

## **Immunisation Training Guidance:** **Frequently Asked Questions (Aug 2024)**

This document has been developed to support general practice clinical teams in Suffolk & North East Essex. The document sets out a recommended minimum framework for training to meet the needs of all Registered Healthcare Practitioners and Healthcare Support Workers with a role and scope of practice in immunisation. It follows the current National Immunisation Training Standards. We highly recommend that you read these documents: [Registered Healthcare Practitioners](#) <sup>1</sup> and [Healthcare Support Workers](#). <sup>2</sup>

NHS England East of England: [Vaccine programme resources](#) includes details of key regional contacts

### **Registered Healthcare Practitioners:**

Q: What immunisation training do I need to undertake if I am a Registered Healthcare Practitioner?

**NEW National Minimum Standards and Core Curriculum for vaccination training has just been introduced:**  
[UKHSA National Minimum Standards for immunisation training 2025.pdf](#)

- Any healthcare worker who advises on and/or administers vaccines must have received specific relevant training and have been assessed as competent by a registered professional who is experienced, up to date and competent in vaccination. They should only administer or advise about vaccinations if they feel competent to do so. Mentorship, close supervision and support strategies for new vaccinators are essential.
- Those new to vaccination should receive comprehensive foundation vaccination training, either through a face-to-face (in person or webinar) taught course or a blended approach of both e-learning and a face-to-face taught course. New vaccinators should be supported by, and have a period of work-based training and supervised practice with, an RHCP who is experienced, up to date and competent in vaccination.
- Both knowledge and clinical competence should be assessed before new vaccinators start to give and/or advise about vaccines. This assessment of competence should be recorded. Opportunities for ongoing review and assessment should be provided.
- Keeping up to date should be a continuous process. However, it is recommended that, as a minimum, vaccinators should attend (in person or virtually) an **annual update**, however updating can also be undertaken through self-directed learning and providers should give practitioners time to do this, other methods of training delivery can be found here:  
[UKHSA National Minimum Standards for immunisation training 2025.pdf](#)
- More frequent updates may be required if new vaccine programmes are introduced or substantial changes to existing programmes are made.
- To include all necessary information, update training is likely to need a minimum of half a day although a full day may be required, particularly for those delivering the complete routine national vaccination schedule and dependant on the extent of new information that needs to be covered.

Please see links below to available training

[SNEE Training Hub Website](#) (Please ensure you complete the correct training for your role).

E-learning modules are accessible via [eLfH immunisation modules](#)

**Q: Once I have completed the introduction course what supervision will I need?**

New immunisers should have a period of supervised practice and support with a registered healthcare practitioner who is experienced, up to date and competent in immunisation.

**Q: As part of the introduction training what competencies do I need to achieve?**

Both knowledge and clinical competence should be assessed before new immunisers start to give and/or advise about vaccines. There is a competency assessment tool provided within the National Immunisation Training Standards for [Registered Healthcare Practitioners](#) <sup>1, pg23</sup>

**Q: There are no introduction courses available, and my practice would like me to immunise as soon as possible, what do I do?**

You can undertake and complete the e-Learning for Health modules, supervised practice and competency assessment and then begin immunising whilst waiting for a place on an introduction training course to consolidate your learning.

**Q: How do I keep my clinical skills and competency up to date?**

Details of update training are available via the [SNEE Training Hub website](#) or via [e-Learning for Health](#) which is updated annually. NHSE EoE also provide immuniser updates throughout the year, details of which can be found [here](#)

There is a competency assessment tool provided within the National Immunisation Training Standards for [Registered Healthcare Practitioners](#) <sup>1, pg23</sup>

All those with a role in immunisation should have access to the online Immunisation against Infectious Disease (the 'Green Book') and all updates / letters of national vaccination policy.

**Q: What happens if a HCSW or Assistant Practitioner becomes a registered nursing associate or a registered nurse?**

You may continue to administer under PSD the same immunisations you did as a non-registrant.

In order to increase your scope of practice (to include the full national immunisation schedule) you will need to undertake the 2 day introduction training course for registered practitioners and complete the relevant competencies. (Currently as a registered nursing associate you should continue to immunise under a PSD.)

**Q: My role includes travel vaccinations, what training do I need to undertake?**

You need to complete the introduction (foundation) immunisation training & competency assessment before undertaking separate introduction to travel health training (details are available via the SNEE Training Hub Website).

## Healthcare Support Workers:

**Q: I am a Healthcare Support Worker (HCSW), are there any pre-course requirements?**

Yes. It is recommended you should have achieved education and training to Level 3 and have at least 2 years' experience as a HCSW before being considered for training in vaccine administration.<sup>2, pg6</sup>

**Q: What training do I need to undertake if I am a HCSW/Assistant Practitioner before I can give vaccinations?**

You will need to undertake a 2 day introduction (foundation) training course.

Introduction courses are available on the [SNEE Training Hub Website](#) (Please ensure you complete the introduction training course suitable for your role).

**Q: Once I have completed the introduction course what supervision will I need?**

You must have an identified supervisor and supervision from this person must be ongoing. The supervisor must be a registered, appropriately trained, experienced and knowledgeable practitioner in immunisation.

**Q: As part of the introduction training what competencies do I need to achieve?**

A competency checklist should be completed and is available in the following document:  
[RCN Immunisation Knowledge and Skills Competence Assessment Tool](#) <sup>3, pg21-27</sup>

**Q: There are no introduction courses available, and my practice would like me to immunise as soon as possible, what do I do?**

As a non-registered healthcare professional, you are required to undertake a 2 day introduction training course and cannot immunise until a course is completed and competency achieved.

**Q: How do I keep my clinical skills and competency up to date?**

Details of update training for non-registered professionals are available via the [SNEE Training Hub](#) website.

All those with a role in immunisation should have access to the online Immunisation against Infectious Disease (the 'Green Book') and all updates / letters of national vaccination policy.

## The Respiratory Syncytial Virus (RSV) Immunisation Programme:

### Q: Who can administer the RSV vaccine and what is the training requirement?

Currently any registered healthcare practitioner who has completed their foundation training, competency assessment and *who can immunise under a PGD* is able to administer the RSV vaccine. There is an e-Learning for Health RSV module available.

### Q: Can a HCSW administer the RSV vaccine?

No. It is currently advised that a HCSW should not be giving this vaccine.

### References:

1. National Minimum Standards and Core Curriculum for Immunisation Training for Registered Healthcare Practitioners. 02:2018
2. National Minimum Standards and Core Curriculum for Immunisation Training for Healthcare Support Workers. 09:2015
3. Immunisation Knowledge and Skills Competence Assessment Tool, 3<sup>rd</sup> Ed. 02:2022