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Transferable Role Template

Career Framework Level 3

Children and Young People in The Complex Needs Pathway

Residential Worker

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Developed with the Children and Young People Expert Panel

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Introduction to the Template

Transferable Roles

This template is designed to enable a common understanding and communication of transferable roles. A transferable role (TR) is a named cluster of competences and related activities that is applicable, relevant and replicable across different geographic locations in the UK.

It can be used to help define the learning and development needs for staff already working in these roles and to support the establishment of transferable roles where appropriate.

In the development of this template Skills for Health seeks to provide some consistency of approach to defining the skills and competences needed to fulfil the requirements new, hybrid, or existing transferable roles.

All transferable roles will have common or 'core' competences, plus speciality/pathway specific competences. Over time, these will be supported by appropriate national occupational standard based learning and development packages. The term 'competences' is used throughout the document. All competences are national occupational standards (NOS).

The Template

The template has a range of applications and may successfully be used by commissioners, managers, employers, and individual staff members.

In all cases the template is designed to be used as a whole. A role is composed of all components – level descriptors, national occupational standards and indicative learning and development.

Career Framework Levels and National Occupational Standards (NOS)

The Career framework, which has nine levels, is a method of describing the level of autonomy and responsibility and the kind of decision making required by a job. Level descriptors have been established through rigorous discussions and are referenced to and linked with the qualifications frameworks as well as research where available regarding what should be expected of an individual at any given level. The level descriptor is intended to be relevant to any role within the health sector both clinical and non-clinical roles.

It is important to bear in mind that the career framework levels are not intended to be coterminous with the NHS Agenda for Change banding, though there may be some similarities.

National Occupational Standards have been developed by expert groups, have undergone a rigorous nationally determined process to achieve their status and are approved for use in vocational qualifications by the UK Commission for Employment and Skills. Because of this they cannot be changed in terms of content or wording. They focus on what a person needs to be able to do, as well as what they must know and understand to work effectively. They are not in themselves levelled. Some may be more appropriate to a specific level on the career framework others will span all levels. They are all indicatively linked to the NHS Knowledge and Skills Framework.

The reference function they are listed by in the template relates to the Health Functional Map which is a method of categorising the NOS and amongst other things facilitates finding them on the data base.

Each NOS is listed by its code and title, they are all underpinned by knowledge requirements and performance criteria.

The NOS in this template are divided into the following sections:

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- Core to the level – the core is intended to be relevant to any role in the health sector, whether it is clinical or not and therefore is broad based in terms of the NOS it contains.
 - Specific to the role
 - Facets, some roles have different facets, each made up of a group of NOS, relevant to different areas of practice
 - Locality Specific – Additional NOS (competences) may be added here.

Indicative Learning and Development

The learning and development section of the template gives an indication of the level and style of learning relevant to the role. It is very much an indication and is not a comprehensive inventory of learning available.

