

Consultation on revisions to the national job matching profiles for nursing and midwifery – bands 7 to 9.

Provide feedback via the [online form](#).

The tables below are designed to help you compare the proposed profiles to the existing ones.

On the whole, the changes being suggested to the profiles are additional wording in the “non-bold” rationales for the factor levels to give more current and accurate examples, and refining the language of the factor levels to avoid confusion. This should help panels in their deliberations, and role holders themselves in seeing their jobs reflected. In some profiles, factor level options have been added or removed but this does not fundamentally change the profile banding. Variations conventions still apply. All amendments have been informed by the evidence received from job holders and employing organisations.

Midwifery profile changes - Band 8 and above– it is proposed to create a new profile for band 8a-b and archive the current 8b-c. This will enable the matching of band 8a roles in midwifery.

Please remember - Profiles reflect duties and responsibilities, they do not set or dictate them.

There are some other key changes that apply to all revised profiles:

- Profile labels (titles) have been removed as evidence showed they were confusing panels and leading to profiles not being selected for jobs they may be relevant for.
- The full factor level definition has been included rather than a truncated version – JEG is aware that profiles are often used and viewed by people other than trained panel practitioners so want to ensure that the wording was comprehensive.
- The way in which the bold and non-bold text is displayed has also been changed for the same reason.
- Where existing profiles have lower range scores below the band boundary, some lower scores have been

Profile comparisons

Nursing band 7.....	2
Nursing Band 8 - 9	26
Midwifery band 7.....	54
Midwifery band 8 - 9	74

Nursing band 7

Profile Label:	Nursing: Advanced	7a
Job Statement	<ol style="list-style-type: none"> 1. Assesses patients/clients, plans, implements care in a variety of settings, provides highly specialist advice; maintains associated records 2. Lead specialist in a defined area of nursing care 3. Provides specialist education and training to other staff, students and/or patients/clients 4. Undertakes research and leads clinical audits in own specialist area 	<ol style="list-style-type: none"> 1. Assesses patients/clients, plans, implements care in a variety of settings, provides highly specialist advice; 2. Deliver specialist nursing care to a defined caseload/within a defined area of nursing 3 Provides advice and support to nurses/multi-disciplinary team 4. Provides specialist education and training to other staff, students and/or patients/clients 5. Leads clinical audits in own specialist area

Factor	Relevant Job Information	JE Level	Revised wording	JE level
1. Communication & Relationship Skills	<p>Provide and receive complex, sensitive information; barriers to understanding/ Provide and receive highly complex, sensitive or contentious information; barriers to understanding; Present complex, sensitive or contentious information to large groups</p> <p>Communications condition related information to patients/clients and carers/Communicates very sensitive, complex condition related information to patients, relatives, empathy and reassurance; presentations to groups on sensitive issues</p>	4a-5ab	<p>4a Providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding;</p> <p>Communicates sensitive/ confidential information concerning patients/clients requiring empathy, persuasion and reassurance/ Some patients may have 'additional' needs</p> <p>Or</p>	4a-5ab

			<p>5a Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding</p> <p>Communicates highly sensitive, confidential information e.g. safeguarding/public protection suspected patient abuse or sexually transmitted diseases /clients requiring empathy, persuasion and reassurance; e.g. life limiting/changing information</p> <p>And/or</p> <p>5c providing and receiving complex, sensitive or contentious information, where there are significant barriers to acceptance which need to be overcome using developed interpersonal and communication skills such as would be required when communicating in a hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates complex, sensitive or contentious information concerning patients/clients patients/clients may be challenging behaviours e.g. unpredictable behaviours due to client group</p>	
2. Knowledge, Training &	Highly developed specialist knowledge, underpinned by theory and experience	7	Highly developed specialist knowledge, underpinned by theory and experience	7

Experience	Professional knowledge acquired through degree supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to masters equivalent level		Professional/clinical knowledge acquired through degree, supplemented by specialist training, experience, short courses, CPD to Masters level or equivalent	
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing and interpreting specialist patient/client conditions, appropriate action; skills for development of specialised programmes	4	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing and interpreting complex needs of patients/clients e.g. clinical assessment of multiple pathology and complex health and social needs/ conditions, interpretation of investigation/test outcomes; ordering diagnostic tests. Selecting appropriate referral pathway	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans specialised nursing service provision and/or specialised health and education programmes; coordinates multi-disciplinary groups in specialist area	3	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans specialised nursing service provision and/or specialised health and education programmes; coordinates multi-disciplinary groups in specialist area e.g include planning and running of nurse led clinics	3
5. Physical Skills	Physical skills obtained through practice/ Highly developed physical skills, accuracy important, manipulation of fine tools, materials Dexterity coordination for driving, immunisation/ Dexterity and accuracy required for e.g. intravenous	2-3b	3a The post requires developed physical skills to fulfil duties where there is a specific requirement for speed or accuracy. This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margins for error	3ab ¹

¹ Removed lower level score and introduced another option for level 3

	injections, syringe pumps and infusions, insertion of catheters, removal of sutures		<p>Restraint of patients/clients using approved techniques;</p> <p>And/or</p> <p>3b The post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials.</p> <p>Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures, piclines and peg feeds.</p>	
6. Responsibility for Patient/Client	<p>Develop specialised programmes of care/ care packages; Provide highly specialised advice concerning care</p> <p>Assesses, develops and implements specialist nursing care programmes and/or specialised health and education programmes; highly specialist advice to patients/clients, carers, relatives and other professionals</p>	6ac	<p>6a Develops specialist programmes of care</p> <p>Assesses care plans, develops, implements and evaluates specialised programmes of care/ care packages;</p> <p>And/or</p> <p>6c Provides highly specialised advice concerning care</p> <p>Provide specialist advice concerning the care or treatment of identified groups or categories of patients/clients, to nurses and multi-disciplinary team clinicians and colleagues.</p>	6ac

<p>7. Responsibility for Policy/Service Development</p>	<p>Propose policy or service changes, impact beyond own area Develops protocols for specialist area, impact on other disciplines</p>	<p>3</p>	<p>Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity Significant contributor to development/leads implement of the development of protocols for specialist area, impact on other disciplines within multi-disciplinary team.</p>	<p>3</p>
<p>8. Responsibility for Financial & Physical Resources</p>	<p>Personal duty of care in relation to equipment, resources/ Maintain stock control; Authorised signatory, small payments Personal duty of care/ Orders specialist supplies; authorises overtime, agency nurse payments</p>	<p>1-2cd</p>	<p>1 Observes personal duty of care in relation to equipment and resources used in course of work. Responsible for equipment used Or 2(a) Regularly handles or processes cash, cheques, patients' valuables Handles patient valuables; And/Or 2(b) Responsible for the safe use of equipment other than equipment which they personally use Dismantling and assembling equipment for use by other staff or patients/clients And/Or</p>	<p>1-2abcd²</p>

² Introduced more options for level 2

			<p>2(c) Responsible for maintaining stock control and/or security of stock Orders supplies, stock or equipment e.g. to maintain sufficient resources for own work /ward area or team</p> <p>And/Or</p> <p>(d) Authorised signatory for small cash/financial payments Authorised to sign off e.g. expenses, agency/bank timesheets</p>	
<p>9. Responsibility for Human Resources</p>	<p>Professional /clinical supervision; Provide training in own discipline/ Teach/deliver specialist training Supervises other nurses, students; provides training/ Specialist training</p>	2bc-3c	<p>2 (a) Responsible for day-to-day supervision or co-ordination of staff within a section/function of a department/service Supervises work of others in the team or MDT</p> <p>And/Or</p> <p>2 (b) regularly responsible for professional/clinical supervision of a small number of qualified staff or students Regular clinical supervision of staff, students</p> <p>And/Or</p>	2abc-3ac ³

³ Introduced additional option for level 2 and 3

			<p>2 (c) regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments</p> <p>Regularly provides training to nursing or other disciplines where the topic or subjects connected with their own work</p> <p>Or</p> <p>3(a) Responsible for day to day management of a group of staff</p> <p>Lead and manage a specialist team of nurses</p> <p>And/or</p> <p>3(c) Responsible for the delivery of specialist training</p> <p>Provide specialist education to training to own and other professions</p>	
10. Responsibility for information Resources	Record personally generated information Maintains work-related records	1	Record personally generated information Maintains work-related records relating to personally generated clinical observations, test results, own court or case reports, research data.	1

<p>11. Responsibility for Research & Development</p>	<p>Regularly undertake R & D activity; clinical trials; equipment testing, adaptation/ R&D activities as major job requirement Undertakes research, leads clinical audit in own area</p>	<p>2ab-3</p>	<p>Regularly undertake R & D activity as a requirement of the job Undertakes R&D activity; clinical trials; equipment testing . Regular undertaking of multi stranded audit/relevant research e.g. measurement of service effectiveness/patient satisfaction to support e improvement in service/clinical outcomes</p>	<p>2a⁴</p>
<p>12. Freedom to Act</p>	<p>Broad occupational policies Accountable for own professional actions, lead specialist for defined area</p>	<p>4</p>	<p>Expected results are defined but the post holder decides how they are best achieved and is guided by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points. There is significant discretion to work within professional guidelines and/or a set of defined parameters e.g. lead practitioner or specialist for section/department or clinical field or has responsibility for a defined caseload or locality in the community.</p>	<p>4</p>
<p>13. Physical Effort</p>	<p>Combination of sitting, standing, walking/ Occasional moderate effort for several short periods Some lifting, e.g. training equipment/ Moves. Manoeuvres patients</p>	<p>1-2d</p>	<p>2(a) There is a frequent requirement for sitting or standing in a restricted position for a substantial proportion of working time And/or 2(b) there is a frequent requirement for light physical effort for several short periods during a shift.</p>	<p>2abcd-3ac ⁶</p>

⁴ Level 3 removed based on job evidence

⁶ Levels adjusted based on job evidence – lower level removed, higher level added

		<p>And/or</p> <p>2(c) there is an occasional requirement to exert light physical effort for several long periods during a shift.</p> <p>2(d) there is an occasional requirement to exert moderate physical effort for several long periods during a shift.</p> <p>Or</p> <p>3(a) There is a frequent requirement to exert light physical effort for several long periods during a shift</p> <p>And/or</p> <p>3(b) there is an occasional requirement to exert moderate physical effort for several long periods during the shift</p> <p>And/or</p> <p>3(c) there is a frequent requirement to exert moderate physical effort for several short periods during a shift</p> <p>Walks and stands most of shift; kneels and crouches to e.g. dress wounds</p>	
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			Manoeuvres patients with mechanical aids, lifts substantial equipment ⁵	
14. Mental Effort	Frequent concentration; work pattern predictable Concentration on patient assessments, injections, schedule of visits, reports, meetings, data analysis	2a	<p>2(a) There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention Concentrations in providing clinical care, e.g. immunisation, calculating drug doses for infusion, carrying out tests</p> <p>Or</p> <p>2(b) there is an occasional requirement for concentration where the work pattern is unpredictable Occasional interruptions to deal with e.g. bleep</p> <p>Or</p> <p>3(a)There is a frequent requirement for concentration where the work pattern is unpredictable Frequent interruptions e.g. to deal with unpredictable client behaviour</p>	2ab-3a
15. Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances;	2a-3ab	2 (a) Occasional exposure to distressing or emotional circumstances,	2a-3ab

