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Llywodraeth Cymru
Welsh Government

Welsh Apprenticeship Pathway

in

Perioperative Support

The content of this Pathway has been agreed by HEIW Health Apprenticeship Steering Group. This is the only Apprenticeship Pathway in the Health sector approved for use in Wales that is eligible for Welsh Government funding.

More Information can be obtained from:

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DfES-ApprenticeshipUnit@gov.wales
Gwefan • website: www.llyw.cymru
www.gov.wales

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LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:

- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway *Perioperative Support in Wales* is 67 credits.

The total minimum credit value required for the Level 4 Pathway in Perioperative Practice (Scrub Pathway) *in Wales* is 86 credits.

ENTRY REQUIREMENTS

Level 3

Individuals wishing to undertake this Framework must hold a relevant Level 2 qualification and should also:

- Show enthusiasm for working in the health sector
- Have basic literacy, numeracy and communication skills on which the apprenticeship will build
- Have a suitable level of physical fitness to perform some aspects of the job roles (eg assisting in moving and handling of people)
- Be willing to undergo Disclosure and Barring Service checks
- Be flexible as there may be a requirement to work rotas

Individual health sector employers may have additional employment entry requirements e.g. a current driving licence would also be an advantage (and may be necessary for some roles).

Initial Assessment

Training providers and employers will use initial assessment to ensure that applicants have a fair opportunity to demonstrate their ability and to tailor programmes to meet individual needs, recognising prior qualifications and experience.

Level 4

Individuals wishing to undertake this Framework must hold a relevant Level 3 qualification e.g., Level 3 Perioperative Support or Level 3 Maternity and Paediatric Support and should also:

- Show enthusiasm for working in the health sector
- Have basic literacy, numeracy and communication skills on which the apprenticeship will build
- Have a suitable level of physical fitness to perform some aspects of the job roles (e.g., assisting in moving and handling of people)
- Be willing to undergo Disclosure and Barring Service checks
- Be flexible as there may be a requirement to work rotas

Individual health sector employers may have additional employment entry requirements e.g., a current driving licence would also be an advantage (and may be necessary for some roles).

Initial Assessment

Training providers and employers will use initial assessment to ensure that applicants have a fair opportunity to demonstrate their ability and to tailor programmes to meet individual needs, recognising prior qualifications and experience.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 3: Perioperative Support

Qualifications

Participants must the *combined* qualifications below.

Level 3 Diploma in Perioperative Support in Wales					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored	C00/4326/9	67	670	Combined	English-Welsh

Please see [Annex 1](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: Level 3 Diploma in Perioperative Support in Wales	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	2	6

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
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Level 3: Level 3 Diploma in Perioperative Support in Wales	335	338
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On/Off the Job Qualification details (Minimum Credit & Hours)

On-the-job learning will comprise:

Agored Cymru Level 3 Diploma in Perioperative Support in Wales

Evidence to support the application for an apprenticeship completion certificate for on-the-job training will include a copy of the qualification certificate for the above qualification detailing the units completed.

Off-the-job learning will comprise:

Level 2 Essential Skills Wales in Communication

Level 2 Essential Skills Wales in Application of Number

Level 2 Digital Literacy

Off-the-job training undertaken before the apprentice started their apprenticeship may count towards the off-the-job training required for the apprenticeship if it was undertaken in relation to an accredited qualification contained in the framework for which a completion certificate is to be applied for.

Evidence to support the application for an apprenticeship completion certificate for off-the-job training will include a copy of the qualification certificate for each of the above qualifications detailing the units completed.

It is expected that:

- On-the-job and off-the-job training hours are both planned, reviewed and evaluated jointly between the apprentice and a tutor, or teacher; their workplace supervisor or manager and, where relevant, the apprentice's coach or mentor.
- On-the-job and off-the-job training support via either a tutor, teacher, mentor or manager is made available when required by the apprentice.
- On-the-job and off-the-job training hours are delivered through one or more of the following methods: individual and group teaching; e-learning; distance learning; coaching; mentoring; feedback & assessment; collaborative/networked learning with peers; guided study.

