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Version history and amendments

Action	Date	Notes
Profile Rebrand	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
	December 2020	Theatre Practitioners' profiles have been moved into the Allied Health Professionals job family.
New Profiles	June 2019	Profiles marked with an Asterisk (*) were newly published in 2019.



Profile Suite and Label	Theatre Practitioners – Theatre Practitioner Entry Level
Job Statement	1. Implements programmes of care for patients undergoing theatre procedures 2. Prepares and assembles theatre implements

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provides and receives routine information where there are barriers to understanding Communicates routine information regarding theatre procedures to adult and child patients; some patients have special/learning disabilities	3	21
2.	Knowledge, Training & Experience	Range of work procedures and practices, majority non-routine, intermediate level of theoretical knowledge Knowledge of instruments and theatre procedures acquired through intermediate level training plus experience	4	88
3.	Analytical & Judgemental Skills	Judgements involving facts or situations some requiring analysis Monitor and observe patient condition	2	15
4.	Planning & Organisational Skills	Planning and organises straightforward activities some of which may be on-going Plans own time and organises equipment for theatre procedures	2	15
5.	Physical Skills	Developed physical skills, manipulation of objects, people, narrow margins for error; highly developed physical skills, accuracy important Manipulates patients undergoing clinical procedures; assembles surgical instruments/equipment	3(a)(b)	27
6.	Patient/Client Care	Implements clinical care Delivers pre, peri and post-operative patient care as determined by others	4(a)	22
7.	Policy/Service Development	Follows policies in own role May comment on theatre policies	1	5
8.	Financial & Physical Resources	Safe use of equipment other than equipment used personally Assembles/dismantles surgical equipment	2(b)	12
9.	Human Resources	Demonstrates own activities to new/less experienced employees May demonstrate own duties to new starters	1	5
10.	Information Resources	Record personally generated clinical observations Maintains patient records	1	4
11.	Research & Development	Undertakes surveys or audits as necessary to own work May participate in trials	1	5
12.	Freedom to Act	Guided by Standard Operating Procedures, supervision close by Operates with a degree of initiative, refers non-routine matters to supervisor	2	12
13.	Physical Effort	Frequent sitting or standing in a restricted position/frequent moderate effort for several short periods Standing at operating table/Moving patients, beds, trolleys, equipment several times a day	2(a)/3(c)	7-12



14.	Mental Effort	Frequent requirement for concentration/Occasional requirement for prolonged concentration, predictable work pattern Concentration required for carrying out theatre procedures	2(a)/3(b)	7-12
15.	Emotional Effort	Frequent distressing or emotional circumstances Patients involved in major trauma, dealing with distressed patients or relatives, deaths of patients during surgery	3(a)	18
16.	Working Conditions	Frequent highly unpleasant working conditions Contact with body fluids	4(b)	18
JE Score 281-291			Band 4	



Profile Suite and Label	Theatre Practitioners – Theatre Practitioner
Job Statement	1. Assesses, develops, implements and evaluates programmes of care for patients undergoing theatre procedures 2. Prepares and assembles theatre implements

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive complex, sensitive information requiring persuasive, empathic and reassurance skills; co-operation required; or where there are barriers to understanding Communicates sensitive information concerning adult and child patients' medical condition, requires persuasive, reassurance skills; some patients have special/learning disabilities	4	32
2.	Knowledge, Training & Experience	Understanding of a range of work procedures, which requires expertise within a specialism underpinned by theoretical knowledge or relevant practical experience Theoretical and practical knowledge of theatre procedures acquired through relevant degree or diploma plus experience of an equivalent level of knowledge	5	120
3.	Analytical & Judgemental Skills	Judgements involving a range of facts or situations which require the analysis, or comparison of a range of options Assess patient's condition	3	27
4.	Planning & Organisational Skills	Plan and organise straightforward activities some of which may be on-going Organises own time and that of junior staff	2	15
5.	Physical Skills	Developed physical skills, manipulation of objects, people, narrow margins for error; highly developed physical skills, accuracy important Manipulation of patients during clinical procedures; assembles instruments/equipment; laryngeal mask insertion	3(a)(b)	27
6.	Patient/Client Care	Develop programmes of care Delivers peri and post-operative patient care	5(a)	30
7.	Policy/Service Development	Follow policies in own role May comment on theatre policies	1	5
8.	Financial & Physical Resources	Safe use of equipment other than equipment used personally; orders stock Assembles/dismantles surgical equipment; pre-use checks of anaesthetic equipment; orders stock for theatre	2(b)(c)	12
9.	Human Resources	Demonstrates own activities to new/less experienced employees/provides clinical supervision Demonstrates own duties to staff; supervises staff working towards a qualification or professional registration	1–2(b)	5-12
10.	Information Resources	Record personally generated clinical observations Maintains patient records	1	4
11.	Research & Development	Undertake surveys or audits as necessary to own work/regularly participates in clinical trials May participate in clinical trials/regularly participates in clinical trials	1–2(b)	5-12
12.	Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works within codes of practice and guidelines	3	21



