

OVERVIEW OF THE NHS KNOWLEDGE AND SKILLS FRAMEWORK
(shading identifies how the KSF underpins Appraisal, Objectives, Personal Development Plan, Values and Behaviours
or Mandatory and Statutory Training (e-learning))

Dimensions		Level Descriptors			
CORE		1	2	3	4
1	Communication	Communicate with a limited range of people on day-to-day matters Values and behaviours Appraisal/Objectives	Communicate with a range of people on a range of matters Values and Behaviours Appraisal/Objectives	Develop and maintain communication with people about difficult matters and/or in difficult situations Values and Behaviours Appraisal/Objectives	Develop and maintain communication with people on complex matters, issues and ideas and/or in complex situations Values and Behaviours Appraisal/Objectives
2	Personal and People Development	Contribute to own personal development Personal Development Plan/ Objectives	Develop own skills and knowledge and provide information to others to help their development Appraisal/Objectives	Develop oneself and contribute to the development of others Personal Development Plan Appraisal/Objectives	Develop oneself and others in areas of practice Personal Development Plan Appraisal/Objectives
3	Health, Safety and Security	Assist in maintaining own and others' health, safety and security Induction Health and Safety Overview (MaST) Moving & Handling e-learning Fire Safety e-learning Safeguarding Adults and Children e-learning Values and Behaviours	Monitor and maintain health, safety and security of self and others Induction Health and Safety Overview (MaST) Moving & Handling e-learning Fire Safety e-learning Safeguarding Adults and Children e-learning Values and Behaviours	Promote, monitor and maintain best practice in health, safety and security Induction Health and Safety Overview (MaST) Moving & Handling e-learning Fire Safety e-learning Safeguarding Adults and Children e-learning Values and Behaviours	Maintain and develop an environment and culture that improves health, safety and security Induction Health and Safety Overview (MaST) Moving & Handling e-learning Fire Safety e-learning Safeguarding Adults and Children e-learning Values and Behaviours
4	Service Improvement	Make changes in own practice and offer suggestions for improving services Values and Behaviours Appraisal/Objectives	Contribute to the improvement of services Values and Behaviours Appraisal/Objectives	Appraise, interpret and apply suggestions, recommendations and directives to improve services Values and Behaviours Appraisal/Objectives	Work in partnership with others to develop, take forward and evaluate direction, policies and strategies Values and Behaviours Appraisal/Objectives
5	Quality	Maintain the quality of own work Values and Behaviours Appraisal/Objectives	Maintain quality in own work and encourage others to do so Values and Behaviours Appraisal/Objectives	Contribute to improving quality Values and Behaviours Appraisal/Objectives	Develop a culture that improves quality Values and Behaviours Appraisal/Objectives
6	Equality and Diversity	Act in ways that support equality and value diversity Equality & Diversity e-learning	Support equality and value diversity Equality & Diversity e-learning	Promote equality and value diversity Equality & Diversity e-learning	Develop a culture that promotes equality and values diversity Equality & Diversity e-learning