⁵ Panels to determine extent of effort and frequency required

	<p>Occasional highly distressing or emotional circumstances Challenging behaviour from patients/clients/ Imparts news of terminal illness, bereavement</p>		<p>Or</p> <p>3 (a) Frequent exposure to distressing or emotional circumstances</p> <p>2a Occasionally/ 3a Frequently gives and explains unwelcome news to patients/relatives,</p> <p>Or</p> <p>3(b) Occasional exposure to highly distressing or emotional circumstances Involvement and/or care of terminally ill/ directly deals with safeguarding issues, e.g. child abuse / patients who exhibit challenging behaviour</p>	
<p>16. Working Conditions</p>	<p>Frequent unpleasant conditions/Occasional/ Frequent highly unpleasant conditions Body odours, dust, noise/ Body fluid, verbal aggression</p>	3ab-4b	<p>3(a) Frequent exposure to unpleasant working conditions Being in the vicinity of unpleasant odours, dust, noise</p> <p>And/Or</p> <p>3(b) occasional exposure to highly unpleasant working conditions Occasional direct contact Body fluids, deals with verbal aggression form patients/clients/service users, families or carers</p>	3ab-4b

			Or	
			4(b) frequent exposure to highly unpleasant working conditions	
			Frequent direct contact with e.g. uncontained body fluids fleas lice noxious fumes	
Profile score	470-537		486-538	

Reminder of band 7 score range – 466-539

Profile Label:	Nursing: Nurse Team Manager	7b
Job Statement	<ol style="list-style-type: none"> 1. Provides leadership and management for nursing specialist and associated staff 2. Assesses patients/clients, plans, implements care, provides specialist advice; maintains associated records 3. May liaise with other agencies in planning programmes of care and/or health and education programmes 4. May hold budget 	<ol style="list-style-type: none"> 1. Provide leadership and management for nursing specialist and associated staff. 2. Assess patients/clients; plans, implements care; provides specialist advice; maintains associated records. 3. May liaise with other agencies in planning programmes of care and/or health and education programmes. 4. Authorised signatory; purchase assets/supplies; or may be responsible for delegated budget for Team.

Factor	Relevant Job Information	JE Level	Revised wording	JE level
1. Communication & Relationship Skills	<p>Provide and receive complex, sensitive information; barriers to understanding/ Provide and receive highly complex, sensitive or contentious information; barriers to understanding; hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates sensitive/highly sensitive, confidential information concerning patients/clients requiring empathy, persuasion and reassurance. Some may have special needs; patients/clients may be hostile, antagonistic</p>	4a-5ac	<p>4a Providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathetic or reassurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding.</p> <p>Communicate sensitive/highly sensitive, confidential information concerning patients/clients requiring empathy, persuasion and reassurance.</p> <p>Or</p>	4a-5ac

		<p>5a Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiation, training, empathetic, or reassurance skills are required. This may be because agreement or co-operation is required or there are barriers to understanding. Communicate highly sensitive, confidential information e,g, safeguarding/public protection suspected patient abuse or sexually transmitted diseases /clients requiring empathy, persuasion and reassurance; eg.life limiting and or life changing information</p> <p>And/or</p> <p>5c Providing and receiving complex, sensitive or contentious information, where there are significant barriers to acceptance which need to be overcome using developed interpersonal and communication skills such as would be required when communicating in a hostile, antagonistic or highly emotive atmosphere. Communicate complex, sensitive or contentious information to patients/clients that may be challenging/unpredictable in their behaviours due to client group.</p>	
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<p>2. Knowledge, Training & Experience</p>	<p>Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses</p>	<p>6</p>	<p>Specialist knowledge across range of procedures underpinned by theory. Professional knowledge acquired through degree supplemented by post registration/graduate specialist training, experience and/or short courses or equivalent</p>	<p>6</p>
<p>3. Analytical & Judgemental Skills</p>	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing and interpreting complex needs of patients/clients and staffing issues</p>	<p>4</p>	<p>Judgements involving complex facts or situations, which require the analysis, interpretation, and comparison of a range of options. Skills for assessing and interpreting complex needs of patients/clients e.g. clinical assessment of multi-pathology and complex health and social needs/ conditions, decisions on whether to order and/or making an interpretation of investigation/test outcomes/selecting appropriate pathway</p>	<p>4</p>
<p>4. Planning & Organisational Skills</p>	<p>Plan and organise complex activities or programmes, requiring formulation, adjustment Plans delivery of specialist nursing care, allocation and deployment of staff, coordinates multi agency activities</p>	<p>3</p>	<p>Planning and organisation of a number of complex activities or programmes, which require the formulation and adjustment of plans. Plans specialised nursing service provision and/or specialised health and education programmes; co-ordinates multi-disciplinary groups in specialist area e.g. include planning and running of nurse led clinics. Plans delivery of specialist nursing care, allocation and deployment of staff, co-ordinates multi-agency activities.</p>	<p>3</p>

5. Physical Skills	<p>Developed physical skills; manipulation of objects, people; narrow margins for error; manipulation of fine tools, materials</p> <p>Restraint of patients/clients using approved techniques; Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures</p>	3ab	<p>3a The post requires developed physical skills, where there is a specific requirement for speed or accuracy. This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margin for error.</p> <p>Restraint of patients/clients using approved techniques; dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures, PICC lines,peg tubes.</p> <p>And/or</p> <p>3b The post requires developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials.</p> <p>Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures.</p>	3ab
6. Responsibility for Patient/Client	<p>Provide specialised advice in relation to care/ Develop specialised programmes of care/ care packages; Provide highly specialised advice concerning care; accountable</p>	5a-6acd	<p>6a Develops specialised programmes of care/care packages.</p>	6acd ⁷

⁷ 5 removed based on job evidence received

	<p>for direct delivery of sub-division of a clinical, clinical technical or social care service(s) Assesses, develops and implements nursing care programmes/ Specialist nursing care programmes; provides highly specialist advice; responsibility for delivery of a service for a geographical area</p>		<p>Assess care plans, develops, implements and evaluates specialist programmes of care/care packages.</p> <p>And/or</p> <p>6c Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients. Provide specialist advice concerning the care or treatment of identified groups or categories of patients/clients, to nurses and multi-disciplinary team clinicians and colleagues.</p> <p>And/or</p> <p>6d Accountable for the direct delivery of a service within a sub-division of a clinical, clinical technical or social care service. Is responsible for leading and delivering a service for a geographical area/unit/specialist team.</p>	
7. Responsibility for Policy/Service Development	<p>Implement policies and propose changes to practices, procedures for own area/ Propose policy or service changes, impact beyond own area</p>	2-3	<p>2 Implements policies for own work area and proposes changes to working practices or procedures for own work area. Contributes or participates to policy and practice changes arising from e.g. audits, complaints.</p>	2-3-4 ⁸

⁸ Level 4 added

	Contributes to policy and practice changes arising from e.g. audits, complaints/ Contributes to policies which impact on other areas		<p>Or</p> <p>3 Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity. Lead nursing contributor to and proposes changes to policies which impact on other areas e.g. changes to pathways within service which impact on the multi-disciplinary team.</p> <p>Or</p> <p>4 Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity. Accountable and responsible for leading on developing and implementing policies and ensuring compliance and standards of care, including e.g. NMC standards and maintained by all staff</p>	
8. Responsibility for Financial & Physical Resources	Authorised signatory; Hold delegated budget/Budget holder for department/service	3ad-4a	<p>3a Authorised signatory for cash/financial payments. Sign off expenses, authorising agency/bank spend.</p> <p>And/or</p>	3abcd ⁹

⁹ Level 4 removed based on job evidence

	Authorises overtime for nursing and support staff, responsible for supplies; holds delegated budget/ Holds budget		<p>3b Responsible for the purchase of some physical assets or supplies. Purchase/approve equipment or supplies; making recommendation and decision on appropriate suppliers.</p> <p>And/or</p> <p>3c Monitors or contributes to the drawing up of department/service budgets or financial initiatives. Oversee and/or monitoring management of budget and best use of resource allocation and/or cost improvement plans.</p> <p>And/or</p> <p>3d Holds a delegated budget from a budget for a department/service. Hold delegated budget for section/team.</p>	
9. Responsibility for Human Resources	<p>Day to day management; Allocate, place and supervise staff or students/ Line manager for single function or department</p> <p>Manages staff; organises student placements or allocates placement and supervision of staff, students/ Line management</p>	3ab-4a	<p>3a Responsible for day to day management of a group of staff. Manages staff; organises student placements.</p> <p>And/or</p>	3abc ¹⁰ -4ab

¹⁰ Additional option for level 3 added

		<p>3b Responsible for the allocation or placement and subsequent supervision of qualified staff or students. Allocates placement and supervision of staff, students.</p> <p>And/or</p> <p>3c Responsible for the teaching/delivery of core training on a range of subjects or specialist training. Delivers specialist training to nurses and/or other members of the multi-disciplinary team.</p> <p>Or</p> <p>4a Responsible as line manager for a single function or department. Line manage staff within own area of responsibility/service, including recruitment, development, and performance.</p> <p>And/or</p> <p>4b Responsible for the teaching or devising of training and development programmes as a major job responsibility. Develop and deliver training packages and/or teaches other groups of staff as a major job responsibility.</p>	
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10. Responsibility for information Resources	Record personally generated information Maintains work-related records	1	Record personally generated information. Maintains work related records.	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ Regularly undertake R & D activity; clinical trials; equipment testing May undertake/ Undertakes R&D activity; clinical trials; equipment testing	1-2abc	Regularly undertakes R&D activity as a requirement of the job. Regular undertaking of multi-stranded audit/relevant research e.g. measurement of service effectiveness/patient satisfaction to support e improvement in service/clinical outcomes.	2a ¹¹
12. Freedom to Act	Broad occupational policies Accountable for own professional actions, manages team and interprets policy	4	Expected results are defined but the post holder decides how they are best achieved and is guided by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points. There is significant discretion to work within professional guidelines and/or a set of defined parameters e.g. lead practitioner or specialist for section/department or clinical field, or has responsibility for a defined caseload or locality in the community	4
13. Physical Effort	Combination of sitting, standing, walking/ Frequent light effort for several short periods; occasional moderate effort for several short periods/ Frequent moderate effort for several short periods	1-2bd-3c	3a There is a frequent requirement to exert light physical effort for several long periods during a shift.	3abc ¹²

¹¹ Level 1 removed, and options removed in Level as per job evidence received

¹² Levels 1 and 2 removed and more options in level 3 given – as per job evidence received