13.	Physical Effort	Frequent sitting or standing in a restricted position/frequent moderate effort for several short periods Standing at operating table/Moving patients, beds, trolleys, equipment several times a day	2(a)/3(c)	7-12
14.	Mental Effort	Frequent requirement for concentration/Occasional requirement for prolonged concentration, predictable work pattern Concentration required for carrying out theatre procedures	2(a)/3(b)	7-12
15.	Emotional Effort	Frequent distressing or emotional circumstances Patients involved in major trauma, dealing with distressed patients or relatives, deaths of patients during surgery	3(a)	18
16.	Working Conditions	Frequent highly unpleasant working conditions Contact with body fluids	4(b)	18
JE Score 353-377			Band 5	



Profile Suite and Label	Theatre Practitioners – Theatre Nurse/Practitioner
Job Statement	1. Assesses, develops, implements and evaluates programmes of care for patients undergoing theatre procedures 2. Prepares and assembles theatre instruments and equipment

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provides and receives complex, sensitive information requiring persuasive, empathic and reassurance skills; co-operation required; or where there are barriers to understanding. Communicates sensitive information concerning adult and child patient's medical condition/patient history/clinical procedures, requires empathy, persuasive, reassurance skills; some patients have special needs/learning disabilities.	4 (a)	32
2.	Knowledge, Training & Experience	Understanding of a range of work procedures, which requires expertise within a specialism, underpinned by theory Professional/Clinical knowledge of theatre procedures acquired through training to degree/diploma.	5	120
3.	Analytical & Judgemental Skills	Judgements involving a range of facts and situations, requiring analysis, comparison of range of options. Assesses patients conditions, monitors patients for adverse reactions, suitability for transfer.	3	27
4.	Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing. Organises own meetings, workload, equipment required for clinical procedures; may plan and organise colleagues' work.	2	15
5.	Physical Skills	Developed physical skills, manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important, manipulation of fine tools, materials. Manoeuvres patient into position; intravenous injections, assembles instruments/equipment in theatre e.g. laryngeal mask insertion.	3 (a)(b)	27
6.	Patient/Client Care	Develops programmes of care. Assesses, plans, implements and evaluates clinical care of patients in theatres both peri-operative and post-operative.	5(a)	30
7.	Policy/Service Development	Follow policies in own role, may be required to comment. Follows departmental procedures, comments on possible developments in theatre.	1	5
8.	Financial & Physical Resources	Safe use of equipment other than equipment used personally; maintaining stock control; safe use of expensive or highly complex equipment. Assembles, dismantles surgical equipment; orders stock and supplies for theatre; undertakes pre-use checks of anaesthetic equipment.	2 (b)(c)	12
9.	Human Resources	Demonstrates own activities to new or less experienced employees/ Responsible for day-to-day supervision of staff: regularly responsible for clinical supervision. Demonstrates own duties to new starters and staff/supervises work of staff; Clinical supervision of staff or students	1 – 2 (a) (b)	5 – 12

10.	Information Resources	Record personally generated clinical observations and information. Maintains patient records.	1	4
11.	Research & Development	Undertakes surveys or audits as necessary to own work/undertake R&D activity; clinical trials; test equipment, adaptation. Undertake R&D; may participate in clinical trials/regularly participate in clinical trials; tests equipment.	1 -2(a)(b)(c)	5 – 12
12.	Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised. Works within codes of practice and professional guidelines.	3	21
13.	Physical Effort	Frequent sitting or standing in a restricted position; occasional/frequent moderate weights for several short periods. Standing at an operating table; manoeuvring equipment, patients for procedures/pushes and pulls theatre trolleys and equipment several times a day.	2(a)(d) – 3(c)	7 – 12
14.	Mental Effort	Frequent concentration, predictable work pattern/occasional prolonged concentration. Concentration in theatre – setting up instruments and equipment, checking patients in, assisting during operations/prolonged concentration for some surgical procedures.	2(a) - 3(b)	7 – 12
15.	Emotional Effort	Occasional/frequent distressing or emotional circumstances; occasional/frequent highly distressing or emotional circumstances. Dealing with distressed patients, relatives/deaths in theatre, major trauma cases.	2(a) - 3(a)(b) - 4(b)	11 – 18 – 25
16.	Working Conditions	Frequent highly unpleasant working conditions. Body fluids, foul linen.	4(b)	18
JE Score 353-384			Band 5	



