



# **NHS Greater Glasgow and Clyde HNC in Healthcare Practice/Pre- registration Nursing Programme**

Information Booklet

August 2026

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## 1. HNC Healthcare Practice (HCP) and Pre-registration Nursing Programme (PRNP) Overview

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NHSGGC is keen to offer Healthcare Support Worker (HCSW) opportunities for development. This HNC Endorsed programme is open to HCSWs who are keen to pursue a nursing qualification, supported by the board. This aligns with 'Leading the Way' Nursing and Midwifery Strategy. - Priority 2: How we develop our professions.

### Duration

The HNC HCP programme will commence in August for a period of one academic year (36 weeks at 2 days per week) at City of Glasgow College (City campus), Glasgow Clyde College, Glasgow Kelvin College and (36 weeks at 3 days per week) West College Scotland (Greenock or Paisley campus). Upon successful completion of the programme HCSWs articulating to Glasgow Caledonian University (GCU) are required to complete an additional 3 days of learning on campus. HCSWs articulating to the University of the West of Scotland (UWS) are required to complete an additional 6 days of learning on campus. This affords the same learning opportunities as non-NHS students articulating to year 2. Following the completion of any additional requirements and the completion of satisfactory criminal record and health checks, students will progress to year 2 of adult, child, learning disability or mental health at GCU or adult and mental health at UWS Paisley Campus.

### Terms and Conditions of Service

Whilst undertaking the HNC HCP programme you will retain your current terms and conditions of service. All relevant NHS Greater Glasgow and Clyde (NHSGGC) policies and procedures will continue to apply. Your salary, National Insurance contributions and pension arrangements will remain the responsibility of NHSGGC. You will be paid at your current pay grade and receive incremental credit in line with your current conditions.

If successful in articulating into year 2 of a Pre-registration Nursing Programme (PRNP) this will change as you will become a full-time student and you must choose to resign from your post or take a career break. Funding options available for these 2 courses of action are detailed on page 8.

### Hours of Work

To meet the application criteria, you must work a minimum of 25 hours per week and have been in your substantive HCSW role for previous 12 months. You will attend college 2 or 3 days each week (college dependent) over the 36 weeks of the academic year. Your days in college will be dependent on the campus you attend. Your remaining substantive HCSW hours will be worked as normal. These hours will be used towards the 560 practice placement hours required to articulate into year 2 of a university PRNP.

### Annual Leave

Annual leave cannot be taken during college term time and must be **negotiated and approved by your line manager**. Annual leave requires to be up-to-date before you begin the PRNP where you will be given designated annual leave in line with your academic programme timetable. Please note you cannot request annual leave from college, it is the responsibility of your Line Manager to approve all annual leave in the first instance.

### Absence

If you are unable to attend college you **must follow NHSGGC absence reporting procedures, notifying your line manager**. You must also notify the designated lecturer for HNC HCP programme at your college and NHSGGC HNC HCP programme co-ordinator at [ggc.practiceeducation@nhs.scot](mailto:ggc.practiceeducation@nhs.scot). Please note: college attendance information will be shared between college and healthboard for transparency.

### **Tuition Fees and Backfill**

You are required to apply to the Student Awards Agency Scotland (SAAS) for payment of your HNC HCP tuition fees. If you have previously received funding from SAAS for an unrelated course of study, you may be eligible for additional funding, and this will be reviewed on an individual basis. If not eligible for funding, you may still be eligible to apply for other support from SAAS and partially fund the course fees yourself. *Please discuss this with the relevant college as payment plans can be arranged.*

Funding from Scottish Government for backfill to support your college attendance will come centrally into the Board twice per year and will be claimed by your management accountant.

### **Practice Learning Experiences**

There is no supernumerary component to the programme. The college will be responsible for assessing your performance during the HNC HCP programme. A named registered practitioner will also support and appraise your performance as you work towards specific outcomes/competencies. Supporting your learning and professional development and allowing you time to observe and undertake the relevant skills and opportunities commensurate with year 1 pre-registration students.

Your progression on the programme is dependent on achieving a satisfactory level of academic/practical competence. You will undertake a graded unit which must be passed at level A or B. You may have to undertake an additional placement in an inpatient area to be able to achieve competence in this unit. The need for the additional placement will be assessed by your college when you have commenced the programme. If this is required, your college will liaise with NHSGGC practice education team to arrange this.

### **Termination of the HNC HCP Programme**

The programme of study will be terminated if you fail to meet the academic and practical requirements of the programme. This will have no impact on your substantive HCSW position.

### **Withdrawal from HNC HCP Programme**

If you take the decision to withdraw from HNC HCP programme of study at any point, you **must inform your line manager and the designated lecturer of HNC HCP programme at your college, as well as emailing NHSGGC HNC HCP programme co-ordinator at [ggc.practiceeducation@nhs.scot](mailto:ggc.practiceeducation@nhs.scot)** This will have no impact on your substantive HCSW position.

## 2. HNC HCP Programme Entry Requirements

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- 12 months continuous service with NHSGGC in a substantive nursing HCSW role.
- Must work a minimum of 25 hours per week in this role.
- Statement in support of application from line manager, a further reference, and budget holder authorisation is required.
- Evidence of good communication and numeracy skills
- A commitment to a 3-year programme of study
- 2 Highers at Grade C or above including English; or SCQF Level 6 NC/NQ in a health or care-related subject; or 1 Higher, preferable English, plus Foundation Apprenticeship in care; or other equivalent qualifications and experience
- Applications are also invited from individuals with no formal qualifications. These applicants will be considered on an individual basis and may have to undertake an additional written/numeracy activity.

