

# Making the skills-escalator concept work

The top 10 requirements to make the skills-escalator concept work in line with the *Career Framework for Health*<sup>1</sup> are listed in the table below. Use these tips to identify whether or not the practice or primary care trust (PCT) is using a skills-escalator approach to achieve maximum benefits by completing the columns in the table.

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Requirements for skills escalation	In what ways is the PCT or practice attempting to achieve this?	How can this be further improved?
1. Top management support and commitment		
2. Partnership working		
3. Engagement with the local community		
4. Learning and development strategy		
5. Appraisals and personal development plans for all staff		
6. Investment in, access to and promotion of a range of flexible learning and development activities		
7. Role design around the needs of patients		
8. Support and encouragement of staff careers		
9. Equal access to all opportunities		
10. <i>Improving Working Lives Practice Plus</i> rating		

## Reference

1. Skills for Health. *What is the Career Framework for Health?* 2005. Available at: <http://www.skillsforhealth.org.uk/careerframework>.