Profile Suite and Label	Theatre Practitioners – Theatre Practitioner Higher Level
Job Statement	1. Assess, plan, implement and evaluate programmes of care for patients undergoing theatre procedures 2. Provides clinical or day to day supervision to junior staff; may act as a mentor and assessor

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive complex, sensitive information requiring empathic and reassurance skills or where there are barriers to understanding Communicates sensitive information concerning adult and child patients medical condition, requires persuasive, reassurance skills; some patients have special/learning disabilities	4(a)	32
2.	Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Knowledge of a broad range of theatre procedures and instrumentation acquired through degree or diploma plus experience and further study or qualification, or an equivalent level of knowledge	6	156
3.	Analytical & Judgemental Skills	Judgements involving a range of facts or situations requiring the analysis or comparison of a range of options Assess patient's condition including suitability for transfer or discharge	3	27
4.	Planning & Organisational Skills	Planning and organisation straightforward tasks some on-going Organises the provision of the relevant equipment required for clinical procedures, plan staff rotas	2	15
5.	Physical Skills	Developed physical skills, manipulation of objects, people, narrow margins for error; highly developed physical skills, accuracy important Manipulation of patients undergoing clinical procedures; assembles instruments/equipment; laryngeal mask insertion	3(a)(b)	27
6.	Patient/Client Care	Develop programmes of care Delivers peri and post-operative patient care	5(a)	30
7.	Policy/Service Development	Implement policies and propose changes to practices, procedures for own area Implement new theatre procedures	2	12
8.	Financial & Physical Resources	Safe use of equipment other than equipment used personally Assembles and dismantles theatre instruments; pre-use checks of anaesthetic equipment; orders stock for theatre	2(b)(c)	12
9.	Human Resources	Day to day supervision; professional/clinical supervision; undertake basic workplace assessments Allocates, checks work of staff; clinical supervision of junior staff; undertakes basic workplace assessments	2(a)(b)(c)	12
10.	Information Resources	Record personally generated clinical observations Maintains patient records	1	4
11.	Research & Development	Undertake surveys or audits as necessary to own work/regularly undertake clinical trials May participate in trials/regularly undertakes clinical trials	1–2(b)	5-12



12.	Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works within codes of practice and guidelines	3	21
13.	Physical Effort	Frequent sitting or standing in a restricted position/frequent moderate effort for several short periods Standing at operating table/Moving patients, beds, trolleys, equipment several times a day	2(a)/3(c)	7-12
14.	Mental Effort	Frequent requirement for concentration/Occasional requirement for prolonged concentration, predictable work pattern Concentration required for carrying out theatre procedures; formal student/trainee assessments	2(a)/3(b)	7-12
15.	Emotional Effort	Frequent distressing or emotional circumstances Patients involved in major trauma, dealing with distressed patients or relatives, deaths of patients during surgery	3(a)	18
16.	Working Conditions	Frequent exposure to highly unpleasant working conditions Contact with body fluids	4(b)	18
JE Score 403-420			Band 6	



Profile Suite and Label	Theatre Practitioners – Theatre Nurse/Practitioner Higher Level
Job Statement	1. Assess, develops, implements and evaluates programmes of care for patients undergoing theatre procedures. This may be carried out in a specialist area and/or using specialist skills. 2. Provides clinical day-to-day supervision to new/less-experienced staff, HCSW, students; may act as a mentor and assessor

