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Version history and amendments

Action	Date	Notes
New profile published	January 2026	New profile added after an evidence review by JEG. Changes to profile labelling.
Rebrand	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
Profile note		<p>These profiles have been created to assist panels in matching jobs where jobholders can be recruited from a variety of professional disciplines e.g. professional regulation is required but not specific to any one profession.</p> <p>They <u>must not</u> be used to match against jobs that are profession specific and where the focus of the job is to provide profession specific care or management as an existing profile from the appropriate occupational group will provide an accurate match.</p> <p>Professional Competence Practitioners employed on job descriptions that are nonspecific, may potentially be required to work outside their professional competencies; this will need to be managed by the employing organisation. Competency to undertake duties in the job description are outside the JES remit.</p> <p>The responsibility for these roles and the safeguarding of the public is with the organisation.</p>



Profile Suite and Label	Clinical Practitioner: Band 6
Job Statement	1. Assesses patients; plans, implements the treatment and monitors care; 2. Provides specialist advice. This may be carried out in a specialist area and/or using specialist clinical skills 3. Supervises students, support workers

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



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



Profile Suite and Label	Clinical Practitioner: Band 7
Job Statement	<ol style="list-style-type: none"> 1. Assesses patients; plans, implements the treatment and monitors care; provides highly specialist advice; maintains associated records 2. Lead specialist in defined area of care 3. Provides specialist education and training to other staff, students and/patients / clients

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



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



Profile Suite and Label	Clinical Practitioner: Band 8ab
Job Statement	<ol style="list-style-type: none"> 1. Provides expert, advanced level clinical practice acting as the senior clinical decision maker for highly complex patients. 2. Assesses patients using advanced knowledge and clinical skills; plans, implements the treatment and monitors' care; provides highly specialist expert professional advice and diagnosis 3. Lead specialist in defined area of care and carries out research 4. Provides specialist education and training to other staff and students 5. May manage clinical staff or multidisciplinary team 6. Responsible for policy and service development in specialist clinical area

Factor	Level descriptor and example job information	JE Level	JE Score
1. Communication & Relationship Skills	<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 specialised condition related information to patients and relatives, other professions; there may be significant barriers to acceptance; sensitive service-related information to internal and external senior colleagues maybe challenged.</p> <p>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>Communicate complex/sensitive/contentious e.g. imparting complex diagnosis to patients and relatives requiring empathy, persuasion and reassurance where patient clients have special needs or may be hostile, antagonistic</p>	5a	45
2. Knowledge, Training & Experience	<p>Highly developed specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge and relevant practical experience</p> <p>Professional knowledge acquired through degree supplemented by specialist training, experience, short courses, to master's level or equivalent</p>	7	196
3. Analytical & Judgemental Skills	<p>4 Judgements involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options</p> <p>Skills for assessing and interpreting patients or client specialist clinical conditions, appropriate diagnosis, skills for development of specialised treatment programmes from a range of options</p>	4	42



		<p>or</p> <p>5 Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options. Skills for assessing & diagnosing a range of highly complex patient conditions, appropriate treatment from range of options; clinical governance issues expert opinions may differ</p>	5	60
4.	Planning & Organisational Skills	<p>3 Planning and organisation of a number of complex activities or programmes, which require the formulation and adjustment of plans. Plans and organises workload for specialist service or specific area, co-ordinates multi-disciplinary activities, organises implementation of changes to working practice</p>	3	27
5.	Physical Skills	<p>3(a) 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 Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures or cannulation, high speed driving, developed auditory and perceptual skills</p> <p>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 Dexterity and accuracy required for, e.g. surgical interventions, intubation, tracheotomies, suturing, a range of physiotherapy treatments, endoscopy procedures</p>	<p>3a</p> <p>27</p> <p>4</p> <p>42</p>	
6.	Patient/Client Care	<p>6a Develops specialised programmes of care/care packages Assesses, plans, implements and evaluates specialist caseload of patients or clients</p> <p>or</p> <p>6c Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients Provides highly specialised advice and expertise concerning care</p> <p>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 Responsible for development and delivery of specialist service for organisation</p>	<p>6a</p> <p>39</p> <p>6c</p> <p>39</p> <p>6d</p> <p>39</p>	



7.	Policy/Service Development	Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity. Develops and implements policies and protocols and/or service development for a service or related to specialist area	4	32
8.	Financial & Physical Resources	2b Responsible for the safe use of equipment other than equipment which they personally use Responsible for equipment used by patients and others or 2d Authorised signatory for small cash/financial payment Signs timesheets or 2e Responsible for the safe use of expensive or highly complex equipment Ensure the safe use of expensive equipment e.g., Bladder Scan, Ophthalmoscope etc or 3a Authorised signatory for cash/financial payments Authorises overtime, orders supplies or 3d Holds a delegated budget from a budget for a department/service Holds delegated education/training budget	2b 2d 2e 3a 3d 3d	12 12 12 21 21 21
9.	Human Resources	3c Responsible for the teaching/delivery of core training on a range of subjects or specialist training Delivers specialist training in area of expertise or 4a Responsible as line manager for a single function or department Line management of a group of staff or 4b Responsible for the teaching or devising of training and development programmes as a major job responsibility Devises training packages and teaches other groups of staff	3c 4a 4b	21 21 21
10.	Information Resources	Record personally generated information Maintain records relating to clients, patients	1	4



11.	Research & Development	2a Regularly undertakes R&D activity as a requirement of the job Includes complex audits using research methodology for example specific one-off audits designed to improve a particular area or service or 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)	2a	12
			3	21
12.	Freedom to Act	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. Interprets national, professional policies for specialist area e.g. professional guidelines, clinical governance, codes of practice, legislation and ethics, lead specialist	5	45
13.	Physical Effort	2a There is a frequent requirement for sitting or standing in a restricted position for a substantial proportion of the working time Sitting in restricted positions whilst delivering therapy	2a	7
		2d There is an occasional requirement to exert moderate physical effort for several short periods during a shift. Lifts equipment; assists clients/patients during treatment or clinical intervention	2d	7
		3c There is a frequent requirement to exert moderate physical effort for several short periods during a shift. Manoeuvres and mobilises patients/clients, moves equipment	3c	12
14.	Mental Effort	2a There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention Concentration on patient assessments and diagnosis, providing clinical care, e.g. calculating drug doses for infusion, carrying out tests or 3a There is a frequent requirement for concentration where the work pattern is unpredictable Interruptions to deal with service issues or 3b	2a	7
			3a	12



		There is an occasional requirement for prolonged concentration Prolonged concentration on patient assessments or e.g., psychometric testing	3b	12
15.	Emotional Effort	Frequent distressing or emotional circumstances Conveying unwelcome news to staff/patients, child abuse, some challenging behaviour	3a	18
16.	Working Conditions	2a Occasional exposure to unpleasant working conditions, Body fluids, foul linen, verbal aggression	2a	7
		3b Occasional exposure to highly unpleasant working conditions Body fluids, foul linen, verbal aggression	3b	12
JE Score 541 - 618			Band 8ab	