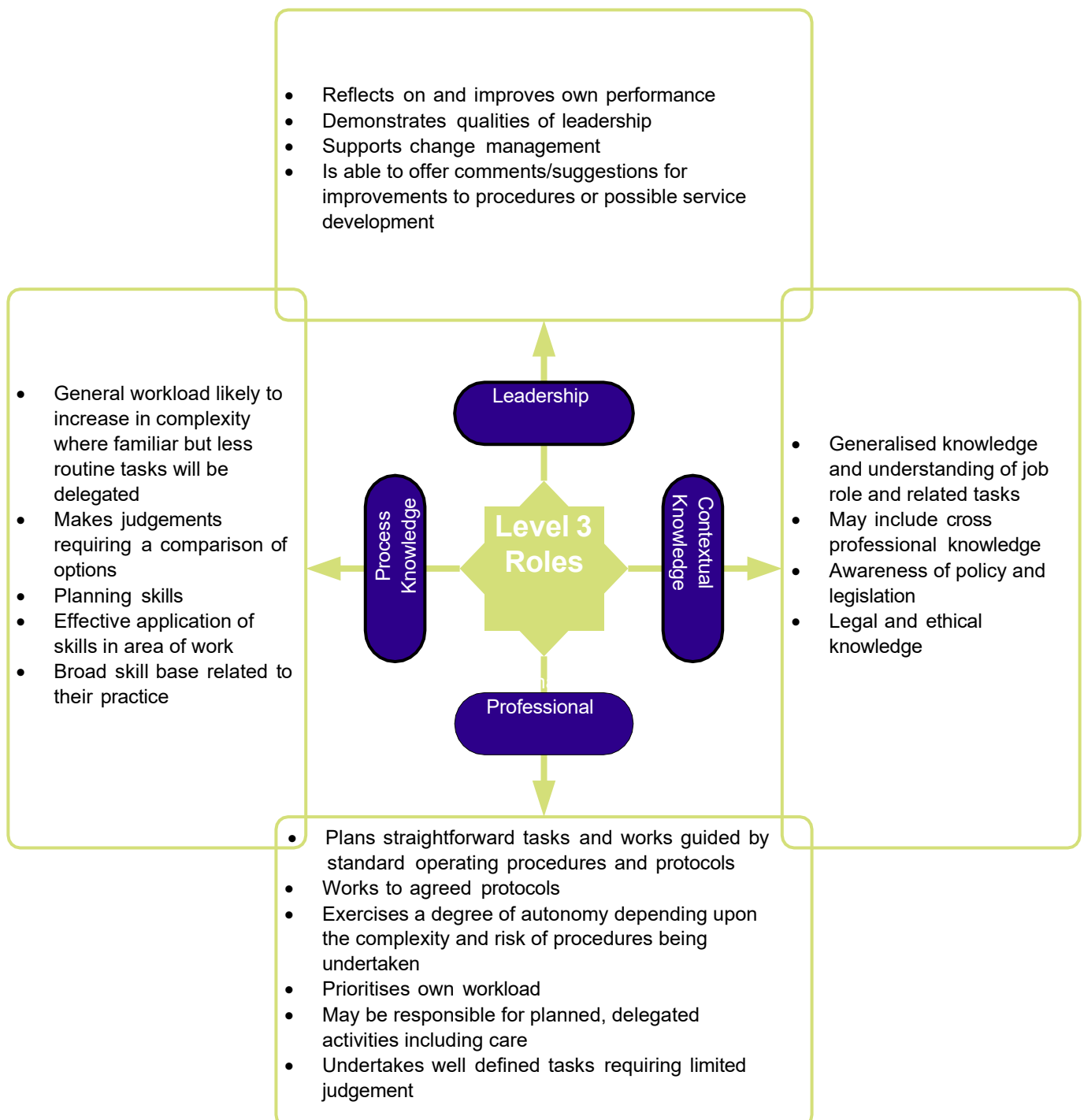
Some people may wish to or need to study whole qualifications - others will not. Some will need to participate in smaller 'bite sized' learning opportunities. Each individual should use the role profile to identify with their line manager what their needs are and how they will achieve them.

The Template

Level Descriptors

Definition of the Level 3 Role

People at level 3 require knowledge of facts, principles, processes and general concepts in a field of work. They may carry out a wider range of duties than the person working at level 2 and will have more responsibility with guidance and supervision available when needed. They will contribute to service development and are responsible for self-development. Individuals working at level 3 demonstrate an ability to carry out tasks, solving straightforward problems and making some judgements, with guidance and supervision available. They have skills in specific focused aspects of service delivery.



The National Occupational Standards

This section of the template has an example of a level 3 role. This example is intended to give core information for the role. The indicative learning and development packages are included.

Basic Information

Named Role	Residential Worker
Area of Work	Children and Young People in the Complex Needs Pathway
Experience Required	Previous experience of: • involvement with children as a paid worker, volunteer or carer. • working constructively within a team • customer care • the developmental needs (physical, emotional, intellectual, social and educational) of children young people and activities to engage children. • an understanding of the role of Key Worker within a residential establishment.
Career Framework Level	Level 3

Scope of the Role

To provide direct care to young people receiving residential care with the necessary support, care, guidance and positive adult role models. To act in a professional, parental (*loco parentis*) capacity towards these young people, whilst sharing this responsibility (and supplementing it where necessary) with the young person's own family and local authority.