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provides and receives complex, sensitive information requiring empathic and reassurance skills; co-operation required; or where there are barriers to understanding. Communicates sensitive information concerning adult and child patient's medical condition/patient history/clinical procedures, requires empathy, persuasive, reassurance skills; some patients have special needs/learning disabilities.	4(a)	32
2.	Knowledge, Training & Experience	Specialist knowledge across a range of procedures underpinned by theory. Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses	6	156
3.	Analytical & Judgemental Skills	Complex facts and/or situations, requiring analysis, interpretation and comparison of range of options. Skills for assessing and interpreting complex needs of patients; judgements on a variety of complex clinical problems, which require investigating, analysing and assessing.	4	42
4.	Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing. Organise the provision of the relevant equipment required for clinical procedures, plan staff rotas, co-ordinate staff.	2	15
5.	Physical Skills	Developed physical skills, manipulation of objects, people; narrow margins for error; highly developed physical skills, accuracy important, manipulation of fine tools, materials. Manoeuvres patient into position; intravenous injections, assembles instruments/equipment in theatre e.g. laryngeal mask insertion.	3(a)(b)	27
6.	Patient/Client Care	Develop specialised programmes of care/care packages; provide highly specialised advice. Develops and implements specialist programmes of care; gives specialist advice to patients and staff.	6	39
7.	Policy/Service Development	Follow policies in own role, may be required to comment/implements policies and proposes changes to practice, procedures for own area. Follows departmental procedures, may comment on changes/proposes changes to policies and procedures in theatre.	1 - 2	5 – 12
8.	Financial & Physical Resources	Safe use of equipment other than equipment used personally; maintaining stock control; safe use of expensive or highly complex equipment. Assembles, dismantles surgical equipment; orders stock and supplies for theatre; undertakes pre-use checks of anaesthetic equipment.	2 (b)(c)(e)	12
9.	Human Resources	Responsible for day-to-day supervision; Regularly responsible for professional or clinical supervision; Regularly responsible for providing practical training.	2 (a)(b)(c)	12



		Supervises work of staff; clinical supervision of staff or students; trains others in theatre procedures.		
10.	Information Resources	Record personally generated clinical observations and information. Maintains patient records.	1	4
11.	Research & Development	Undertakes surveys or audits as necessary to own work/undertake R&D activity; clinical trials; test equipment, adaptation. Undertake R&D; may participate in clinical trials/regularly participate in clinical trials; tests equipment.	1 – 2(a)(b)(c)	5 – 12
12.	Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised. Works within codes of practice and professional guidelines.	3	21
13.	Physical Effort	Frequent sitting or standing in a restricted position; occasional/frequent moderate weights for several short periods. Standing at an operating table; manoeuvring equipment, patients for procedures/pushes and pulls theatre trolleys and equipment several times a day.	2(a)(d) - 3(c)	7 – 12
14.	Mental Effort	Frequent concentration, predictable work pattern/occasional prolonged concentration. Concentration in theatre – setting up instruments and equipment, checking patients in, assisting during operations/prolonged concentration for some surgical procedures.	2(a) – 3(b)	7 – 12
15.	Emotional Effort	Occasional/frequent distressing or emotional circumstances; occasional/frequent highly distressing or emotional circumstances. Dealing with distressed patients, relatives/deaths in theatre, major trauma cases.	2(a) – 3(a)(b) – 4(b)	11 – 18 – 25
16.	Working Conditions	Frequent highly unpleasant working conditions. Body fluids, foul linen.	4(b)	18
JE Score 423-457			Band 6	



Profile Suite and Label	Theatre Practitioners – Theatre Practitioner Team Manager
Job Statement	1. Assess, plan, implement and evaluate programmes of care for patients undergoing theatre procedures 2. Manages theatre staff, including appraisal, rotas, recruitment and selection and supervision of students 3. May hold and manage budget

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive complex, sensitive information requiring empathic and reassurance skills or where there are barriers to understanding Communicates sensitive information concerning adult and child patients' medical condition, requires persuasive, reassurance skills; some patients have special/learning disabilities; provides training to staff	4(a)	32
2.	Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Specialist knowledge of theatre procedures and instrumentation acquired through degree or diploma plus experience, further study or qualification; management training or experience, or an equivalent level of knowledge	6	156
3.	Analytical & Judgemental Skills	Judgements involving a range of complex facts or situations requiring analysis, interpretation, or comparison of a range of options Decisions on issues arising from surgical emergencies and ensuing actions	4	42
4.	Planning & Organisational Skills	Planning and organisation of complex activities requiring adjustment Plans theatre time	3	27
5.	Physical Skills	Developed physical skills, manipulation of objects, people, narrow margins for error; highly developed physical skills, accuracy important Manipulation of patients during clinical procedures; assembles instruments and equipment; laryngeal mask insertion	3(a)(b)	27
6.	Patient/Client Care	Develops programmes of care Assess care needs of patients throughout the peri-operative period	5(a)	30
7.	Policy/Service Development	Propose changes which impact beyond own area Develops clinical protocols and procedures, which impact on other departments	3	21
8.	Financial & Physical Resources	Authorised signatory for cash/financial payments; holds delegated budget/holds budget for department Authorises overtime payments for theatre staff; holds a delegated budget/holds budget	3(a) (d)/ 4(a)	21-32
9.	Human Resources	Line manager for department Allocates duties to theatre staff, recruits, develops staff, responsible for disciplinary and grievance issues	4(a)	32
10.	Information Resources	Record clinical observations Maintains patient records	1	4