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number
- 6 credits / 45 GLH Level 2 Essential Skills Wales Digital Literacy

Level 4: Apprenticeship in Health (Perioperative Practice – Scrub Pathway)

Qualifications

Participants must achieve the following *combined* qualification below:

Level 4 Diploma in Perioperative Practice (Scrub Pathway) (Wales) Qualification (agored.cymru)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
Agored	<u>C00/4472/4</u>	86	860	Combined	English-Welsh

Please see [Annex 2](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 4: Perioperative Practice – Scrub Pathway	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	2	6

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 4: Perioperative Practice – Scrub Pathway	510	530

On/Off the Job Qualification details (Minimum Credit & Hours)

On-the-job learning will comprise:
Agored Cymru Level 4 Diploma in Perioperative Practice (Scrub Pathway) (Wales)

Evidence to support the application for an apprenticeship completion certificate for on-the-job training will include a copy of the qualification certificate for the above qualification detailing the units completed.

Off-the-job learning will comprise:

Level 2 Essential Skills Wales in Communication

Level 2 Essential Skills Wales in Application of Number

Level 2 Digital Literacy

Off-the-job training undertaken before the apprentice started their apprenticeship may count towards the off-the-job training required for the apprenticeship if it was undertaken in relation to an accredited qualification contained in the framework for which a completion certificate is to be applied for.

Evidence to support the application for an apprenticeship completion certificate for off-the-job training will include a copy of the qualification certificate for each of the above qualifications detailing the units completed.

It is expected that:

- On-the-job and off-the-job training hours are both planned, reviewed, and evaluated jointly between the apprentice and a tutor, or teacher, their workplace supervisor or manager and, where relevant, the apprentice's coach or mentor.
- On-the-job and off-the-job training support via either a tutor, teacher, mentor, or manager is made available when required by the apprentice.
- On-the-job and off-the-job training hours are delivered through one or more of the following methods: individual and group teaching; e-learning; distance learning; coaching; mentoring; feedback & assessment; collaborative/networked learning with peers; guided study.

On/Off the Job Essential Skills details (Minimum Credit & Hours)

Please insert on/off job details (see example below)

- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number
- 6 credits / 45 GLH Level 2 Essential Skills Wales Digital Literacy

OTHER ADDITIONAL REQUIREMENTS

Apprentices are required to:

- Be willing to undergo Disclosure and Barring Service checks (this is needed as apprentices may come into contact with children, young people or vulnerable adults)
- Be flexible as there may be a requirement to work shifts

- Individual Healthcare sector employers may have additional employment entry requirements e.g. a current driving licence would also be an advantage (and may be necessary for some roles).

JOB ROLES

The latest version of the job roles and job descriptions for this Pathway

Job title	Job role
Perioperative Support workers	Perioperative Support Workers are an integral part of surgical teams, and their job responsibilities are considerable.

PROGRESSION

On completion of this pathway, learners may progress onto further qualifications specific to their work context. A wide range of qualifications are available for use within the health sector. These may include further qualifications, a range of higher education qualifications or other work-related education and training to support Continuing Professional Development.

Progression should not just be seen as vertical. In some instances progressing into another role at the same level may be just as rewarding as it offers the opportunity to develop new skills and knowledge.

Many perioperative support apprentices complete their apprenticeships and continue to work as perioperative or theatre support workers with delegated responsibilities assigned to them by the practitioners they work alongside. This may include supervision of other team members.

To become a Health Professional (eg Nurse, Midwife, Allied Health Practitioner) apprentices would have to progress from their apprenticeship to undertake a specific qualification, often a 3-year university Degree, which, on completion, would enable them to register as a professional. Apprentices who have achieved this Level 3 qualification will be guaranteed an interview on applying for an appropriate Health Professional undergraduate course. Further detailed information and advice on careers within the health sector can be found at <http://www.wales.nhs.uk/>

Progression routes into:

- Level 4 qualifications
- HEI programmes •

Progression from:

Some apprentices may have already undertaken a level 2 apprenticeship (eg Foundation Apprenticeship in Health – Clinical Healthcare Support).

