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Version history and amendments

Action	Date	Notes
Rebrand	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
Profile note		<p>These profiles have been created to assist panels in matching jobs where jobholders can be recruited from a variety of professional disciplines e.g. professional regulation is required but not specific to any one profession.</p> <p>They must not be used to match against jobs that are profession specific and where the focus of the job is to provide profession specific care or management as an existing profile from the appropriate occupational group will provide an accurate match.</p> <p>Professional Competence Practitioners employed on job descriptions that are nonspecific, may potentially be required to work outside their professional competencies; this will need to be managed by the employing organisation. Competency to undertake duties in the job description are outside the JES remit.</p> <p>The responsibility for these roles and the safeguarding of the public is with the organisation.</p>



Profile Suite and Label	Multidisciplinary clinical roles - Clinical Practitioner Specialist
Job Statement	<ol style="list-style-type: none"> 1. Assesses patients; plans, implements the treatment and monitors care; 2. Provides specialist advice. This may be carried out in a specialist area and/or using specialist clinical skills 3. Supervises students, support workers

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive complex, sensitive information; barriers to understanding/ Provide and receive highly complex, highly sensitive or highly contentious information; barriers to understanding; Provide and receive complex, sensitive or contentious information; communicating in a hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates sensitive/ highly sensitive, confidential information concerning patients or clients requiring empathy, persuasion and reassurance. Some may have special needs; patients or clients may be hostile, antagonistic</p>	4(a) - 5 ac	32 - 45
2.	Knowledge, Training & Experience	<p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Professional knowledge acquired through degree supplemented by a post-graduate qualification or specialist training, experience, short courses equivalent to post-graduate diploma qualification</p>	6	156
3.	Analytical & Judgemental Skills	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Skills for assessing and interpreting complex needs of patients or client conditions, appropriate diagnosis; skills for development of Specialised treatment programmes</p>	4	42
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Plans and co ordinates provision of care for patients or clients, May allocate work to staff</p>	2	15
5.	Physical Skills	<p>Developed physical skills; advanced sensory skills</p> <p>Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures control and restraint skills, physical skills needed for sensory assessment</p>	3ab	27
6.	Patient/Client Care	<p>Develop specialised programmes of care or care packages; Provide highly specialised advice in relation to care</p> <p>Develops and implements specialist programmes of care; gives highly specialist advice to patients, clients or carers</p>	6ac	39
7.	Policy/Service Development	<p>Follow policies in own role, may be required to comment/ Implement policies and propose changes to practices, procedures for own area</p> <p>Follows policies, makes comments on proposals for change/Implements policies and proposes changes to working practices or procedures in own work area</p>	1 – 2	5 -12



8.	Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ Maintain stock control; Authorised signatory, small payments Responsible for equipment used/ orders supplies; signs timesheets	1 – 2acd	5 - 12
9.	Human Resources	Day to day supervision; Professional /clinical supervision Supervises work of others; clinical supervision of staff, students; provides training to others	2abc	12
10.	Information Resources	Record personally generated information Maintains work-related records	1	4
11.	Research & Development	Undertake surveys or audits, as necessary to own work Occasional participation in R&D activity	1	5
12.	Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/ Broad occupational policies Works within codes of practice and professional guidelines/ lead specialist for defined caseload or patient group	3 – 4	21 - 32
13.	Physical Effort	Frequent light effort for several short periods; occasional requirement to exert moderate physical effort for several short periods during a shift/ Frequent moderate effort for several short periods Walks and stands most of shift, kneels and crouches to e.g. dress wounds; Manoeuvres patients/ lifts substantial equipment	2 bd- 3c	7-12
14.	Mental Effort	Frequent concentration; work pattern predictable/ Unpredictable Concentrations in providing clinical care, e.g. calculating drug doses for infusion, carrying out tests, assessing patients and clients / Interruptions to deal with unpredictable client behaviour	2a – 3a	7 - 12
15.	Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances Imparts unwelcome news, care of terminally ill/ safeguarding issues, e.g. child abuse. Severely challenging behaviour	2a – 3ab	11-18-
16.	Working Conditions	Frequent unpleasant conditions; Occasional/ Frequent exposure to highly unpleasant conditions Body odours, verbal aggression / Body fluids, fleas, lice, soiled clothing	3ab- 4b	12-18
JE Score 400 - 461			Band 6	