**Please note** that due to how this programme is funded, you must have the right to work in the UK on an unlimited time basis, to be eligible to study on this programme and have access to public funding.

## 3. Pre-registration Nursing Programme (Articulation to University) Requirements

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- Completion of the HNC HCP programme, at required grade level
- Completion of clinical hours to meet requirements for NMC
- Completion of university on campus study days
- Reference from your college
- Protecting Vulnerable Groups (PVG) Scheme Record Update
- Occupational Health clearance

## 4. Application Process

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### Prior to Applying

- Read this information booklet carefully before deciding. Consider the financial aspects of the decision and also the study time commitment you are required to make.
- Discuss your application with someone who knows your capabilities such as your line manager or SVQ Assessor.
- Ensure your line manager and budget holder have read this information booklet and both fully support your application. Your line manager is required to provide a statement in support of your application, your budget holder is required to approve your application.
- Arrange for 2 people to provide you with references. One of these must be your line manager.
- When you are satisfied that you have sufficient information and wish to proceed, you should complete and return the application form and all other required documentation sent to you with this pack to [ggc.practiceeducation@nhs.scot](mailto:ggc.practiceeducation@nhs.scot)

### Data Protection

To enable your application to be processed, personal data provided on your application form will be entered on to NHSGGC computer records. At all times, use of this data will be strictly in accordance with Data Protection Legislation.

### On receipt of application

Your application will be reviewed by the shortlisting panel and if all criteria are met you will be invited to attend for interview. The interview panel will consist of staff from UWS or GCU, City of Glasgow College or Glasgow Clyde College or Glasgow Kelvin College or West College Scotland, and NHSGGC representative.

## 5. Progression to Years 2 and 3 - What Next?

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### **Glasgow Caledonian University**

Provided you meet the requirements for entry (see page 5) and you have successfully completed the 3 additional on campus days, you will progress to one of the PRNPs (Adult, Child, Learning Disability or Mental Health) at Glasgow Caledonian University.

### **University of the West of Scotland (Paisley Campus)**

Provided you meet the requirements for entry (see page 5) and you have successfully completed the 6 additional on campus days, you will progress to one of the PRNPs (Adult or Mental Health) at the University of the West of Scotland Paisley Campus.

UCAS application is required and you should select Year 2 when completing

### **The Pre-Registration Nursing Programme**

You will enter year 2 of the 3-year programme and become a full-time student. During this time nursing theory, nursing practice and nursing skills are covered, with 50% of the programme delivered in the University and 50% in a variety of practice learning environments.

HEI annual leave is dictated by the course curriculum.

## **Funding Options in Years 2 and 3**

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The funding options available to NHSGGC students who are successful in progressing to Years 2 and 3 of the Pre-registration nursing programme are:

a) Resign from NHSGGC substantive post and apply for a SAAS bursary at <http://www.saas.gov.uk/> or;

b) Take an unpaid career break as per NHS Scotland Workforce Career Break Policy which counts towards continuous service, and apply for a SAAS bursary at <http://www.saas.gov.uk/>

In addition to these options, you are eligible to apply to NHSGGC Staff Bank.

## 6. NHS Scotland Workforce Career Break Policy

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This guidance is designed specifically for staff who have successfully completed the HNC HCP programme and have been offered a place in Year 2 of a PRNP at Glasgow Caledonian University or the University of the West of Scotland Paisley Campus.

In Years 2 and 3 of the PRNP you will become a full-time student and you must therefore choose to either resign your post or take a career break. If you opt to continue your service with NHS GGC rather than resign, you must complete a career break application, as per NHS Scotland Workforce Career Break Policy.

**Please note** that if you are on authorised leave for a career break, you have the option to remain as an active member of the NHS pension scheme by continuing to pay contributions. You'll have to arrange this with your employer **before** your leave begins as arrears can't be paid on your return to work. During the first six months of authorised leave, both you and your employer will pay contributions. If your authorised leave extends beyond six months for a further period of 18 months, you'll have to pay both your own and your employer's contributions to remain active in the scheme. You can also choose to stop making scheme contributions while on authorised leave. In this case, once you stop making contributions your benefits will be preserved. When you return to work you can then re-join the scheme.

The link below provides an overview of the policy and all associated documents that require to be completed. **Please read this information carefully before proceeding with any application.**

[Career Break Policy Overview | NHS Scotland](#)

## 7. Withdrawal from HNC Healthcare Practice Programme/Pre-registration Nursing Programme

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If you take the decision to withdraw from your study at any point, you must inform NHS GGC HNC HCP co-ordinator by emailing [ggc.practiceeducation@nhs.scot](mailto:ggc.practiceeducation@nhs.scot). If you withdraw from the HNC HCP programme you will remain in your substantive post. If withdrawing from the PRNP in years 2 or 3, having taken a career break, no guarantee of return to a particular post can be given, however every effort will be made to place an individual in a post of a similar grade and responsibility to that held prior to the career break, which will take into account the employee's experience, hours of work, location and qualifications.

**Acknowledgement and thanks are given to NHS Lanarkshire for permission to use and adapt this document.**