

Using National Occupational Standards

National Occupational standards (NOS) provide the building blocks for creating all round competence and provide a clear and objective framework for what someone needs to do and what they need to know in a particular occupation and/or role. NOS are descriptive rather than prescriptive giving them flexibility whilst creating a common language for competence across your organisation.

NOS are UK wide and are developed by Standard Setting Bodies (such as Sector Skills Councils) working with employers from the relevant occupational areas. NOS are approved by UK Commission for Employment and Skills (and through the relevant regulatory bodies in the devolved nations). Each NOS includes Performance statements and Knowledge statements.

NOS are at the core of vocational qualifications and Modern Apprenticeships in Scotland and underpin vocational qualifications and the majority of Apprenticeships in England & Wales and Northern Ireland.

Using NOS creates a common language for identifying the **skills, knowledge and behaviours** required for excellent service delivery and ensure **consistency of approach, transferability and interoperability** across your organisation or other organisations that have similar functions and roles. This common language ensures that individuals within an organisation can be recruited, developed, managed and promoted against nationally agreed standards of competence. For those operating within a High Risk environment, NOS provide defensible benchmarks in relation to occupational competence.

National Occupational Standard (NOS) can be used with other organisational standards and/or behaviours/values and together can create a robust, quality assured model for workplace excellence and ongoing **organisational development**.

As well as this Professional Development Framework for those delivering Probation and Rehabilitation Services the Community Justice Learning (CJL) Framework is underpinned by National Occupational Standards as are the Policing Professional Frameworks for England & Wales, Scotland and Northern Ireland. All of these frameworks provide clear and measurable benchmarks for occupational competence in a bespoke way that complements and adds value to HR/L&D processes.

The diagram below shows where National Occupational Standards (NOS) can and are being used across the Justice and Blue Light sectors, ensuring the right people with the right skills are doing the right things, where and when they should be.

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