Act as a key worker for particular young person/s as directed by senior staff including acting as an appropriate role model, advising and acting as an advocate, so as to ensure that they receive appropriate levels and standards of individual care and support that will meet their primary needs, reflecting their risks and individual needs and ensuring key work sessions take place. This will include but is not limited to: clothing shopping, toiletry shopping, making and ensuring health appointments are attended and recorded. For young people with disabilities or special needs providing personal care as required.

To ensure that each child and young person consistently maximises their potential.

Undertake shift working including 'sleep ins'

All level 3 roles will have the following common/core competences. All competences are national occupational standards (NOS)

Specific competences to the role have then been identified. Any additional competences specific to the locality should then be identified locally using the competence tools and the [health functional map](#) and added to the template using the same format.

Common/Core Competences for all Roles:

Competences common to all roles working with children and young people in the complex needs pathway	
SFHCS1 Communicate with children and young people and those involved in their care	
SFHCS19 Develop relationships with children and young people and those involved in their care	
HSCCLD434 Advocate with and on behalf of children and young people	
HSCCLD310 Promote the social and emotional wellbeing of individuals	
SFHCS18 Recognise and respond to possible harm or abuse of children and young people	
HSCCLD37 Promote trauma-informed practice	
HSCCLD28 Support equity, diversity, inclusion and rights of individuals	
HSCCLD350 Promote the physical health and mental wellbeing of children and young people	
HSCCLD319 Promote the use of services and facilities	
SFJCCBF3.1 Develop and sustain effective working with staff from other agencies	
SFHGEN63 Act within the limits of your competence and authority	

Role Specific Competences

Principles	Competence	
Communication	Communicate effectively	SFHCS1 Communicate with children and young people and those involved in their care
		SFHCS19 Develop relationships with children and young people and those involved in their care
	Provide help for children and young people including play recovery	SFHCHS34 Provide help for children and young people to understand their health and wellbeing
	Develop relationships with individuals	SFJCCBF3.1 Develop and sustain effective working with staff from other agencies
Personal and People Development	Make use of supervision	SFHGEN36 Make use of supervision
Health, Safety and Security	Ensure your own actions reduce risks to health and safety	SFHGEN96 Maintain health, safety and security practices within a health setting
	Promote safe and effective working	SFJFJ2 Monitor the health and wellbeing of individuals who have been subject to a physical intervention
Safeguarding	Protect individuals from abuse	SFHCS18 Recognise and respond to possible harm or abuse of children and young people
		HSCCLD35 Promote the care or support planning process
Service Improvement	Contribute to improving services	SFHCS23 Work with others to improve healthcare services for children and young people and those involved in their care
Assessment	Assess children and young people's needs	HSCCLD35 Promote the care or support planning process
	Risk management	SFHCMG5 Work in partnership with others to promote health and wellbeing and reduce risks within settings in a defined caseload
Interventions	Supporting physical health	SFHCHS19 Undertake routine clinical measurements

Principles	Competence	
	Support individuals to self- medicate	SFHCS15 Enable children and young people, and those involved in their care, to manage prescribed medication
		HSCCLD350 Promote the physical health and mental wellbeing of children and young people
	Support to CYP in a residential setting	HSCCLD366 Work with children and young people to manage aspects of their lives
		HSCCLD369 Promote childcare practice in group living
	Support children and young people to retain, regain and develop the skills to manage their lives and environment	HSCCLD367 Promote adulthood, citizenship and independence
	Deliver activities	SFHCS13 Deliver interventions for children and young people and those involved in their care
		SFHMH38 Enable people with mental health needs to choose and participate in activities that are meaningful to them
	Refer individuals to services for treatment and care	SFHCHS99 Refer individuals to specialist sources of assistance in meeting their health care needs
		HSCCLD319 Promote the use of services and facilities
		SFHAA1 Recognise problematic use of alcohol or other substances and refer individuals to services
	Implement strategies to promote health and wellbeing	SFHCS21 Monitor the health and well-being of children and young people
	Advocacy	HSCCLD434 Advocate with and on behalf of children and young people