	<p>Walks, sits and stands/Walks and stands most of shift; kneels and crouches to e.g. dress wounds/Manoeuvres patients, lifts substantial equipment</p>		<p>Turns manoeuvres patients for toileting, bathing, using aids, will be kneeling/crawling into cramp spaces/working at bed/wheel chair height</p> <p>And/or</p> <p>3b There is an occasional requirement to exert moderate physical effort for several long periods during a shift.</p> <p>And/or</p> <p>3c There is a frequent requirement to exert intense physical effort for several short periods during a shift.</p> <p>3b/c Kneels and crouches to dress wounds; Manoeuvres patients, lifts substantial equipment.</p>	
<p>14. Mental Effort</p>	<p>Frequent concentration; work pattern predictable/ Unpredictable Concentration in providing clinical care, e.g. immunisation, calculating drug doses for infusion, carrying out tests/ Interruptions to deal with unpredictable client behaviour, staffing issues</p>	<p>2a-3a</p>	<p>2a There is a frequent requirement for concentration where the work pattern is predictable, with few competing demands for attention. Concentration in providing clinical care e.g. immunisation.</p> <p>Or</p> <p>3a There is a frequent requirement for concentration where the work pattern is unpredictable.</p>	<p>2a-3a</p>

			Calculating drug doses for infusion, carrying out tests with interruptions to deal with unpredictable client behaviour, staffing issues.	
15. Emotional Effort	Occasional distressing or emotional circumstances/ Occasional/frequent highly distressing or emotional circumstances/ Imparts unwelcome news, care of terminally ill/ Safeguarding issues, e.g. child abuse. Some challenging behaviour	2a-3a-4b	3a Frequent exposure to distressing or emotional circumstances. Imparts unwelcome news, care of terminally ill Or 4b Frequent exposure to highly distressing or highly emotional circumstances. Safeguarding issues, e.g. child abuse. Some challenging behaviour	3a-4b ¹³
16. Working Conditions	Occasional/Frequent unpleasant conditions/Occasional/ Frequent highly unpleasant conditions Body odours, dust, noise/ Body fluid, verbal aggression	2a-3ab-4b	3b Occasional exposure to highly unpleasant working conditions. Or 4b Frequent exposure to highly unpleasant working conditions. 3b/4b Body odours, dust, noise/Body fluid, verbal aggression	3b-4b ¹⁴
Profile score	437*-536		474-536	

¹³ Level 2 removed

¹⁴ Level 2 removed

Reminder of band 7 score range 466-539

*indicates generic profile convention applies

Nursing Band 8 - 9

Profile Label:	Modern Matron	8a
Job Statement	<ol style="list-style-type: none"> 1. Manages and provides leadership for managers and specialist nurses/midwives and other staff 2. Ensures patient/client/carer involvement in development of services, e.g. promoting better health, standards of cleanliness, social care and medicines management 3. Provides specialist education and training to other staff 4. Maintains compliance with, and develops, policies, procedures and guidelines 	<ol style="list-style-type: none"> 1. Provide clinical and operational leadership for a defined service/department. 2. Lead on ensuring consistent delivery of evidence based, safe and effective nursing, infection prevention, safeguarding and patient flow standards within their defined area of responsibility. 3. Provide highly specialised advice to nursing teams, wider professional colleagues e.g. social care, therapies to ensure high standards of direct care delivery. 4. Promote involvement of patient/client/carer, provision to inform patient experience and leading on reduction of health inequalities. 5. Take a key role in service review and/or development and implementation of policies, procedures and guidelines. 6. May provide specialist education and training to own profession and/or multi-disciplinary staff.

Factor	Relevant Job Information	JE Level	Revised wording	JE level
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<p>1. Communication & Relationship Skills</p>	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding; Present complex, sensitive or contentious information to large groups</p> <p>Communicates service-related information to senior managers, staff, patients/clients, carers, external agencies: requires negotiating, persuasive, motivational, reassurance skills; gives formal presentations</p>	<p>5ab</p>	<p>5a Providing and receiving highly complex, highly sensitive or highly contentious information; where developed persuasive, motivational, negotiating, training or empathic or reassurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding.</p> <p>Communicates highly sensitive, confidential information e.g. safeguarding/public protection, suspected patient abuse, sexually transmitted diseases, life changing information, requiring empathy, persuasion and reassurance e.g. life limiting/changing information.</p> <p>And/or</p> <p>5b Presenting complex, sensitive or contentious information to a large group of staff or members of the public.</p> <p>Deliver training or presenting information to large groups (of around 20 people or more) in a formal setting.</p> <p>And/or</p> <p>5c Providing and receiving complex, sensitive or contentious information where there are significant barriers to acceptance which need to be overcome</p>	<p>5a-b-c¹⁵</p>
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¹⁵ Additional option in level 5 given

			<p>using developed interpersonal and communication skills such as would be required when communicating in a hostile, antagonistic or highly emotive atmosphere.</p> <p>Communicates service-related information e.g. safeguarding issues to senior managers, staff, patients/clients, carers, external agencies.</p>	
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	<p>Highly developed specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge and relevant practical experience.</p> <p>Professional/clinical knowledge acquired through degree, supplemented by specialist training, experience, short courses, CPD to Masters level or equivalent</p>	7
3. Analytical & Judgemental Skills	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Skills for analysis of service, patient/client, organisation, staffing issues and case management</p>	4	<p>Judgements involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options.</p> <p>Skills for analysis of service delivery, patient/client, organisation, staffing/resource deployment and specialist and/or multi-pathology case management. Interpretation and analysis of governance, risk management, quality improvement initiatives, decisions on evidence based practice</p>	4
4. Planning & Organisational Skills	<p>Plan and organise broad range of complex activities; formulates, adjusts plans or strategies</p> <p>Planning of strategies which impact across the service and sector, e.g. care coordination, infection control</p>	4	<p>Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing, which require the formulation and adjustment of plans or strategies.</p>	4

			Planning of strategies which impact across the service and sector e.g. lead on programme of work to improve service delivery, co-ordinating workforce/deployment change and reallocation of nursing resources forward planning with other service heads on patient flow/demand, plans and develops training programmes.	
5. Physical Skills	<p>Physical skills obtained through practice/ Developed physical skills; manipulation of objects, people; narrow margins for error; manipulation of fine tools, materials</p> <p>Driving, carries out immunisations/ Restraint of patients/clients using approved techniques; dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures</p>	2-3ab	<p>2 The post requires developed physical skills which are normally obtained through practice over a period of time or during practical training e.g. standard driving or keyboard skills, use of some tools and types of equipment.</p> <p>Driving, standard keyboard skills, carries out immunisations.</p> <p>Or</p> <p>3a The post requires developed physical skills to fulfil duties where there is a specific requirement for speed or accuracy. This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margins for error.</p> <p>Restraint of patients/clients using approved techniques.</p> <p>And/or</p>	2-3ab

			<p>3b The post requires highly developed physical skills, where accuracy is important, but there is no specific requirement or speed. This level of skill may be required for manipulation of fine tools or materials.</p> <p>Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures, PICC lines, PEG feeding tubes.</p>	
<p>6. Responsibility for Patient/Client</p>	<p>Provide highly specialised advice concerning care; Accountable for direct delivery of sub-division of a clinical, clinical technical or social care service</p> <p>Delivers highly specialised case management advice to the multi disciplinary team across sectors; accountable for service delivery</p>	6cd	<p>6a Develops specialist programmes of care/care packages</p> <p>Assess care plans, develops, implements and evaluates programmes of care/care packages.</p> <p>And/or</p> <p>6c Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients.</p> <p>Delivers highly specialised case management advice to the multi-disciplinary team across sectors.</p> <p>And/or</p>	6acd ¹⁶

¹⁶ 6a added as an option

			<p>6d Accountable for the direct delivery of a service within a sub-division of a clinical, clinical technical or social care service.</p> <p>Be accountable for service delivery within a specific and defined service.</p>	
<p>7. Responsibility for Policy/Service Development</p>	<p>Responsible for policy implementation and development for a service</p> <p>Develops and implements integrated care policies across primary and acute settings</p>	4	<p>Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity.</p> <p>Leads development of policy or specific services development e.g. quality initiatives, new services, integration of new pathways and policies into services within remit. Take forward implementation of policies across primary and acute settings.</p>	4
<p>8. Responsibility for Financial & Physical Resources</p>	<p>Authorised signatory; Purchase of some assets; monitoring budgets</p> <p>Signs off expenses; orders supplies; oversees management of budget</p>	3abc	<p>3a Authorised signatory for cash/financial payments.</p> <p>Signs off expenses, authorising agency/bank spend/</p> <p>And/or</p> <p>3b Responsible for the purchase of some physical assets or supplies.</p> <p>Purchase/approve equipment or supplies; making recommendation and decision on appropriate suppliers.</p> <p>And/or</p>	3abc

			<p>3c Monitors or contributes to the drawing up of department/ service budgets financial initiatives. Oversees and/or monitoring management of budget and best use of resource allocation and/or cost improvement plans.</p>	
<p>9. Responsibility for Human Resources</p>	<p>Line manager for single function or department; Teach, devise training and development programmes, major job responsibility Manages own staff, including recruitment, development, performance; devises training packages and teaches other groups of staff</p>	4ab	<p>4a Responsible as line manager for a single function or department. Line manage staff within own area of responsibility/service, including recruitment, development, and performance.</p> <p>And/or</p> <p>4b Responsible for the teaching or devising of training and development programmes as a major job responsibility. Develop and deliver training packages and/or teaches other groups of staff.</p>	4ab
<p>10. Responsibility for information Resources</p>	<p>Record personally generated information Maintains work-related records</p>	1	<p>Records personally generated information. Record and maintains own work related records.</p>	1

<p>11. Responsibility for Research & Development</p>	<p>Undertake surveys or audits, as necessary to own work Undertakes audits of complaints, clinical incidents; trails of equipment</p>	<p>1</p>	<p>1 Undertakes surveys or audits, as necessary to own work; may occasionally participate in R&D, clinical trials or equipment testing. Undertake audits of complaints, clinical incidents, and trails equipment.</p> <p>Or</p> <p>2a Regularly undertakes R&D activity as a requirement of the job. Undertake regular and/or complex research; leads and/or initiates clinical audit in own area/service.</p>	<p>1-2a¹⁷</p>
<p>12. Freedom to Act</p>	<p>General policies, need to establish interpretation Responsible for establishing how policies should be interpreted</p>	<p>5</p>	<p>Is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted. Operates independently, manages department, interprets organisational policies.</p>	<p>5</p>
<p>13. Physical Effort</p>	<p>Combination of sitting, standing, walking/ Frequent light effort for several short periods; occasional moderate effort for several short periods Light physical effort/ Effort required for carrying out clinical duties</p>	<p>1-2bd</p>	<p>1 A combination of sitting, standing and walking with little requirement for physical effort. There may be a requirement to exert light physical effort for short periods. Walks and stands for most of shift.</p>	<p>1-2bd</p>