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers **MUST** also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

Employers/providers must be able to demonstrate that there are no overt or covert discriminatory practices in selection, recruitment and employment. All promotional, selection and training activities must be monitored and comply with legislation.

There is a gender imbalance within the health sector, which is a predominantly female workforce. All jobs are open to both males and females and are advertised accordingly. Male role models are positively promoted through marketing materials, photos and case studies. However, a perception that certain job roles are for women remains and this may prevent some males from applying to work in these job roles.

Local apprenticeship programmes may be designed by employers to encourage a higher number of male applicants into these roles and into the workforce as a whole.

It is recommended that employers/providers conduct an exit interview if the apprentice leaves the programme before completion. During the learner's exit interview, it is recommended that information on learners leaving the programme before completion is identified and used to support the learner and develop the provision where necessary.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18-year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships Guidance.

Further information may be obtained from:

Welsh Government

DfES-ApprenticeshipUnit@gov.wales

Annex 1

Level 3: Level 3 Diploma in Perioperative Support in Wales

An integrated qualification at Level 3, which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

Relationship between competence and knowledge qualifications

Title	Level	Credits	knowledge	Comp
The Role of the Health and Social Care Worker	Two	2	1	1
Maintaining Quality Standards in the Health Sector	Three	2	2	0
Minimising Infection in Healthcare Settings within NHS Wales	Three	4	3	1
Communication Skills for use within Healthcare Settings	Three	7	5	2
Service Improvement in the Health Sector	Three	3	3	0
Engage in Personal Development	Three	2	0	2
Person-centred approaches, diversity, equality and inclusive practice	Three	7	2	5
Promote and implement H&S practices in healthcare support	Three	3	2	1
Support the transport, transfer and positioning of individuals and equipment within the perioperative environment	Three	4	2	2

Contribute to safe use and documentation of instrumentation and equipment used for surgery procedures	Three	4	2	2
Assist in the delivery of perioperative care and support to individuals	Three	4	2	2
Measure and record individuals' body fluid balance in a perioperative environment	Three	4	1	3
Receive, handle and dispatch clinical specimens within the sterile field	Three	6	2	4
Provide support to the surgical team when preparing individuals for operative and invasive procedures	Three	4	2	2
Perform the circulating role for perioperative procedures	Three	3	1	2
Assist in the preparation of the anaesthetic environment and provide support for pre and post operative anaesthesia and recovery	Three	5	2	3
Principles of Safeguarding and Protection in Health and Social Care	Two	3	3	0

Annex 2

Level 4: Diploma in Perioperative Practice (Scrub Pathway)

An integrated qualification at Level 4, which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

Relationship between competence and knowledge qualifications

Unit Title	Level	Credit Value	Credit for Competence	Credit for Knowledge
Mandatory units:				
Clinical Governance in the Perioperative Care Environment	4	8	2	6

Effective Scrubbing, Gowning and Gloving (donning and doffing)	4	5	2	3
Effective skin preparation and principles of draping in the perioperative environment	4	12	9	3
Principles, Practice and Management of Wounds, Dressings and Surgical Drains in a Perioperative Setting	4	9	3	6
The Principles of Infection, Prevention and Control in a Perioperative Care Setting	4	2	0	2
Effective Communication in the Perioperative Setting	4	7	4	3
Management of swabs, instruments, sharps and surgical equipment in the Perioperative Environment	4	10	6	4
Quality and Service Improvement	4	8	5	3
Undertake Physiological Measurements (updated)	3	4	2	2
Research and Evaluation Skills for Health Care Practice	4	15	15	0
Optional units:				
Receive, handle and dispatch clinical specimens within the sterile field	3	6	3	3
Undertake intraoperative cell salvage collection and reprocessing in the perioperative environment	4	14	9	5