Principles	Competence	
Health Promotion and Prevention	Enable children and young people to address issues relating to their health and well-being	SFHAD1 Raise awareness about substances, their use and effects
	Promoting positive behaviour	Promote the social and emotional wellbeing of individuals
	Self-harming awareness	FMH4 Support an individual to reduce the risk and impact of self-harming behaviour
		Observe an individual who presents a significant imminent risk to themselves or others
Information Management/ Information & Communication Technology	Maintain information/record systems	SFJPA2.1 Analyse and report data
Administration, and team working	Contribute to the effectiveness of teams	Promote care or support packages through partnership working
	Produce documents to an agreed specification	INSBA013 Design and produce documents
	Receive and pass on messages and information	HSCCLD338 Process decision making information
Additional competences for children and young people with disabilities and additional needs	Undertake personal care	HSCCLD210 Support individuals with their personal care needs

Locality Specific Competences

In this space you can define additional competences which are essential for your local needs.

Go to the [Health Functional Map](#) to begin your search for the competences related to the additional tasks or functions you have identified.

All competences are cross referenced to the NHS knowledge and skills framework (KSF).

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Indicative Learning and Development

Transferable roles may be underpinned by a range of learning and development activities to ensure both competence and role confidence. The learning and development included within the template is by nature indicative. In some cases, it is endorsed by professional bodies and/or special interest groups and accredited by an awarding body.

Transferable role	Level 3 Residential Worker
Formal endorsed learning	• Hold or be working towards Level 3 Diploma in Children and Young People • Good numeracy and literacy skills that are or equivalent to English/Maths GCSE A – C/ 9-4. An understanding of: • Customer care • the developmental needs (physical, emotional, intellectual, social and educational) of children and young people For all roles working in the CYP Complex Needs pathway: • Level 3 Safeguarding training for children and contextual safeguarding • PREVENT • Trauma-informed/systemic practice • De-escalation • Understanding of: • professional boundaries • vicarious trauma • the complexity of the CYP pathway For roles working in the CYP secure estate: • SECURE STAIRS Integrated Care Framework training Other training which may be formal or informal: • IT skills • Literacy skills • Record keeping • Child development • Relationship building • Family relationships and dynamic tools and activities • Play and activities to engage children in physical and energetic activities • Advocacy • Anger management/challenging behaviour • Emotional regulation, self -esteem, healthy relationships • Safe holding and restraints • First Aid at Work • Information governance
Informal learning	As above

National Occupational Standards (competences) used	As detailed within role outline. The performance criteria and knowledge statements in each NOS will form the basis for the development of specific learning outcomes for each person and may be used to develop generic learning outcomes for each module/unit of learning
Credits (including framework used)	Wherever possible learning should be credit rated to enable transferability and progression
Accreditation	Wherever possible learning should be accredited by education providers, professional bodies or similar
APEL and progression	Wherever possible learning should be transferable through APEL and should enable progression to other formal learning
Leading to registration or membership with:	N/A

Continuing Professional Development

It is recognised that continuing professional development is an essential component to maintaining competent, safe practice at all levels of the career framework.

The following is considered the minimum required to maintain competence within this role. Learning should be active, with the impact on service delivery clearly defined and agreed between the learner and their line manager. A range of methods for capturing the impact of learning may be used e.g. learning contracts, reflective accounts, productivity measures, appraisals systems and processes.

Wherever possible learning should be accredited and/or credit rated and should focus on the needs of the individual in the role.

Statutory and Mandatory learning of particular relevance to the role	For example, Safeguarding	
Formal endorsed learning	Title	
	Awarding body	
	Credit	
	Level	
Informal learning	Negotiated at appraisal/performance review	
Method of capturing impact	Annual appraisal	
Funding required	Dependent upon agreed CPD plan and negotiated locally	
Frequency required (once a year, once every two years, twice or more a year)	Annual learning needs will be identified and planned as part of the appraisal process. Specific goals will be agreed and the best method for achieving them negotiated.	

References:

2010 Skills for Health Summary of Attributes and Definitions for Career Framework Levels

2014 Skills for Health Employability Skills Matrix

2020 NHSE&I Framework for Integrated Care-Community

2021 NHSE&I Framework for Integrated Care for the Children and Young People Secure Estate (CYPSE) (SECURE STAIRS)