¹⁷ Level 2 added

			<p>Or</p> <p>2b There is a frequent requirement for light physical effort for several short periods during a shift. Kneels and crouches e.g. to dress wounds.</p> <p>And/or</p> <p>2d There is an occasional requirement to exert moderate physical effort for several short periods during a shift. Manoeuvres patients, use of hoists/lifting of equipment some of which will be substantial.</p>	
14. Mental Effort	Frequent concentration; work pattern unpredictable Concentration for writing reports, meetings, patient/client assessment, interruptions to deal with service issues	3a	<p>2a There is a frequent requirement for concentration where work pattern is predictable with few competing demands for attention. Concentration for writing reports, investigating complaints, meetings, undertaking patient/client assessment.</p> <p>And/or</p> <p>2b There is an occasional requirement for concentration where the work pattern is unpredictable.</p>	2ab ¹⁸

¹⁸ Reduced to level 2 – based on evidence received

			Interruptions to planned work can occur but this is an expectation of the role, but does not include responding to an emergency bleep	
15. Emotional Effort	<p>Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances</p> <p>Deals with staff problems, patient complaints, conveys unwelcome news/ Care of the terminally ill; unexpected deaths</p>	2a-3ab	<p>2a Occasional exposure to distressing or emotional circumstances.</p> <p>Deals with staff problems, patient complaints, conveys unwelcome news.</p> <p>Or</p> <p>3a Frequent exposure to distressing or emotional circumstances.</p> <p>And/or</p> <p>3b Occasional exposure to highly distressing or highly emotional circumstances.</p> <p>3a/b Care of the terminally ill; unexpected deaths; involvement in safeguarding and abuse.</p>	2a-3ab
16. Working Conditions	<p>Occasional/ Frequent unpleasant conditions; Occasional highly unpleasant conditions</p> <p>Body odours, dust, noise/ Body fluid, verbal aggression</p>	2-3ab	<p>2a Occasional exposure to unpleasant working conditions.</p> <p>Exposed to body odours, dirt, dust, smell or noise</p>	2a ¹⁹
Profile score	551-579		546-576	

Reminder of band 8a score range - 540-584

¹⁹ Level 3 removed.

Profile Label:	Nurse Consultant	8a-c
Job Statement	<p>1.Provides expert professional advice to patients, carers and colleagues</p> <p>2.Undertakes research in a specialist area</p> <p>3.Provides education and training to other staff, students</p> <p>4.Ensures the maintenance of clinical excellence</p>	<p>1. Provides expert professional advice to patients, carers and colleagues</p> <p>2. Undertakes research in a specialist area</p> <p>3. Provides education and training to other staff, students</p> <p>4. Ensures the maintenance of clinical excellence</p>

Factor	Relevant Job Information	JE level	Revised wording	JE Level
1. Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information, barriers to understanding/present complex information to large groups</p> <p>Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required; presents specialist information to large groups of staff</p>	5(a)/5(b)	<p>5a Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding</p> <p>Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required;</p> <p>And/or</p> <p>5b Presenting complex, sensitive or contentious information to a large group of staff or members of the public</p>	5ab

			Presents specialist information to large groups of staff	
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to master's level equivalent	7	Highly developed specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge and relevant practical experience. Professional nursing and clinical knowledge acquired through nursing degree supplemented by specialist clinical training, experience, short courses, to master's level equivalent	7
3. Analytical & Judgemental Skills	Complex/highly complex facts or situations, requiring analysis, interpretation, comparison of a range of options Makes operational judgements, manages conflicting views/ reconciles inter and intra professional differences of opinion	4/5	4 Judgements involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options. Carries out detailed patient assessments including taking health history, diagnostic/investigation reports and develops a treatment plan; provides clinical/nursing advice in a specialist area to e.g. multi-disciplinary teams, clinical colleagues; investigates adverse events And/Or 5 Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options Provides expert nursing advice to senior management teams/Board/Organisation on strategic planning, policy, governance and legislation; operational nursing issues for a service	4-5

4. Planning & Organisational Skills	Plan and organise complex activities, programmes, requiring formulation, adjustment Plans specialist nursing service provision, including education and training	3	Plan and organise complex activities, programmes, requiring formulation, adjustment Plans specialist nursing service provision, including education and training; co-ordinates activities e.g. bed management, discharge planning, MDT case conferences	3
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials/highly developed skills, high degree of precision <i>Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, remove of sutures/undertakes suturing, endoscopies</i>	3(b)–4	3b The post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials. Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, remove of sutures And/Or 4 The post requires highly developed physical skills where a high degree of precision or speed and high levels of hand, eye and sensory co-ordination are essential. Undertakes suturing, endoscopies, surgical interventions, intubation or similar. Dexterity, co-ordination and sensory skills for use of fine surgical tools e.g. scalpels	3(b) –4
6. Responsibility for Patient/Client	Develop highly specialised programmes of care; care packages; provide highly specialised advice concerning care Develops and implements specialist care packages; provide clinical advice in specialist area	6(a) (c)	6a Develop highly specialised programmes of care; care packages Develops and implements specialist care packages; responsible for a clinical caseload within a specialty	6(a) (c)

			<p>And/or</p> <p>6c Provide highly specialised advice concerning care Provide clinical advice in specialist area to nursing and MDT colleagues; provides specialist advice and education to support patient care</p>	
<p>7. Responsibility for Policy/Service Development</p>	<p>Propose policy or service changes, impact beyond own area/responsible for policy implementation, development for a service</p> <p>Develops protocols for specialist area, impact on other disciplines/develops policies for specialist service</p>	3–4	<p>3 Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity.</p> <p>Develops protocols for specialist area, devises and implements new ways of working, identifies service improvements that impact on other disciplines</p> <p>Or</p> <p>4 Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity.</p> <p>Overall responsibility for development and implementation of policy and/or service development for a service e.g. patient pathways, clinical policy.</p>	3 – 4
<p>8. Responsibility for Financial & Physical Resources</p>	<p>Personal duty of care in relation to equipment, resources/safe use of equipment other than equipment used personally; authorised signatory, small payments/authorised signatory; holds delegated budget</p> <p>Personal duty of care/responsible for ensuring the safe use of specialist equipment; authorised signatory for</p>	1/2(b)(d) / 3(a)(d)	<p>1 Observes personal duty of care in relation to equipment and resources used in course of work.</p> <p>Personal duty of care</p> <p>And/or</p>	1/2(b)(d) / 3(a)(d)

	overtime payments/delegated budget holder for specialist budget		<p>2b Responsible for the safe use of equipment other than equipment which they personally use responsible for ensuring the safe use of specialist equipment;</p> <p>And/or</p> <p>2d Authorised signatory for small cash/financial payments Authorised signatory for e.g. supplementary staffing, overtime payments, up to £1000 per month</p> <p>Or</p> <p>3a Authorised signatory for cash/financial payments Authorised signatory for e.g. supplementary staffing, overtime payments, over £1000 per month</p> <p>And/Or</p> <p>3d holds a delegated budget from a budget for a department/service Delegated budget holder for specialist budget e.g. education and training, service developments, improvement projects</p>	
9. Responsibility for Human	Teach, deliver core training, range of subjects/teach, devise training and development programmes, major job responsibility	3(c)– 4(b)	3c Responsible for the teaching/delivery of core training on a range of subjects or specialist training	3(c)– 4(b)

Resources	Provides specialist training and education /develops education programmes		Ongoing and significant responsibility for providing specialist clinical/nursing training and education Or 4b Responsible for the teaching or devising of training and development programmes as a major job responsibility Devises, develops and delivers clinical/nursing education programmes as part of the job purpose and/or major job duty	
10. Responsibility for information Resources	Records personally generated information Maintains patient/client records, records research results	1	Records personally generated information Maintains patient/client records, records research results	1
11. Responsibility for Research & Development	R&D activities as major job requirement/co-ordinate, implement R&D activity as job requirement/initiate, develop R&D activities Conducts research in specialist area/member of audit, research steering group developing trust wide research	3/4/5	3 Carries out research or development work as part of one or more formal research programmes or activities as a major job requirement. Conducts research in specialist area as an ongoing part of the role for 20% or more of the working week Or 4: Responsible for co-ordinating and implementing R & D programmes or activity as a requirement of the job. Member of audit, research steering group responsible for developing organization wide research; coordinates local, regional or national research programme.	3 / 4/ 5

			<p>Or</p> <p>5: Responsible, as an integral part of the job, for initiating (which may involve securing funding) and developing R & D programmes or activities, which support the objectives of the broader organisation.</p> <p>Initiating organization wide research programmes to support broad organizational aims, including securing funding as a significant part of working time.</p>	
12. Freedom to Act	General policies, need to establish interpretation Responsible for establishing how policies should be interpreted	5	<p>Is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted.</p> <p>Responsible for establishing how policies, legislation, governance and guidelines should be interpreted and advising the organization on these</p>	5
13. Physical Effort	Occasional moderate effort for several short periods Moves, manoeuvres patients	2(d)	<p>There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</p> <p>Moves, manoeuvres patients e.g. from bed to chair</p>	2(d)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration for patient care; interruptions for patient, staff needs	3(a)	<p>There is a frequent requirement for concentration where the work pattern is unpredictable</p> <p>Concentration for delivery of patient care; interruptions to deal with e.g. patient care, staff, operational issues requiring a change in activity; Frequent Interruptions to deal with unpredictable client behaviour</p>	3(a)

<p>15. Emotional Effort</p>	<p>Frequent distressing or emotional circumstances; occasional/frequent highly distressing or emotional circumstances Works with terminally ill patients/imparts unwelcome news to staff, patients</p>	<p>3(a)(b) /4</p>	<p>3(a) Frequent exposure to distressing or emotional circumstances Imparts unwelcome news to staff, patients (weekly)</p> <p>And/or</p> <p>3(b) occasional exposure to highly distressing or highly emotional circumstances Occasionally (monthly) works with terminally ill patients; involved in safeguarding issues e.g, child, elder abuse or patients who exhibit challenging behaviour</p> <p>Or</p> <p>4(b) frequent exposure to highly distressing or highly emotional circumstances Frequently (weekly) works with terminally ill patients; involved in safeguarding issues e.g, child, elder abuse</p>	<p>3(a) 3(b)/ 4b</p>
<p>16. Working Conditions</p>	<p>Occasional /frequent exposure to highly unpleasant conditions Body fluids, faeces, vomit, smells and foul linen</p>	<p>3(b)– 4(b)</p>	<p>3b Occasional exposure to highly unpleasant conditions Occasional direct exposure to body fluids, faeces, vomit, smells and foul linen</p> <p>Or</p> <p>4b frequent exposure to highly unpleasant conditions Frequent direct exposure to body fluids, faeces, vomit,</p>	<p>3(b)– 4(b)</p>

			smells and foul linen	
Profile score	542-650		542-650	

Reminder of band score ranges

Band 8a - 540–584

Band 8b - 585–629

Band 8c - 630–674

Profile Label:	Nurse/Midwife Consultant Higher Level	8c-9
Job Statement	<ol style="list-style-type: none"> 1. Provides expert professional advice to patients/clients, carers and staff 2. Responsible for service development/redesign in own area of expertise 3. Undertakes clinical audit, research in a specialist field 4. Provides education and training to other staff, students: may develop or contribute to development of specialist training, education programmes in own field 5. Ensures the maintenance of clinical excellence 	<ol style="list-style-type: none"> 1. Provides expert professional advice to patients/clients, carers and staff 2. Responsible for service development/redesign in own area of expertise 3. Undertakes clinical audit, research in a specialist field 4. Provides education and training to other staff, students: may develop or contribute to 5. development of specialist training, education programmes in own field 6. Ensures the maintenance of clinical excellence