Profile Suite and Label	Multidisciplinary clinical roles - Clinical Practitioner Advanced
Job Statement	<ol style="list-style-type: none"> 1. Assesses patients; plans, implements the treatment and monitors care; provides highly specialist advice; maintains associated records 2. Lead specialist in defined area of care 3. Provides specialist education and training to other staff, students and/patients / clients

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive complex, sensitive information; barriers to understanding/ Provide and receive highly complex, highly sensitive or highly contentious information; barriers to understanding; Provide and receive complex, sensitive or contentious information; communicating in a hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates sensitive/ highly sensitive, confidential information concerning patients or clients requiring empathy, persuasion and reassurance. Some may have special needs; patients or clients may be hostile, antagonistic</p>	4 (a) - 5 ac	32 - 45
2.	Knowledge, Training & Experience	<p>Highly developed specialist knowledge, underpinned by theory and experience</p> <p>Professional knowledge acquired through degree supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to masters equivalent level</p>	7	196
3.	Analytical & Judgemental Skills	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Skills for assessing and interpreting complex needs of patients or client conditions, appropriate diagnosis; skills for development of Specialised treatment programmes</p>	4	42
4.	Planning & Organisational Skills	<p>Plan and organise complex activities or programmes, requiring formulation, adjustment</p> <p>Plans Specialised health and education programmes; coordinates multi-disciplinary groups in specialist area</p>	3	27
5.	Physical Skills	<p>Developed physical skills; advanced sensory skills/highly developed physical skills requiring a high degree of precision and high levels of hand, eye and sensory co-ordination</p> <p>Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures cannulation/ intubation, suturing, control and restraint skills, physical skills needed for sensory assessment</p>	3ab - 4	27- 42
6.	Patient/Client Care	<p>Develop specialised programmes of care or care packages; Provide highly specialised advice in relation to care</p> <p>Assesses, plans, implements and evaluates specialist clinical care of patients or clients; gives highly specialist advice to patients, clients or carers</p>	6ac	39
7.	Policy/Service Development	<p>Implement policies and propose changes to practices, procedures for own area</p> <p>Implements policies and proposes changes to working practices or procedures in own work area</p>	2	12



8.	Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ Maintain stock control; Authorised signatory, small payments Responsible for equipment used/ orders supplies; signs timesheets	1 – 2acd	5 - 12
9.	Human Resources	Day to day supervision; Regularly responsible for Professional or clinical supervision /Responsible for Teaching or delivery of specialist training Supervises work of others; clinical supervision of staff, students; provides training to others / Delivers specialist training in area of expertise	2abc – 3c	12 - 21
10.	Information Resources	Record personally generated information Maintains records relating to clients, patients	1	4
11.	Research & Development	Undertake surveys or audits, as necessary to own work Occasional participation in R&D activity	1	5
12.	Freedom to Act	Guided by principles and broad occupational policies Accountable for own professional actions, lead specialist for defined caseload	4	32
13.	Physical Effort	Frequent light effort for several short periods; occasional requirement to exert moderate physical effort for several short periods during a shift/ Frequent moderate effort for several short periods Walks and stands most of shift, kneels and crouches to e.g. dress wounds; Manoeuvres patients/ lifts substantial equipment	2bd – 3c	7 - 12
14.	Mental Effort	Frequent concentration; work pattern predictable/ Unpredictable Concentration on patient assessments and diagnosis, providing clinical care, e.g. calculating drug doses for infusion, carrying out tests/ Interruptions to deal with staff or emergencies	2a – 3a	7 - 12
15.	Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances Imparts unwelcome news, care of terminally ill/ safeguarding issues, e.g. child abuse. Some challenging behaviour	2a – 3ab	11-18-
16.	Working Conditions	Frequent unpleasant conditions; Occasional/ Frequent highly unpleasant conditions Body odours, verbal aggression / Body fluids, fleas, lice, soiled clothing	3ab- 4b	12-18
Score 477 - 539			Band 7	