

## Advisory document to support the delivery of the National Minimum Standards and Core Curriculum for vaccination Training in NHS Wales

The [National Minimum Standards and Core Curriculum for Vaccination Training](#) guidance for all healthcare staff with a role in delivering vaccination programmes, is a revised, updated and combined version of the 'National Minimum Standards and Core Curriculum for Vaccination Training for Registered Healthcare Practitioners' (2018) and the 'National Minimum Standards and Core Curriculum for Vaccination Training of Healthcare Support Workers' (2015), which were both published by Public Health England (PHE).

This guidance has been revised and re-published as a UK Health Security Agency (UKHSA) document, previously it was published in collaboration with other nations and Public Health Wales was a key contributor. Public Health Wales were one of the organisations that contributed to the recent review of this guidance. As this guidance is now a UKHSA document, it was considered important to highlight any specific issues relating to NHS Wales that are not reflected or may differ to England within an advisory document.

### Prepared by: Vaccine Preventable Disease Programme

Any queries regarding the content of this advisory document should be addressed to:

[phw.vaccines@wales.nhs.uk](mailto:phw.vaccines@wales.nhs.uk)

This advisory document should be used in conjunction with the [National Minimum Standards and Core Curriculum for Vaccination Training](#)

The table below outlines information and policy specific to NHS Wales, which should be taken into consideration when reading the National Minimum Standards and core curriculum for vaccination training.

Page number	Topic in UKHSA standards	Information relevant for NHS Wales
2	<b>Flu training recommendations</b> Under acknowledgements section the standards state that UKHSA 'Flu vaccination training recommendations'	<b>Flu training recommendations</b> Specific flu training recommendations for Wales will continue to be published in a separate guidance document. Available to view here: <a href="#">Immunisation training resources and events - Public Health Wales</a>

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	written to address the specific challenges of training during the COVID-19 pandemic, have also been incorporated.	
6	<b>Contractual &amp; legal responsibilities -</b> core contractual arrangement specific to Wales need to be followed	<p><b>Contractual &amp; legal responsibilities</b> The NHS England General practice vaccination and vaccination services: standards and core contractual requirements states that ‘all healthcare professionals involved in the administration of vaccines must have the necessary skills and training’.</p> <p>It is important that the core contractual arrangement specific to Wales are followed which may be different from NHS England.</p>
6	<b>Patient Group Directions (PGDs) stipulate that their users are trained</b> – link to Welsh Medicines Advice Service	<p><b>Patient Group Directions (PGDs) stipulate that their users are trained</b> <a href="#">Home - Welsh Medicines Advice Service</a> Some of the PGD templates are provided by UK Health Security Agency (UKHSA) which can be used as a reference resource. Health Boards or NHS Organisations may use these to develop, produce and authorise their own PGDs according to local policies and governance procedures. We gratefully acknowledge UKHSA for permission to use their PGDs as reference resource. UKHSA do not allow the addition of local logos or adaptation to their PGDs.</p> <p>An advisory document will only be provided by WMAS to support the UKHSA reference resource when there are policy differences in Wales. Governance and sign off, of any PGD is the responsibility of each authorising organisation. Practitioners using authorised PGDs must be familiar with the relevant <a href="#">Summary of Product Characteristics (SmPC)</a>, Welsh policy and guidance, and national guidance, such as the</p>



		<p>relevant chapters of the <a href="#">Green Book</a> for all immunisation PGDs.</p> <p>Any queries regarding the clinical content of these PGDs or advisory documents should be addressed to: <a href="mailto:welshmedicines.information@wales.nhs.uk">welshmedicines.information@wales.nhs.uk</a></p>
<p><b>7</b></p>	<p><b>Healthcare Support Workers (HCSWs)</b></p>	<p><b>Healthcare Support Workers (HCSWs) – (non-registered staff)</b></p> <p>Bullet point 4 on page 7 of the <a href="#">National Minimum Standards and Core Curriculum for Vaccination Training</a> states: <i>it is outside the scope of practice of a HCSW to undertake a clinical assessment for vaccination, take informed consent or work to Patient Group Directions (PGDs).</i></p> <p>The publication of the revised <a href="#">National Minimum Standards and Core Curriculum for Vaccination Training</a> outlines the specific roles for HCSWs. These national standards also apply to Wales, however there are some key differences in the way NHS Wales deploys HCSWs in supporting the flu and COVID-19 vaccination programmes via the National protocols.</p> <p>However, it is important to note that the main legal mechanism for a vaccine to be administered by a HCSW, is via a Patient Specific Direction (PSD). This is a written (manual or electronic) instruction, signed by a doctor or prescriber, for the vaccine to be administered to a named individual after the prescriber has assessed the patient on an individual basis. Further information can be viewed here: <a href="#">Patient Specific Directions (PSD) – SPS - Specialist Pharmacy Service – The first stop for professional medicines advice</a></p> <p>As highlighted earlier the HCSWs role in flu and COVID-19 vaccination working under the legal framework of National Protocols differs in Wales</p>