Factor	Relevant Job Information	JE level	Revised wording	JE level
1.Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding/present complex information to large groups</p> <p>Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required; highly complex service information at board level; presents specialist information to large groups of staff</p>	5 (a)/ 5 (b)	<p>5a Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding</p> <p>5a Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required;</p>	5 (a)/ 5 (b)

			<p>5b Presenting complex, sensitive or contentious information to a large group of staff or members of the public presents specialist information to large groups of staff</p>	
<p>2. Knowledge, Training & Experience</p>	<p>Advanced theoretical and practical knowledge Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to doctorate level or equivalent</p>	8	<p>Advanced theoretical and practical knowledge Expert professional nursing and clinical knowledge acquired through degree supplemented by specialist knowledge across a range of areas including governance, strategic planning, service improvement. The additional knowledge can be gained through additional qualifications, training, experience, short courses, to doctorate level or equivalent</p>	8a
<p>3. Analytical & Judgemental Skills</p>	<p>Highly complex facts or situations, requiring analysis, interpretation, comparison of a range of options. Reconciles inter and intra professional differences of opinion, judgements on complex clinical issues</p>	5	<p>Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options Provides expert advice to reconcile professional differences of opinion, judgements on highly complex clinical issues with unique characteristics and no obvious solutions; Provides expert nursing advice to senior management teams/Board/Organisation on strategic planning, policy, governance and legislation; operational nursing issues for a service</p>	5
<p>4. Planning & Organisational Skills</p>	<p>Plan and organise broad range of complex activities, requiring formulation, adjustment of plans, strategies/</p>	4-5	<p>4 Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing,</p>	4- 5

	<p>formulate long-term strategic plans, involving uncertainty, impact across the whole organisation Responsible for service development, education, training in specialist field/ strategic planning for specialist service for region, impacting on external agencies</p>		<p>which require the formulation and adjustment of plans or strategies. 4 Responsible for service development, education, training in specialist field, workforce planning with impact across a service or agencies</p> <p>And/Or</p> <p>5 Formulating long-term, strategic plans, which involve uncertainty and which may impact across the whole organisation Strategic planning for specialist service for a service, directorate, organization or region, impacting on external agencies</p>	
<p>5. Physical Skills</p>	<p>Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed skills, high degree of precision Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures/ undertakes suturing, endoscopies</p>	<p>3 (b) - 4</p>	<p>3b) the post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials. Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, remove of sutures</p> <p>And/Or</p> <p>4 The post requires highly developed physical skills where a high degree of precision or speed and high levels of hand, eye and sensory co-ordination are essential.</p>	<p>3 (b) - 4</p>

			Undertakes suturing, endoscopies, surgical interventions, intubation or similar. Dexterity, co-ordination and sensory skills for use of fine surgical tools e.g. scalpels	
6. Responsibility for Patient/Client Care	<p>Develop highly specialised programmes of care, care packages; provide highly specialised advice concerning care; accountable for direct delivery of sub-division of clinical care</p> <p>Develops & implements of specialist care packages; provide clinical advice in specialist area; accountable for specialist area of nursing/midwifery</p>	6 (a) (c) (d)	<p>6a Develop highly specialised programmes of care; care packages;</p> <p>Develops and implements specialist care packages; responsible for a clinical caseload within a specialty;</p> <p>And/Or</p> <p>6c provide highly specialised advice concerning care provide clinical advice in specialist area to nursing and MDT colleagues; provides specialist advice and education to support patient care</p> <p>And/or</p> <p>6d accountable for the direct delivery of a service within a sub-division of a clinical, clinical technical or social care service.</p> <p>Clinically accountable for specialist area of nursing/midwifery and manages the providers of direct patient care</p>	6 (a) (c) (d)
7. Responsibility for Policy/Service	<p>Responsible for policy implementation, development for a service</p> <p>Develops and implements policies for specialist service</p>	4	<p>Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity</p> <p>Overall responsibility for development and</p>	4

Developm ent			implementation of policy and/or service development for a service e.g. patient pathways, clinical policy	
8. Respo nsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally; authorised signatory, small payments/ authorised signatory; holds delegated budget Responsible for ensuring the safe use of specialist equipment and advising budget holders on best value purchasing; authorised signatory / delegated budget holder for e.g. training	2(b)(d) / 3 (a) (d)	<p>2b Responsible for the safe use of equipment other than equipment which they personally use, responsible for ensuring the safe use of specialist equipment;</p> <p>And/or</p> <p>2d Authorised signatory for small cash/financial payments authorised signatory for e.g. supplementary staffing, overtime payments, up to £1000 per month</p> <p>Or</p> <p>3a Authorised signatory for cash/financial payments authorised signatory for e.g. supplementary staffing, overtime payments, over £1000 per month</p> <p>And/or</p> <p>3d Holds a delegated budget from a budget for a department/service Delegated budget holder for specialist budget e.g. education and training, service developments, improvement projects</p>	2(b)(d) / 3 (a) (d)

<p>9.</p> <p>Respo nsibility for Human Resources</p>	<p>Teach, deliver core training, range of subjects/ teach, devise training and development programmes, major job responsibility Provides specialist training & education/ develops education programmes</p>	<p>3 (c) – 4 (b)</p>	<p>3c Responsible for the teaching/delivery of core training on a range of subjects or specialist training, Ongoing and significant responsibility for providing specialist clinical/nursing training and education</p> <p>Or</p> <p>4b Responsible for the teaching or devising of training and development programmes as a major job responsibility Devises, develops and delivers clinical/nursing education programmes as part of the job purpose and/or major job duty</p>	<p>3 (c) – 4 (b)</p>
<p>10.</p> <p>Respo nsibility for Informatio n Resources</p>	<p>Record personally generated information Maintains patient/client records, records research results</p>	<p>1</p>	<p>Record personally generated information Maintains patient/client records, records research results</p>	<p>1</p>
<p>11.</p> <p>Respo nsibility for Research &</p>	<p>R&D activities as major job requirement/ co-ordinate, implement R & D activity as job requirement/ initiate, develop R & D activities Conducts research in specialist area/member of audit, research steering group developing trust wide research</p>	<p>3/4/5</p>	<p>3 Carries out research or development work as part of one or more formal research programmes or activities as a major job requirement. Conducts research in specialist area as an ongoing part of the role for 20% or more of the working week</p> <p>Or</p>	<p>3/4/5</p>

<p>Developm ent</p>			<p>4: Responsible for co-ordinating and implementing R & D programmes or activity as a requirement of the job. Member of audit, research steering group responsible for developing organization wide research; coordinates local, regional or national research programme.</p> <p>Or</p> <p>5: Responsible, as an integral part of the job, for initiating (which may involve securing funding) and developing R & D programmes or activities, which support the objectives of the broader organisation. Initiating organization wide research programmes to support broad organizational aims, including securing funding as a significant part of working time.</p>	
<p>12. Freedom to Act</p>	<p>General policies, need to establish interpretation Responsible for establishing how policies should be interpreted for specialist area</p>	<p>5</p>	<p>Is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted. Responsible for establishing how policies, legislation, governance and guidelines should be interpreted and advising the organization on these</p>	<p>5</p>
<p>13. Physical Effort</p>	<p>Occasional moderate effort for several short periods Moves, manoeuvres patients</p>	<p>2 (d)</p>	<p>There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</p>	<p>2(d)</p>

			Moves, manoeuvres patients e.g. from bed to chair	
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration for patient/client care; interruptions for urgent patient/client, staff needs	3 (a)	There is a frequent requirement for concentration where the work pattern is unpredictable Concentration for delivery of patient care; interruptions to deal with e.g. patient care, staff, operational issues requiring a change in activity; Frequent Interruptions to deal with unpredictable client behaviour	3(a)
15. Emotional Effort	Frequent distressing or emotional circumstances; occasional/ frequent highly distressing or emotional circumstances Works with critically and/or terminally ill patients/clients/ imparts unwelcome news to staff, patients/clients	3 (a) (b) / 4	3(a) Frequent exposure to distressing or emotional circumstances Imparts unwelcome news to staff, patients (weekly) And/or 3(b) occasional exposure to highly distressing or highly emotional circumstances Occasionally (monthly) works with terminally ill patients; involved in safeguarding issues e,g, child, elder abuse or patients who exhibit challenging behaviour Or 4(b) frequent exposure to highly distressing or highly emotional circumstances Frequently (weekly) works with terminally ill patients; involved in safeguarding issues e,g, child, elder abuse	3 (a) (b) / 4b

16. Working Conditions	Occasional/frequent exposure to highly unpleasant conditions Body fluids, faeces, vomit, smells and foul linen	3 (b)-4(b)	3b Occasional exposure to highly unpleasant conditions Occasional direct exposure to body fluids, faeces, vomit, smells and foul linen Or 4b Frequent exposure to highly unpleasant conditions Frequent direct exposure to body fluids, faeces, vomit, smells and foul linen	3 (b)-4(b)
Profile score	637 - 727		637-727	

Reminder of band score ranges

Band 8c 630–674

Band 8d 675–720

Band 9 721–765

Midwifery band 7

Profile Label:	Midwife Higher Level	Midwifery Band 7a
Job Statement	<ol style="list-style-type: none"> 1. Provides specialist midwifery care for a specific group of women e.g. drug dependent, socially excluded, special needs 2. Advises other midwives in related matters 3. Shares specialist knowledge with other groups/agencies 	<ol style="list-style-type: none"> 1. Provides specialist midwifery care for a specific group of clients or defined area of activity e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening 2. Advises other midwives in related matters 3. Shares specialist knowledge with other groups/agencies

Factor	Relevant Job Information	JE level	Revised wording	JE Level
1. Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding; hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates highly sensitive information to clients e.g. genetic counselling, post-termination bereavement counselling; communicates sensitive information to clients where there are significant barriers to acceptance</p>	5(a)(c)	<p>5(a) Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding</p> <p>Communicate highly complex/sensitive/contentious e.g. genetic counselling, post-termination bereavement counselling</p> <p>And/or</p> <p>5(c) Providing and receiving complex, sensitive, or</p>	5(a)(c)