11.	Research & Development	Occasional/regular participation in R&D activity Collects specimens for research, participates in clinical trials	1–2	5-12
12.	Freedom to Act	Broad occupational policies Accountable for own professional actions and those of theatre staff	4	32
13.	Physical Effort	Frequent sitting or standing in a restricted position/frequent moderate effort for several short periods Standing at operating table/Moving patients, beds, trolleys, equipment several times a day	2(a)/3(c)	7-12
14.	Mental Effort	Frequent requirement for concentration, work pattern unpredictable Concentration required for carrying out theatre procedures; interruptions to deal with staffing issues	3(a)	12
15.	Emotional Effort	Frequent exposure to distressing or emotional circumstances Patients involved in major trauma, dealing with distressed patients or relatives, deaths of patients during surgery	3(a)	18
16.	Working Conditions	Frequent exposure to highly unpleasant working conditions Contact with body fluids	4(b)	18
JE Score 484-507			Band 7	



Profile Suite and Label	Theatre Practitioners – Anaesthesia Practitioner
Job Statement	1. Administers prescribed anaesthesia, monitors and maintains condition of patients 2. Prepares, equips and maintains environment for anaesthesia 3. May prescribe intra-operative fluids, post-operative analgesia and anti-emetics 4. May undertake post-operative assessment of patients, provide anaesthetic skills in care of patients in ward situations

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Communicate complex, sensitive information, barriers to understanding Communicates condition related information to patients, relatives, requires empathy, reassurance	4(a)	32
2.	Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through postgraduate diploma plus further theoretical knowledge acquired through specialist training to masters level equivalent	7	196
3.	Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of range of options Skills for assessing and interpreting specialist acute patient conditions, taking appropriate action, recognising and managing emergency situations	4	42
4.	Planning & Organisational Skills	Plan, organise complex activities, programmes, requiring formulation, adjustment Plans anaesthetic provision within prescribed framework	2	15
5.	Physical Skills	High degree of precision High levels of dexterity and accuracy required for e.g. insertion of spinal/ epidural, suturing of arterial/ neck lines, airway management	4	42
6.	Patient/Client Care	Develop specialised programmes of care; provide specialised advice in relation to care Assesses, develops and implements anaesthetic programmes within prescribed framework; provides advice to surgeon on anaesthetic care of patient	6(a) (c)	39
7.	Policy/Service Development	Implement policies, propose policy, service changes for own area Comments on policies and protocols, contributes to changes	2	12
8.	Financial & Physical Resources	Safe use of expensive/highly complex equipment Responsible for safe use, setting up of anaesthetic equipment	2(e)	12
9.	Human Resources	Clinical supervision Clinically supervises anaesthetic assistant	2(b)	12
10.	Information Resources	Record personally generated clinical observations Updates patient records	1	4
11.	Research & Development	Occasionally/ regularly undertake R&D, lead clinical audits Participates in research, lead clinical audit in own area	1-2(a)	5-12

12.	Freedom to Act	Broad occupational policies Accountable for own professional actions: works in accordance within professional anaesthetic standards and competencies, specialist in monitoring and maintaining anaesthesia in normal situations	4	32
13.	Physical Effort	Frequent sitting or standing in a restricted position/ frequent moderate effort for several short periods Works in restricted position in operating theatre/ manoeuvres patients from table to bed, bed to table	2(a)-3(c)	7-12
14.	Mental Effort	Occasional/ frequent prolonged concentration Concentration on patient anaesthesia for lengthy periods	3(b)/4(a)	12-18
15.	Emotional Effort	Occasional highly distressing circumstances Unexpected deterioration of patient	3(b)	18
16.	Working Conditions	Frequent highly unpleasant conditions Body fluids, open wounds	4 (b)	18
JE Score 498-516			Band 7	