	<p>to other nations. This is based on three core principles: training, competence and supervision.</p> <p>The National Protocols may be adhered to wholly from assessment through to post-vaccination by an appropriately registered healthcare professional. <b>Alternatively, multiple persons may undertake activity stages in the vaccination pathway in accordance with this protocol and the general requirements of the HMR 2012 and Medicines Act 1968 as appropriate.</b></p> <p>In some Health Boards across Wales HCSWs have been undertaking the assessment and consent processes, prior to flu and COVID-19 vaccination under the legal framework of the National Protocols.</p> <p>The National Protocols highlight that where multiple person models are used, the service provider / engaged provider must ensure that all elements of the protocol are complied with in the provision of vaccination to each individual. The service provider / engaged provider is responsible for ensuring that persons are trained and competent to safely deliver the activity they are employed to provide under this protocol, and that there is adequate supervision in place.</p> <p>As a minimum, competence requirements stipulated in the protocol under Characteristics of staff must be adhered to. National protocols for flu and COVID-19 vaccines can be viewed here: <a href="#">Home - Welsh Medicines Advice Service</a></p> <p><b>Healthcare support workers experience:</b> On page 7 of the <a href="#">National Minimum Standards and Core Curriculum for Vaccination Training</a> it outlines that: <i>It is recommended that only experienced HCSWs take on a role in administering vaccines. It is expected that these HCSWs will have achieved education and training to Level Three of the Qualifications and Credit</i></p>
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<b>11</b>	<b>Access to national policies</b>	<p><b>National policies</b></p> <p>Link to <a href="#">Health circulars: 2024 to 2027   GOV.WALES</a> <a href="#">Policy, letters and Welsh Government</a></p>
<b>11</b>	<b>Access to advice and support – additional specific considerations for HCSWs</b>	<p>On page 11 under the section: <b>Access to advice and support – additional specific considerations for HCSWs</b> the <a href="#">National Minimum Standards and Core Curriculum for Vaccination Training</a> states: <i>The HCSW must be able to identify the appropriate Registered Health Care Professional(RHCP) to whom the patient can be referred if they require more information to enable an informed decision about vaccination to be made.</i></p> <p><i>The RHCP who has delegated a role in vaccination to the HCSW is accountable for complying with the principles of delegation (as set out in their professional code or standards) and is responsible for the standard of care provided by their team. However, the HCSW is accountable for their own practice. <b>Supervision of HCSWs actively involved in vaccination services must be ongoing.</b></i></p> <p>When a RHCP delegates the role of vaccination to a HCSW, to support HCSWs and ensure safe practice employers must ensure that:</p> <ul style="list-style-type: none"> <li>• A registered healthcare professional is on-site for supervision, guidance and support.</li> <li>• HCSWs can escalate any concerns or questions to their supervisors.</li> </ul> <p>Health Education and Improvement Wales – All Wales guidelines for delegation: <a href="http://heiw.nhs.wales/files/weds-practicing-">heiw.nhs.wales/files/weds-practicing-</a></p>



		<a href="#">appropriate-delegation/all-wales-guidelines-for-delegation-2020/</a>
<b>16</b>	<b>eLearning link</b>	<p><b>eLearning</b> <a href="#">Immunisation eLearning</a></p> <p>Online learning is provided by Public Health Wales Vaccine Preventable Disease Programme (VPDP) in partnership with the Workforce Information System (WfIS) Programme, shared services.</p> <p>This page offers support with getting started with eLearning and hosts immunisation eLearning modules developed by VPDP Public Health Wales, as well as National immunisation eLearning modules produced by eLearning for healthcare.</p>
<b>17</b>	<b>Training webpage</b>	<b>Training materials:</b> <a href="#">Immunisation training resources and events - Public Health Wales</a>
<b>27</b>	<b>Clinical process and procedure</b>	<p><b>Clinical process and procedure 3t</b></p> <p>In Wales immunisers need to be aware of the following:</p> <ul style="list-style-type: none"> <li>• The Children and Young Persons Integrated System (CYPrIS)</li> <li>• Welsh Immunisation System (WIS)</li> </ul>

This advisory document has been approved for use alongside the [National Minimum Standards and Core Curriculum for Vaccination Training](#) by Vaccine Programme Wales, planning and delivery group 14<sup>th</sup> August 2025.