			<p>contentious information, where there are significant barriers to acceptance which need to be overcome using developed interpersonal and communication skills such as would be required when communicating in a hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates complex/sensitive/contentious to clients where there are significant barriers to acceptance</p>	
2. Knowledge, Training & Experience	<p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Professional/clinical knowledge acquired through midwifery training to degree/ diploma level and preceptorship plus further study, experience of area of expertise</p>	6	<p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Professional/clinical knowledge acquired through midwifery training to degree level or equivalent experience and preceptorship plus further study / experience of area of expertise at a postgraduate diploma level</p>	6
3. Analytical & Judgemental Skills	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Judgements on a range of complex midwifery problems which require investigation analysis and assessment, including child protection issues</p>	4	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Judgements on a range of complex midwifery problems which require investigation analysis and assessment, e.g. child protection issues, safeguarding, diabetes, or screening</p>	4
4. Planning & Organisational Skills	<p>Plan and organise complex activities or programmes, requiring formulation, adjustment</p> <p>Plans and co-ordinates multi-disciplinary activities, case conferences</p>	3	<p>Plan and organise complex activities or programmes, requiring formulation, adjustment</p> <p>Plans and co-ordinates multi-disciplinary activities, case conferences</p>	3

5. Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and deliveries	4	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and births	4
6. Responsibility for Patient/Client Care	Developed specialised programmes of care/ care packages; provide highly specialised advice concerning care Develops specialised care programmes of midwifery care; provides highly specialised advice	6(a)(c)	6(a) Develops specialised programmes of care/care packages Develops specialised care programmes of midwifery care throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening And/or 6(c) provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients Provides highly specialised advice to clients and families throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening	6ac
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area Establishes practices related to midwifery and	2 – 3	2 Implements policies for own work area and proposes changes to working practices or procedures for own work area Establishes practices related to midwifery and specialist	2-3

	specialist area of practice/ impact on other agencies and groups		area of practice or 3 Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity Develops new midwifery practices, which impact on other disciplines	
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ maintain stock control/safe use of expensive equipment Responsible for safe use of equipment/ orders supplies; safe use of equipment e.g. ultra sound equipment	1 – 2(c)(e)	Observes personal duty of care in relation to equipment and resources used in course of work Careful use of communal equipment and facilities Or 2 (a) Regularly handles or processes cash, cheques, patients' valuables Receive and store patient valuables And/or 2 (b) responsible for the safe use of equipment other than equipment which they personally use Dismantle and assemble equipment for use by others, use	1-2abc ²⁰

²⁰ Options for level 2 changed

			<p>of equipment by others e.g. use of hoists, surgical equipment</p> <p>And/or</p> <p>2(c) responsible for maintaining stock control and/or security of stock Maintain stock control, order supplies</p>	
9. Responsibility for Human Resources	<p>Provide practical training Provides training, workshops for midwives and others on specialist subject</p>	2(c)	<p>2(c) regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments Provides training, workshops for midwives and others on specialist subject</p>	2c
10. Responsibility for Information Resources	<p>Record personally generated information Maintains client records</p>	1	<p>Record personally generated information Maintains client records</p>	1
11. Responsibility for Research & Development	<p>Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activities; clinical trials Occasionally/ frequently undertakes R&D activity; clinical trials</p>	1 – 2 (a)(b)	<p>1 Undertakes surveys or audits, as necessary to own work; may occasionally participate in R&D, clinical trials or equipment testing. Occasionally undertakes audits</p> <p>or</p> <p>2(a) Regularly undertakes R&D activity as a requirement of the job</p>	1 – 2 (a)(b)

			<p>Regularly undertakes R&D activity including one-off audits designed to improve a particular area or service</p> <p>And/or</p> <p>2(b) Regularly undertakes clinical trials Active participation in clinical trials</p>	
12. Freedom to Act	<p>Broad occupational policies Works autonomously; lead practitioner</p>	4	<p>Expected results are defined but the post holder decides how they are best achieved and is guided by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points Jobholder has significant discretion to work within a set of defined parameters. This applies, for example, to those who are the lead specialist or section/department manager</p>	4
13. Physical Effort	<p>Frequent moderate effort for several short periods Assists women in labour</p>	3(c)	<p>There is a frequent requirement to exert moderate physical effort for several short periods during a shift Assists clients in labour</p>	3c
14. Mental Effort	<p>Frequent concentration, work pattern unpredictable Concentration on clients in labour, work pattern unpredictable</p>	3(a)	<p>There is a frequent requirement for concentration where the work pattern is unpredictable Concentration on clients in labour, work pattern unpredictable</p>	3a

15. Emotional Effort	Occasional/ frequent highly distressing or emotional circumstances Deals with severely challenging behaviour, giving distressing news	3(b) – 4(b)	3(b) Occasional exposure to highly distressing or highly emotional circumstances Occasionally deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues or 4(b) Frequent exposure to highly distressing or highly emotional circumstances Frequently deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues	3b - 4b
16. Working Conditions	Frequent, highly unpleasant conditions Body fluids, foul linen	4(b)	Frequent exposure to highly unpleasant working conditions Body fluids, faeces, vomit, smells and foul linen	4b
Profile score	481-511		481-511	

Reminder of band 7 score range – 466-539

Profile Label:	Midwife Higher Level (Research Projects)	Midwifery Band 7b
Job Statement	<p>Undertakes or co-ordinates formal midwifery research activities</p> <p>2. Ensures that midwifery practices are grounded in an evidence based, research culture</p> <p>1. 3. Advises other midwives in clinical matters</p>	<p>1. Undertakes or co-ordinates formal midwifery research, education, and practice development activities</p> <p>2. Ensures that midwifery practices are grounded in an evidence based, research culture</p> <p>3. Advises other midwives in clinical matters</p> <p>4. Supports the education and development needs of all staff</p>

Factor	Relevant Job Information	JE level	Revised wording	JE level
1. Communication & Relationship Skills	<p>Present complex, sensitive or contentious information to large groups</p> <p>Communicates complex midwifery issues to large groups</p>	5(b)	<p>5(b) Presenting complex, sensitive or contentious information to a large group of staff or members of the public</p> <p>Communicates complex midwifery issues to large groups</p>	5b
2. Knowledge, Training & Experience	<p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Professional/clinical knowledge acquired through midwifery to degree/ diploma level training plus further study, experience of area of expertise</p>	6	<p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Professional/clinical knowledge acquired through midwifery training to degree level or equivalent experience and preceptorship plus further study / experience of area of expertise at a postgraduate diploma level</p>	6

3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require analysis and assessment, including child protection issues	4	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation analysis and assessment, e.g. child protection issues, safeguarding, diabetes, or screening	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes requiring formulation, adjustment Plans complex research activities; plans for the introduction of new midwifery practices	3	Plan and organise complex activities or programmes requiring formulation, adjustment Plans complex education and research activities, plans for the introduction of new midwifery practices	3
5. Physical Skills	Highly developed physical skills, precision and hand eye co-ordination Skills required for palpation, suturing and deliveries	4	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and births	4
6. Responsibility for Patient/Client Care	Provide highly specialised advice concerning care Provides highly specialised advice on maternity matters	6(c)	Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients Provides highly specialised advice on maternity matters	6c
7. Responsibility for Policy/Service Development	Propose policy and service changes, impact beyond own area Develops new midwifery practices, which impact on other disciplines	3	Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity Develops new midwifery practices, which impact on other disciplines	3

8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources Careful use of equipment	1	Observes personal duty of care in relation to equipment and resources used in course of work Careful use of communal equipment and facilities	1
9. Responsibility for Human Resources	Provide training in own discipline Provides training, workshops for midwives and others on specialist subject	2(c)	2(c) regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments Provides training, workshops for midwives and others on specialist subject	2c
10. Responsibility for Information Resources	Record personally generated information Maintains client, research records	1	Record personally generated information Maintains education and research records	1
11. Responsibility for Research & Development	R&D activities as major job requirement/co-ordinate, implement R&D activity as job requirement Undertakes/co-ordinates research within the Directorate	3-4	3 Carries out research or development work as part of one or more formal research programmes or activities as a major job requirement Continuing involvement for at least some part of every working week (20 per cent or more per week on average) Or 4 Responsible for co-ordinating and implementing R&D programmes or activity as a requirement of the job	3-4

			Take overall control of a local, regional or national programme, which may be managed elsewhere. It also includes project management of R & D activities	
12. Freedom to Act	Broad occupational policies Works autonomously, lead practitioner	4	Expected results are defined but the post holder decides how they are best achieved and is guided by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points Jobholder has significant discretion to work within a set of defined parameters. This applies, for example, to those who are the lead specialist or section/department manager	4
13. Physical Effort	Combination of sitting, standing, walking/ occasional moderate effort for several short periods Sitting, standing, walking/assists women in labour	1 / 2(d)	1 A combination of sitting, standing and walking with little requirement for physical effort. There may be a requirement to exert light physical effort for short periods Sitting, standing, walking Or 2(d) There is an occasional requirement to exert moderate physical effort for several short periods during a shift. Assists women in labour	1, 2d

14. Mental Effort	Frequent concentration, work pattern predictable Concentration on research activities	2(a)	There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention Concentration on research or education activities	2a
15. Emotional Effort	Exposure to distressing or emotional circumstances is rare/ occasional Foetal abnormalities	1-2(a)	1 Exposure to distressing or emotional circumstances is rare Less than once a month Or 2(a) Occasional exposure to distressing or emotional circumstances Foetal abnormalities/ baby deaths/ child protection issues	1-2a
16. Working Conditions	Occasional highly unpleasant conditions Body fluids, foul linen	3(b)	Occasional exposure to highly unpleasant working conditions Body fluids, faeces, vomit, smell, and foul linen	3b
Profile Score	473-494		473-494	Band 7

Reminder of Band 7 score range 466-539

Profile Label:	Midwife Team Manager	Midwifery Band 7c
Job Statement	<ol style="list-style-type: none"> 1. Day to day management of a defined area or section of the service e.g. antenatal/post natal, obstetric theatre, community <ol style="list-style-type: none"> 1. Provides specialist advice and expertise 2. Performs clinical midwifery duties 	<ol style="list-style-type: none"> 1. Day to day management of a defined area or section of the service e.g. ante natal/post-natal, obstetric theatre, community, perinatal mental health, bereavement care 2. Provides midwifery advice and expertise 3. Performs clinical midwifery duties

Factor	Relevant Job Information	JE level	Revised wording	JE Level
1. Communication & Relationship Skills	<p>Provide and receive complex, sensitive information; persuasive, negotiating, training skills required</p> <p>Communicates information concerning patients' history, sensitive issues, some clients with special needs; requires persuasive, reassurance skills</p>	4(a)	<p>Providing and receiving complex, sensitive, or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding</p> <p>Communicates information concerning patients' history, sensitive issues, some clients with special needs; requires persuasive, reassurance skills</p>	4a
2. Knowledge, Training & Experience	<p>Specialist knowledge across range of procedures, underpinned by theory</p> <p>Professional/clinical knowledge acquired through midwifery training to degree/diploma level plus preceptorship, experience</p>	6	<p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Professional/clinical knowledge acquired through midwifery training to degree level or equivalent experience and preceptorship plus further study / experience of area of expertise at a postgraduate diploma level</p>	6

