation of local wound care and treatment protocols, policies, and guidelines.
Lead	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.
Make	Make direct referrals in a timely manner as indicated by peoples' needs with regard for referral criteria.
Reflect on and address	Reflect on and address appropriately ethical/moral dilemmas encountered during one's own work which may impact on wound care and treatment.
Promote and utilise	Promote and utilise supervision for self and others to support and facilitate learning and professional development.
Work across	Proactively work across organisational and professional boundaries to enhance and improve health outcomes and experiences.



# Domain B - Assessment, investigations and diagnosis

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.

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.

Critically appraise and analyse current evidence, theory, principles and systems and be able to identify issues that are beyond own scope of practice and which require referral or consultation to or with another health care professional in order to optimise individuals' long-term outcomes.

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.

Understand how some conditions may be a manifestation of injury not only from trauma or surgery but also because of safeguarding issues, recognising particular at-risk groups (such as older people with frailty and those with cognitive impairment) and take appropriate action when there are grounds for concern.



# Domain C – Wound Care



Construct, oversee and advise upon the development of wound care management plans in collaboration with the multi-disciplinary team, which include specific review dates.



Critically analyse the efficacy of a range of wound care interventions to develop individualised, evidence-based wound care management plans.



Demonstrate a critical understanding of the pathophysiology of the causes of wounds and how relevant treatments and interventions work.



Carry out advanced wound management and techniques and explore the use of potential additional therapies within the scope of practice.



Have an in-depth knowledge of local, regional, and national wound care protocols and guidance.



# Domain D – Personalised care and health promotion

Adapt	Autonomously adapt verbal and non-verbal communication styles in ways that are empathetic and responsive to an individual's communication and language needs, preferences, and abilities (including levels of spoken English and health literacy).
Consult in	Consult in a highly organised and structured way, with professional curiosity as required, while understanding the constraints of the time-limited nature of consultations and ensure communication is safe and effective.
Engage	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.
Develop	Develop evidence-based approaches to interventions and self-management which minimise health inequalities, taking into account relevant social, mental health and other factors to minimise distress and to provide motivation.
Have	Have a thorough understanding of the tools and techniques for assessment and evaluation of a person's health status, concerns, personal context and priorities.



# Domain E: Leadership, management, education & research



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).

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.

Support the wider team to build capacity and capability through work-based and interprofessional learning, and the application of learning to practice.

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.

Critically appraise and synthesise the outcome of relevant research, evaluation and audit, using the results to underpin own practice and to inform that of others.







# Career Framework

- The wound care career framework can provide a career structure for staff seeking to specialise in wound care.
- The wound care career framework shows how it can be possible to progress within each level of wound care practice.
- However, the framework is not suggesting there are six roles/jobs within wound care practice. Individuals may have many more 'job-steps' in their overall career and employers are not limited to the number/types of roles they wish to have in their services.



# Enhanced Level Practice



People at this level require a **critical understanding** of detailed theoretical and practical knowledge, which can be generalist with a special interest in wound care and/or have management and leadership responsibilities.



May have **specialist knowledge, skills and capabilities** in wound care.



They consult with patients, their family, and the multi-professional team to undertake assessments of patient need and **devise and evaluate complex** care plans.



They **evaluate and analyse** clinical problems using their clinical knowledge, seeking out and applying relevant evidence, enhanced techniques, interventions, and equipment to make clinical decisions.



They deliver enhanced clinical care in the context of continual change, challenging environments, different models of care delivery, innovation and rapidly evolving technologies using **analysis** and their underpinning knowledge to manage **complex interventions**.



They **participate** in clinical audits and research projects and **implement changes** as required, including the development, and updating of practice protocols / guidelines and procedures locally, and work within those and national protocols.



They **recognise** boundaries of their practice and know when and to whom patients should be **referred**.



They have some responsibility for team performance and **service development**, and they consistently undertake self-development.



# Advanced Level Practice



People working at this level combine **advanced clinical skills** with **research, education, and clinical leadership** within their scope of practice.



They have a **critical awareness** of knowledge issues in wound care and at the interface between different fields.



They are **innovative** and have a responsibility for developing and changing practice and/or services in a **complex and unpredictable** environment.



They demonstrate **expertise** in their scope of practice.



They manage clinical care at the highest level **independently**, from beginning to end, for example from when an individual presents through to the end of the episode.



They work across the **network and/or regionally** – **leading and influencing** practice development and service improvements.



They satisfy all the requirements of Health Education England's multi-professional Framework for advanced clinical practice or equivalence.



# Consultant Level Practice

- People at this level require highly specialised knowledge, some of which is at the forefront of knowledge in a field of work, which they use as the basis for original thinking and/or research.
- They are leaders with considerable responsibility, and the ability to research and analyse complex processes.
- They have responsibility for service improvement or development.
- They generate new knowledge about best treatment and care by actively seeking and implementing best evidence to improve health and care outcomes and experiences for patients and staff.
- Through ongoing clinical development and research, they apply expert knowledge and lead change strategically across whole systems in their everyday practice.
- They will develop and consolidate their clinical expertise and research independence through the development of novel, interdisciplinary research, and clinical leadership.
- They transform the way care is developed and delivered to patients, and make improvements locally, nationally, and internationally.





# Career

## Career Framework

- 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.
- In objectively articulating the career levels, the wound care career framework does not mandate the amount of remuneration, terms and conditions that maybe associated with roles/jobs.
- As the wound care career framework focuses on articulating **levels of practice** as opposed to defining roles/jobs, it is possible that certain roles/jobs **could** cut across more than one of the identified levels within the wound care career framework.





# Take home messages



- The Wound Care Workforce Framework is composed of 2 parts:
  - a. Core Capabilities Framework
  - b. Career Framework
- Designed to define and describe, the knowledge, skills and behaviours required to deliver high quality wound care and reduce variation for patients.
- A single consistent and comprehensive framework for the multidisciplinary team.
- Tier 3 capabilities are defined for specialist nurses.
- Career framework can support the sustainability and growth of the workforce as well as providing a career structure.
- Gives insight into the characteristics required to work at each level and examples of knowledge and skill required, as well as 'how' an individual would need to behave and act to be working at each level.



# Connect with us



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# Questions?

