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## Version history and amendments

<b>Action</b>	<b>Date</b>	<b>Notes</b>
Rebrand	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.



<b>Profile Suite and Label</b>	<b>Play Specialists – Play Specialist</b>
<b>Job Statement</b>	1. Organises play activities for children in hospital 2. Implements play programmes

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Motivating clients and helping children come to terms with life changing events and long term medical conditions; children with special needs	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Range of work procedures and practices, majority non-routine; intermediate level theoretical knowledge</b> Knowledge of child development and therapeutic programmes of play , NNEB plus experience or HPS BTEC or equivalent level of knowledge	4	88
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Judgements involving facts or situations, some requiring analysis</b> Analysis, judgements on appropriate play activities for patient individual needs and conditions	2	15
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some on-going</b> Plans play activities	2	15
5.	<b>Physical Skills</b>	<b>Physical skills obtained through practice</b> Manoeuvring wheel chairs, trolleys using hoists	2	15
6.	<b>Patient/Client Care</b>	<b>Implement clinical care; care packages</b> Implements play programmes	4(a)	22
7.	<b>Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Comments on policies for own area	1	5
8.	<b>Financial &amp; Physical Resources</b>	<b>Responsible for safe use of equipment by others</b> Ensures safe and careful use of communal play equipment	2(b)	12
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees</b> Demonstrate work place routines to new staff	1	5
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Participates in surveys of children	1	5
12.	<b>Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Works on own initiative. supervisor available	2	12
13.	<b>Physical Effort</b>	<b>Frequent light effort for long periods; frequent moderate effort for several short periods</b> Awkward positions during play: manoeuvres children using hoists	3(a)(c)	12



14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Concentration required for supervision, observation of play activities	2(a)	7
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances</b> Care of terminally ill; children with dependency problems; waking in an intensive care environment	3(a), (b)	18
16.	<b>Working Conditions</b>	<b>Occasional/Frequent highly unpleasant conditions</b> Exposure to body fluids	3(b)/4(b)	12-18
<b>JE Score 279 - 285</b>			<b>Band 4</b>	



<b>Profile Suite and Label</b>	<b>Play Specialists – Play Specialist Higher Level (Team Leader)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Organises play activities for children in hospital</li> <li>2. Plans, develops, implements, evaluates play programmes within wider care programme</li> <li>3. May lead a team of play specialists</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Motivating clients and helping clients, patients, carers come to terms with life changing events; clients with special needs	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Expertise in therapeutic play scheme acquired through HPS BTEC or equivalent, plus further knowledge acquired through short courses and experience to degree equivalent level	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations requiring comparison of a range of options</b> Assessing patients/clients' Nay needs and resolving problems where there may be different options	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some on-going</b> Plans play activities or plans rotas for less experienced staff	2	15
5.	<b>Physical Skills</b>	<b>Physical skills obtained through practice</b> Manoeuvring wheelchairs, trolleys using hoists	2	15
6.	<b>Patient/Client Care</b>	<b>Develops Programmes of Care/Care packages</b> Plans, develops, implements, programmes of therapeutic play	5(a)	30
7.	<b>Policy/Service Development</b>	<b>Implements policies for own area</b> Implements play/practices and proposes other changes to working practices	2	12
8.	<b>Financial &amp; Physical Resources</b>	<b>Responsible for safe use of equipment by others</b> Ensures safe and careful use of communal play equipment	2(b)	12
9.	<b>Human Resources</b>	<b>Day to day supervision; professional /clinical supervision; provide training in own discipline</b> Day to clay/clinical supervision of play staff & students; provides training in play activity programmes	2(a), (b), (c)	12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Participates in surveys of children	1	5
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed, rather than supervised</b> Works autonomously, only refers to manager when necessary	3	21
13.	<b>Physical Effort</b>	<b>Frequent light effort for long periods; moderate effort for several short periods</b> Awkward positions during play; manoeuvres patients/clients using hoists	3(a)(c)	12



14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Concentration required for supervision /observation of play activities	2(a)	7
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances</b> Care of terminally ill; clients with dependency problems	3(a), (b)	18
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant conditions</b> Exposure to body fluids	4(b)	18
<b>JE Score 360</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Play Specialists – Play Specialist Team Manager</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Ensures that a high quality play service is delivered to children in hospital</li> <li>2. Plans play activities, including for children undergoing invasive procedures; also terminal illnesses; child abuse</li> <li>3. Co-ordinates work, provides day to day management and clinical supervision to less experienced staff</li> <li>4. Provides training in therapeutic play to other staff and carers</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive highly sensitive information; barriers to understanding' presentations complex, sensitive information to large groups</b></p> <p>Motivating and helping children, relatives, carers come to terms with prospective death, withdrawal of life support; child abuse cases</p>	5(a)	45
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Expertise within specialism, underpinned by theory</b></p> <p>Expertise in therapeutic play acquired through HPS BTEC or equivalent, plus further knowledge acquired through short courses and experience to degree equivalent level</p>	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Range of complex facts or situations requiring interpretation, comparison of a range of options</b></p> <p>Analysis, assessment of different avenues for intervention because of complex or conflicting needs of children and families</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise complex activities, requiring adjustments</b></p> <p>Co-ordinates, organises work of play staff, adjusts work allocation to deal with emergency theatre lists; patient conditions</p>	3	27
5.	<b>Physical Skills</b>	<p><b>Physical skills obtained through practice</b></p> <p>Manoeuvring wheel chairs; trolleys, using hoists</p>	2	15
6.	<b>Patient/Client Care</b>	<p><b>Develops Programmes of Care/Care packages</b></p> <p>Plans; develops, implements, programmes of therapeutic play</p>	5(a)	30
7.	<b>Policy/Service Development</b>	<p><b>Implements policies for own area</b></p> <p>Implements play/practices and proposes other changes to working practices</p>	2	12
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Responsible for safe use of equipment by others; maintain stock control; Authorised signatory small/large payments</b></p> <p>Ensures safe and careful use of communal play equipment; orders play equipment; authorised signatory for minor play items/authorises overtime and other payments</p>	2(a)(c)(d)/ 3(a)	12-21
9.	<b>Human Resources</b>	<p><b>Day to day management/line manager for a single function or department</b></p> <p>Day to day/line management of play staff; students, including day-to-day performance, participating in recruitment: appraisal; training</p>	3(a)/4(a)	21-32
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b></p> <p>Updates client records</p>	1	4
11.	<b>Research &amp; Development</b>	<p><b>Undertakes surveys or audits as necessary to own work/ undertakes R&amp;D activities</b></p> <p>Carries out audits/leads complex audit of play service; participates in research programmes</p>	1–2(a)	5-12



12.	Freedom to Act	<b>Broad occupational policies</b> Works autonomously, lead specialist for therapeutic/developmental play	4	32
13.	Physical Effort	<b>Frequent light effort for long periods; moderate effort for several short periods</b> Awkward positions during play; manoeuvres patients/clients using hoists	3(a)(c)	12
14.	Mental Effort	<b>Frequent concentration; work pattern unpredictable</b> Concentration required for supervision /observation of play activities; called to emergencies for child patients or staff	3(a)	12
15.	Emotional Effort	<b>Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances</b> Care of terminally ill; clients with dependency problems, child protection cases	3(a),(b)	18
16.	Working Conditions	<b>Frequent highly unpleasant conditions</b> Exposure to body fluids	4(b)	18
<b>JE Score 425-452</b>			<b>Band 6</b>	