3. Analytical & Judgemental Skills	Complex facts or situations which require analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation, analysis and assessment	4	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation analysis and assessment, e.g. child protection issues, safeguarding, diabetes, or screening	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans section or department workload, including staffing	3	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans section or department workload, including staffing	3
5. Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and deliveries	4	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and births	4
6. Responsibility for Patient/Client Care	Develop specialised programmes of care, care packages; provide highly specialised advice concerning care Provides highly specialist care during labour; provides highly specialist pre and post natal advice	6(a)(c)	6(a) Develops specialised programmes of care/care packages Develops specialised care programmes of midwifery care throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life eg. drug dependent, socially excluded, special needs, bereavement, diabetes, screening And/or 6(c) provides highly specialised advice concerning the	6a-6c

			<p>care or treatment of identified groups or categories of patients/clients</p> <p>Provides highly specialised advice to clients and families throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</p>	
<p>7. Responsibility for Policy/Service Development</p>	<p>Implements policies and proposes changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area</p> <p>Implements policies for care of women in labour, comments on proposals/proposes changes which impact beyond own area</p>	2-3	<p>2 Implements policies for own work area and proposes changes to working practices or procedures for own work area</p> <p>Implements policies for care of women in labour</p> <p>or</p> <p>3 Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity</p> <p>Develops new midwifery practices, which impact on other disciplines</p>	2-3
<p>8. Responsibility for Financial & Physical Resources</p>	<p>Authorised signatory; purchase of some supplies; hold delegated budget/budget holder for department, service</p> <p>Authorises payments; makes purchases/holds budget</p>	3(a)(b)(d)-4(a)	<p>3(a) Authorised signatory for cash/financial payments</p> <p>Authorises timesheets/overtime payments</p> <p>And/or</p> <p>3(b) Responsible for the purchase of some physical assets or supplies</p>	3a 3b 3d 4a

			<p>Makes purchases/signs off orders</p> <p>And/or</p> <p>3(d) Holds a delegated budget from a budget for a department/service Responsibility for a sub-division of a departmental or service budget</p> <p>Or</p> <p>4(a) Budget holder for a department/service Full responsibility for budget/physical assets over a department or service</p>	
9. Responsibility for Human Resources	<p>Day to day management; teach/ deliver specialist training Day to day management of a group of midwives; provides specialist midwifery training to a range of staff</p>	3(a)(c)	<p>3(a) Responsible for day-to-day management of a group of staff Day to day management of a group of midwives</p> <p>And/or</p> <p>3(c) Responsible for the teaching/delivery of core training on a range of subjects or specialist training Provides specialist midwifery training to a range of staff</p>	3a 3c
10. Responsibility	<p>Record personally generated information Maintains client records</p>	1	<p>Record personally generated information Maintains client records</p>	1

for Information Resources				
11. Responsibility for Research & Development	<p>Undertake surveys or audits as necessary to own work/ regularly undertake R&D activity Completes surveys as required/undertakes complex audits</p>	1-2a	<p>1 Undertakes surveys or audits, as necessary to own work; may occasionally participate in R&D, clinical trials or equipment testing. Occasionally undertakes audits</p> <p>or</p> <p>2(a) Regularly undertakes R&D activity as a requirement of the job Regularly undertakes R&D activity including one-off audits designed to improve a particular area or service</p>	1 2a
12. Freedom to Act	<p>Broad occupational policies Works autonomously, manages team</p>	4	<p>Expected results are defined but the post holder decides how they are best achieved and is guided by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points Jobholder has significant discretion to work within a set of defined parameters. This applies, for example, to those who are the lead specialist or section/department manager</p>	4
13. Physical Effort	<p>Occasional/frequent moderate effort for several short periods</p>	2(d)-3(c)	<p>2(d) There is an occasional requirement to exert moderate physical effort for several short periods</p>	2d 3c

	Assists women in labour, lifting equipment		<p>during a shift. Assists women in labour</p> <p>or</p> <p>3(c) There is a frequent requirement to exert moderate physical effort for several short periods during a shift Assists clients in labour</p>	
14. Mental Effort	<p>Frequent concentration, work pattern unpredictable Concentrating during labour, suturing, responds to crises, emergencies</p>	3(a)	<p>There is a frequent requirement for concentration where the work pattern is unpredictable Concentration on clients in labour, work pattern unpredictable, responds to crises, emergencies</p>	3a
15. Emotional Effort	<p>Occasional/frequent distressing or emotional/occasional highly distressing or emotional circumstances Difficult family situations/ baby deaths, child protection issues</p>	2(a)- 3(a), (b)	<p>2(a) Occasional exposure to distressing or emotional circumstances Foetal abnormalities/ baby deaths/ child protection issues</p> <p>or</p> <p>3(a) There is a frequent requirement for concentration where the work pattern is unpredictable Concentration on clients in labour, work pattern</p>	2a 3a ²¹

²¹ Level 3b removed

			unpredictable	
16. Working Conditions	Occasional/frequent unpleasant conditions Body fluids, foul linen	3(a)/4(b)	3(a) Frequent exposure to unpleasant working conditions Being in the vicinity of body fluids, faeces, vomit, smells, and foul linen or 4(b) Frequent exposure to highly unpleasant working conditions Body fluids, faeces, vomit, smells and foul linen	3a 4b
Profile Score	475 – 520		475 – 520	

Reminder of Band 7 score range – 466-539

Midwifery band 8 - 9

There are currently two profiles for “consultant” level midwifery roles – Consultant band 8b-c and Consultant higher level (combined with nursing) at band 8c-9.

Having reviewed the job evidence JEG proposes to replace these profiles with the following
8a-b
8c-9

For the sake of this comparison document 8a-b is compared with the existing 8b-c.

Profile Label:	Midwife, Consultant	8a-b
Job Statement	<ol style="list-style-type: none"> 1. To provide expert professional advice to clients, carers and colleagues 2. To undertake research in a specialist area 3. To provide education and training to other staff, students 4. To ensure the maintenance of clinical excellence 	<ol style="list-style-type: none"> 1. Provide professional advice and specialist knowledge to clients, carers and colleagues 2. May provide day to day management or education and training to other staff, students 3. Performs clinical midwifery duties 4. May undertake research in a specialist area

Factor	Relevant Job Information	JE level	Revised wording	JE Level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; present complex, sensitive or contentious information to large groups	5(a) (b)	5(a) Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required.	5a 5b

	Communicates complex and highly sensitive midwifery information requiring persuasive skills, tact and empathy; presents complex information to groups of staff and students		<p>This may be because agreement or co-operation is required or because there are barriers to understanding</p> <p>Communicate highly complex/sensitive/contentious e.g. genetic counselling, post-termination bereavement counselling</p> <p>And/or</p> <p>5(b) Presenting complex, sensitive or contentious information to a large group of staff or members of the public</p> <p>Communicates complex midwifery issues to large groups</p>	
2. Knowledge, Training & Experience	<p>Highly developed specialist knowledge, underpinned by theory and experience</p> <p>Professional/clinical knowledge acquired through degree in midwifery, CPD to Masters level, experience</p>	7	<p>Highly developed specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge and relevant practical experience</p> <p>Professional/clinical knowledge acquired through degree in midwifery, CPD to Masters level, experience</p>	7
3. Analytical & Judgemental Skills	<p>Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Judgements on a variety or highly complex clinical problems</p>	5	<p>Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options.</p> <p>Judgements on a variety or highly complex clinical problems e.g. Serious clinical incidents where expert</p>	5

			opinion will differ	
4. Planning & Organisational Skills	<p>Plan and organise broad range of complex activities; formulates, adjusts plans or strategies</p> <p>Strategic planning re maternity for directorate, develops plans to implement changes to all areas of midwifery/university strategic review and development of education</p>	4	<p>3 Plan and organise complex activities or programmes, requiring formulation, adjustment</p> <p>Plans and co-ordinates multi-disciplinary activities, case conferences; section or department workload, including staffing</p> <p>or</p> <p>4 Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing, which require the formulation and adjustment of plans or strategies</p> <p>Responsible for service development, education, training in specialist field</p>	3 4
5. Physical Skills	<p>Highly developed physical skills, high degree of precision</p> <p>Examining clients, assisting at birth / suturing</p>	4	<p>Highly developed physical skills, high degree of precision</p> <p>Skills required for palpation, suturing and births</p>	4
6. Responsibility for Patient/Client Care	<p>Develop specialised programmes of care/ care packages / provide highly specialised advice concerning care</p> <p>Provides specialist programme of care and advice</p>	6(a), (c)	<p>6(a) Develops specialised programmes of care/care packages</p> <p>Develops specialised care programmes of midwifery care throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug</p>	6ac

			<p>dependent, socially excluded, special needs, bereavement, diabetes, screening</p> <p>And/or</p> <p>6(c) provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients Provides highly specialised advice to clients and families throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</p>	
<p>7. Responsibility for Policy/Service Development</p>	<p>Propose policy or service changes, impact beyond own area / responsible for policy implementation and development for a service Develops and proposes changes to midwifery services beyond own area / for a service</p>	3/ 4	<p>3 Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity Develops new midwifery practices, which impact on other disciplines</p> <p>Or</p> <p>4 Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity Develops new midwifery practices for a service</p>	3-4

<p>8. Responsibility for Financial & Physical Resources</p>	<p>Personal duty of care in relation to equipment, resources/ handle cash, valuables; authorised signatory small payments Personal use of equipment; patient valuables; signs for small items of equipment or stock</p>	<p>1/ 2(a) (d)</p>	<p>1 Observes personal duty of care in relation to equipment and resources used in course of work Careful use of communal equipment and facilities or 2(d) Authorised signatory for small cash/financial payments Authorised signatory</p>	<p>1 2d</p>
<p>9. Responsibility for Human Resources</p>	<p>Teach /deliver core training, range of subjects Trains undergraduate and postgraduate students</p>	<p>3(c)</p>	<p>3(a) Responsible for day-to-day management of a group of staff Day to day management of a group of midwives And/or 3(c) Responsible for the teaching/delivery of core training on a range of subjects or specialist training Provides specialist midwifery training to a range of staff</p>	<p>3a 3c</p>
<p>10. Responsibility for Information Resources</p>	<p>Record personally generated observations Maintains client records' records research results</p>	<p>1</p>	<p>Record personally generated information Maintain client records</p>	<p>1</p>
<p>11. Responsibility</p>	<p>Co-ordinates, implement R&D activity as job requirement/ initiate, develop R&D activities</p>	<p>4 / 5</p>	<p>2a Regularly undertakes R&D activity as a requirement of the job</p>	<p>2a 3</p>

