

Guidance for band 6 and band 7 multi-professional profiles

Why are the profiles needed?

The Job Evaluation Group (JEG) is aware that developments in services across health and social care have resulted in new types of jobs, which are becoming common in some services. Suitable profiles to match these emerging roles could not be identified and JEG was asked to develop new ones specific to these jobs.

From the information provided to JEG, it is clear that the jobs are open to a range of disciplines and occupations. The scope and duties outlined in job descriptions provided do not require profession specific interventions, but primary duties do include the delivery of patient or client care. Person specifications attached to these jobs may give a range of disciplines as suitable for the post or require state registration without specifying a particular qualification.

Under the job evaluation scheme rules, these jobs cannot be matched using existing occupation specific profiles. As no suitable profiles exist for these jobs they must be evaluated.

The two draft profiles have been drawn up to enable matching of these jobs when appropriate.

How should these profiles be used?

Included with the draft profiles is a short guidance note giving the purpose of the profiles. It is made clear that the profiles are not suitable to match jobs requiring profession specific interventions and qualifications.

JEG is also proposing the addition of a short piece of guidance on these profiles is added to chapter 9 of the [NHS Job Evaluation Handbook](#).

Planned review of the profiles

Once published, JEG plans to review the use of the profiles over the next 6-12 months. This will help to establish if they are fit for purpose, of use to the service and whether any additional guidance is needed.

A short note on safeguarding of the public and professional competence.

It is outside the remit of the job evaluation scheme to consider individual competency, scope of practice or ability to undertake these new roles. It is an organisational responsibility to ensure this and to provide for safeguarding of the public.