<p>for Research & Development</p>	<p>Member of audit/research steering group/trust wide research as integral job feature</p>		<p>Regularly undertakes R&D activity including one-off audits designed to improve a particular area or service</p> <p>Or</p> <p>3 Carries out research or development work as part of one or more formal research programmes or activities as a major job requirement Continuing involvement for at least some part of every working week (20 per cent or more per week on average)</p> <p>Or</p> <p>4 Responsible for co-ordinating and implementing R&D programmes or activity as a requirement of the job Take overall control of a local, regional or national programme, which may be managed elsewhere. It also includes project management of R & D activities</p>	<p>4</p>
<p>12. Freedom to Act</p>	<p>General policies, need to establish interpretation Responsible for establishing how policies should be interpreted</p>	<p>5</p>	<p>Is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted Responsible for establishing how policies should be interpreted</p>	<p>5</p>

13. Physical Effort	Occasional moderate effort for several short periods Assists women in labour	2(d)	2(d) There is an occasional requirement to exert moderate physical effort for several short periods during a shift. Assists women in labour or 3(c) There is a frequent requirement to exert moderate physical effort for several short periods during a shift Assists clients in labour	2d 3c
14. Mental Effort	Frequent concentration; work pattern unpredictable Concentration for client care, interruptions for client, staff needs	3(a)	There is a frequent requirement for concentration where the work pattern is unpredictable Concentration on clients in labour, work pattern unpredictable	3
15. Emotional Effort	Occasional/frequent distressing or emotional circumstances Conveying unwelcome news to staff/patients occasionally	2(a)/3(a)	2(a) Occasional exposure to distressing or emotional circumstances Foetal abnormalities/ baby deaths/ child protection issues or 3(a) Frequent exposure to distressing or emotional circumstances Difficult family situations eg. Congenital abnormalities	2a 3a,b

			<p>3(b) Occasional exposure to highly distressing or highly emotional circumstances</p> <p>Occasionally deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues</p>	
16. Working Conditions	<p>Occasional highly unpleasant conditions</p> <p>Body fluids, foul linen</p>	3(b)	<p>3(b) Occasional exposure to highly unpleasant working conditions</p> <p>Body fluids, faeces, vomit, smells and foul linen</p>	3b
Profile Score	594 – 632		559 - 618	

Reminder of score ranges
 Band 8a – 540-584
 Band 8b - 585-629

Profile Label:	Nurse/Midwife Consultant Higher Level	Midwifery Band 8c-9
Job Statement	<ol style="list-style-type: none"> 1. Provides expert professional advice to patients/clients, carers and staff 2. Responsible for service development/redesign in own area of expertise 3. Undertakes clinical audit, research in a specialist field 4. Provides education and training to other staff, students: may develop or contribute to development of specialist training, education programmes in own field 5. Ensures the maintenance of clinical excellence 	<ol style="list-style-type: none"> 1. Provide professional advice and specialist knowledge to clients, carers and colleagues 2. Responsible for service development/redesign in own area of expertise 3. Undertakes clinical audit, research in a specialist field 4. Provides education and training to other staff, students: may develop or contribute to development of specialist training, education programmes in own field. 5. Ensures the maintenance of clinical excellence

Factor	Relevant Job Information	JE level	Revised wording	JE Level
1. Communication & Relationship Skills	<p>Provide and receive highly complex, sensitive or contentious information; barriers to understanding/present complex information to large groups</p> <p>Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required; highly complex service information at board level; presents specialist information to large groups of staff</p>	5 (a)/ 5 (b)	<p>5(a) Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding</p> <p>Communicate highly complex/sensitive/contentious e.g. genetic counselling, post-termination bereavement counselling</p> <p>And/or</p>	5a 5b

			<p>5(b) Presenting complex, sensitive or contentious information to a large group of staff or members of the public Communicates complex midwifery issues to large groups</p>	
<p>2. Knowledge, Training & Experience</p>	<p>Advanced theoretical and practical knowledge Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to doctorate level or equivalent</p>	8	<p>Advanced theoretical and practical knowledge of a range of work procedures and practices Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to doctorate level or equivalent</p>	8
<p>3. Analytical & Judgemental Skills</p>	<p>Highly complex facts or situations, requiring analysis, interpretation, comparison of a range of options. Reconciles inter and intra professional differences of opinion, judgements on complex clinical issues</p>	5	<p>Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options. Judgements on a variety or highly complex clinical problems e.g. Serious clinical incidents where expert opinion will differ</p>	5
<p>4. Planning & Organisational Skills</p>	<p>Plan and organise broad range of complex activities, requiring formulation, adjustment of plans, strategies/ formulate long-term strategic plans, involving uncertainly, impact across the whole organisation Responsible for service development, education, training in specialist field/ strategic planning for specialist service for region, impacting on external agencies</p>	4-5	<p>4 Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing, which require the formulation and adjustment of plans or strategies Responsible for service development, education, training in specialist field</p>	4 - 5

			<p>Or</p> <p>5 Formulating long-term, strategic plans, which involve uncertainty, and which may impact across the whole organisation. Responsible for strategic planning for specialist service for region, impacting on external agencies</p>	
5. Physical Skills	<p>Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed skills, high degree of precision Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures/ undertakes suturing, endoscopies</p>	3 (b) - 4	<p>3(a) Developed physical skills to fulfil duties where there is a specific requirement for speed or accuracy. This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margins for error Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures</p> <p>Or</p> <p>4 Highly developed physical skills, high degree of precision Skills required for palpation, suturing and births</p>	3(a) 4
6. Responsibility for	Develop highly specialised programmes of care, care packages; provide highly specialised advice concerning	6 (a) (c) (d)	<p>6(a) Develops specialised programmes of care/care packages Develops specialised care programmes of midwifery care</p>	6a, c

<p>Patient/Client Care</p>	<p>care; accountable for direct delivery of sub-division of clinical care Develops & implements of specialist care packages; provide clinical advice in specialist area; accountable for specialist area of nursing/midwifery</p>		<p>throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</p> <p>And/or</p> <p>6(c) Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients Provides highly specialised advice to clients and families throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</p> <p>And/or</p> <p>6(d) Accountable for the direct delivery of a service within a sub-division of a clinical, clinical technical or social care service Accountable for specialist area of midwifery</p>	
<p>7. Responsibility for</p>	<p>Responsible for policy implementation, development for a service Develops and implements policies for specialist service</p>	<p>4</p>	<p>Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity Develops new midwifery practices for a service</p>	<p>4</p>

Policy/Service Development				
8. Responsibility for Financial & Physical Resources	<p>Safe use of equipment other than equipment used personally; authorised signatory, small payments/ authorised signatory; holds delegated budget</p> <p>Responsible for ensuring the safe use of specialist equipment and advising budget holders on best value purchasing; authorised signatory / delegated budget holder for e.g. training</p>	2(b)(d) / 3 (a) (d)	<p>2(b) Responsible for the safe use of equipment other than equipment which they personally use</p> <p>Responsible for ensuring the safe use of specialist equipment</p> <p>And/or</p> <p>2(d) Authorised signatory for small cash/financial payments</p> <p>Authorised signatory less than £1,000</p> <p>or</p> <p>3(a) Authorised signatory for cash/financial payments</p> <p>Authorised signatory £1,000 or more</p>	2b,d 3a
9. Responsibility for Human Resources	<p>Teach, deliver core training, range of subjects/ teach, devise training and development programmes, major job responsibility</p> <p>Provides specialist training & education/ develops education programmes</p>	3 (c) – 4 (b)	<p>3(c) Responsible for the teaching/delivery of core training on a range of subjects or specialist training</p> <p>Provides specialist midwifery training to a range of staff</p> <p>Or</p> <p>4(b) Responsible for the teaching or devising of training and development programmes as a major job responsibility</p>	3c 4b

			Develops education programmes	
10. Responsibility for Information Resources	Record personally generated information Maintains patient/client records, records research results	1	Record personally generated information Maintain client records	1
11. Responsibility for Research & Development	R&D activities as major job requirement/ co-ordinate, implement R & D activity as job requirement/ initiate, develop R & D activities Conducts research in specialist area/member of audit, research steering group developing trust wide research	3/4/5	3 Carries out research or development work as part of one or more formal research programmes or activities as a major job requirement Continuing involvement for at least some part of every working week (20 per cent or more per week on average) Or 4 Responsible for co-ordinating and implementing R&D programmes or activity as a requirement of the job Take overall control of a local, regional or national programme, which may be managed elsewhere. It also includes project management of R & D activities Or 5 Responsible, as an integral part of the job, for initiating (which may involve securing funding) and developing	3 4 5

			<p>R&D programmes or activities, which support the objectives of the broader organisation</p> <p>Research steering group developing trust wide research</p>	
12. Freedom to Act	<p>General policies, need to establish interpretation</p> <p>Responsible for establishing how policies should be interpreted for specialist area</p>	5	<p>Is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted</p> <p>Responsible for establishing how policies should be interpreted</p>	5
13. Physical Effort	<p>Occasional moderate effort for several short periods</p> <p>Moves, manoeuvres patients</p>	2 (d)	<p>2(d) There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</p> <p>Assists women in labour</p> <p>or</p> <p>3(c) There is a frequent requirement to exert moderate physical effort for several short periods during a shift</p> <p>Assists clients in labour</p>	2d 3c
14. Mental Effort	<p>Frequent concentration, work pattern unpredictable</p> <p>Concentration for patient/client care; interruptions for urgent patient/client, staff needs</p>	3 (a)	<p>There is a frequent requirement for concentration where the work pattern is unpredictable</p> <p>Concentration on clients in labour, work pattern unpredictable</p>	3a

<p>15. Emotional Effort</p>	<p>Frequent distressing or emotional circumstances; occasional/ frequent highly distressing or emotional circumstances Works with critically and/or terminally ill patients/clients/ imparts unwelcome news to staff, patients/clients</p>	<p>3 (a) (b) / 4</p>	<p>3(a) Frequent exposure to distressing or emotional circumstances Difficult family situations eg. Congenital abnormalities</p> <p>And/or</p> <p>3(b) Occasional exposure to highly distressing or highly emotional circumstances Occasionally deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues</p> <p>Or</p> <p>4(b) Frequent exposure to highly distressing or highly emotional circumstances Frequently deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues</p>	<p>3a,b 4(b)</p>
<p>16. Working Conditions</p>	<p>Occasional/frequent exposure to highly unpleasant conditions Body fluids, faeces, vomit, smells and foul linen</p>	<p>3 (b)- 4(b)</p>	<p>3(b) Occasional exposure to highly unpleasant working conditions Body fluids, faeces, vomit, smells and foul linen</p> <p>Or</p>	<p>3b 4b</p>

			<p>4(b) Frequent exposure to highly unpleasant working conditions. Body fluids, faeces, vomit, smells and foul linen</p>	
Profile Score	637-727		637-732	

Reminder of band score ranges

Band 8c – 630-674

Band 8d – 675-720

Band 9 – 721-765