



Status report on profiles to meeting of the Health Sector at NAC – 17-19th September 2003

NURSING, MIDWIFERY AND HEALTH VISITING			
Job Title	Comments	Status	Pay Effect
Community Nursery Nurse	Has not been evaluated. JEWPs have claimed they have received 3 Job Analysis Questionnaires. Checking origins. Nursery Nurse (Neonatal) is on Band 4.		Potentially very promising.
Community Nurse (Schools)	Band 5 Need to ensure SNs with acquired skills and knowledge meet higher level profile.	Signed off. Awaiting publication in Second Volume.	Pay advance for those on scales E & below.
School Nurse (Special School)	Band 6	Signed off. Awaiting publication in Second Volume.	Pay advance for those on scales G & below
School Nurse	Band 6	Signed off. Awaiting publication in Second Volume.	Pay advance for those on scales G & below.
School Nurse Manager	Band 7	Signed off. Awaiting publication in Second Volume.	Because of grade drift potentially significant advance depending on current grade.
<i>Initial guidance for EIs on application of profiles has been produced across School Nursing.</i>			
District Nurse	Band 6	Signed off and published (Vol.1).	Pay advance for those on scales G

			and below.
District Nurse (Team Manager)	Band 7	Signed off and published (Vol.1).	Pay advance for those on scales H and below.
Health Visitor	Band 6 A briefing note has been produced on this profile.	Signed off and published (Vol.1).	Pay advance for scale G.
Health Visitor Team Manager	Band 7	Signed off and published (Vol.1).	Pay advance for scale H.
Specialist Health Visitor	This is a gap identified by Amicus. Either fill by national profile and/or local evaluation in EI. CPHVA LRC defining competencies and identifying postholders for evaluation. Seeking clearance to issue Job Analysis Questionnaire.		
Designated/Named Nurse Child Protection	This is a gap identified by Amicus. Either fill by national profile and/or local evaluation in EI. CPHVA LRC defining competencies and identifying postholders for evaluation. Seeking clearance to issue Job Analysis Questionnaire.		
Health Visitor (Community Practice Teacher)	Band 7.	Signed off. Awaiting publication in Second Volume.	Pay advance for those on scales H and below.
<i>Initial guidance for EIs on application of profiles has been produced across the above area. This is posted on web and will be published in Community Practitioner.</i>			
Community Psychiatric Nurse	Band 6	Signed off. Awaiting publication in Second Volume.	Pay advance for those on scales G and below.
Community Psychiatric Nurse Manager	Band 7	Signed off. Awaiting publication in Second Volume.	Pay advance for those on scales H and below.
Specialist Community Psychiatric Nurse	This is a gap identified by Amicus. Either fill by national profile and/or local evaluation in EI. MHNA defining competencies and identifying postholders for evaluation. Seeking clearance to issue Job Analysis Questionnaire.		
<i>Initial guidance for EIs on application of profiles has been produced across the above area. This is posted on web and will be published in the Mental Health Nurse journal .</i>			
Theatre Nurse	Presently Band 5. Being verified by NATN.	This profile is out to consultation.	

Specialist Theatre Nurse	Presently Band 6. Being verified by NATN.	This profile is out to consultation.	
HEALTHCARE SCIENCE			
Medical Technical Officers	We are starting to make real progress. Green light has been given by DOH to issue Job Analysis Questionnaires for career ranges across medical physics, physiological measurement and medical engineering. Dentistry and pharmacy are being covered in other areas. More unique roles listed separately.		
Medical Physics Technicians	Job Analysis Questionnaires being issued across the career range in GSTT.		
Physiological Measurement Technician	Amicus is working with OAC and the Registration Council for Clinical Physiological Measurement to identify postholders to evaluate across career range. Work initiated in Audiology will continue for possible cross referencing purposes.		
Medical Engineering	Both Sections of Amicus are working together to identify postholders to evaluate across the career range.		
Medical Technical Officer (Lower)	Presently Band 3.	This profile is out to consultation.	
Medical Technical Officer (Higher)	Presently Band 4.	This profile is out to consultation.	
Specialist Medical Technician (Audiology)	Band 5. Newly merged profession the British Academy of Audiology producing model profiles spanning Bands 5-8 to form basis of guidance to members. Postholders being identified to cross reference for wider work in physiological measurement.	Signed off. Published (Vol. 1).	Pay advance or loss depends on matching. Long term RRPs apply.
Specialist Medical Photographer (Team Leader)	Band 6. Now received comments from postholders and model profiles for Bands 5-8 which will form basis of guidance to members. Need to issue guidance to narrow application of profile to Team Leader role only.	Signed off. Awaiting publication in Second Volume. Amicus MSF has sought removal from approved list.	Pay advance or loss depends on matching. Long term RRPs apply.
Perfusionist	Profile rejected. Comments submitted via the Society for Clinical Perfusionists. With profiling group. Awaiting revised draft.		
Specialist Perfusionist	Indexed but we have not received for comment.	Await copy for comment	

		before approving.	
Operating Department Practitioner	Presently Band 4. This is an unacceptable outcome. Difference with Theatre Nurses unsustainable in equal pay terms. Seeking comments from members.	This profile is out to consultation.	
Snr. or Sp. Operating Department Practitioner	This is a gap identified by Amicus.		
Qualified Optometrist	Presently Band 5. With professional body for verification and comment.	This profile is out to consultation.	
Clinical Support Worker Blood Transfusion Service	Presently Band 2. Unison is leading on commenting on this profile.		
Biomedical Support Worker	Presently Band 2.	Amicus has agreed to sign off profile. See below.	Pay advance across the scale.
Snr. Biomedical Support Worker	This is a gap identified by Amicus. Higher level profiles for support workers exist in Radiography and Podiatry. Job Analysis Questionnaire issued to postholder.		Potentially significant pay advance depending on current scale.
Cytology Screener	Presently Band 4.	Seeking approval to sign off.	Pay advance up to *** points on scale.
Phlebotomist	Band 2	Signed off. Awaiting publication in Second Volume.	Pay advance across scale.
Biomedical Scientist	Band 5	Signed off. Published (Vol. 1).	Pay advance on basic pay across scale.
Specialist Biomedical Scientist	This is a gap identified by Amicus. Job Analysis Questionnaire issued to postholder.		
Biomedical Scientist Team Leader	Band 6	Signed off. Published (Vol. 1).	Pay advance across MLSO 2 scale up to *** points.
Highly Specialist Biomedical Scientist	This is gap identified by Amicus. Postholder being identified. Job Analysis Questionnaire completed.		
Advanced Practitioner in Cervical Cytology	This is a gap identified by Amicus. Possibly await identification of candidate in EIs or roll out.		
Biomedical Scientist Section	Presently Band 7. Comments made to change 'badging' and some		

Manager	factors. Discussions now taking place between profiler and Chair of Pathology OAC.		
Consultant Biomedical Scientist	This is a gap identified by Amicus. Possibly await identification of candidate in EIs or roll out.		
Director of Pathology	Presently above 8d.	Signed off. Awaiting publication in Second Volume.	Pay rates not set. Potential very promising for those from BMS background.
<i>Draft guidance on application of profiles has been produced across Pathology. This will be issued with matching guidance etc.</i>			
Registered Clinical Scientist (Biochemist) and (Physicist)	Band 7	Signed off. Published (Vol. 1).	Pay advance across appropriate Grade B comparators.
Principal Clinical Scientist (Medical Physics)	Band 8A	Signed off. Published (Vol. 1).	Pay advance possible across appropriate Grade B comparators depending on matching.
Consultant Clinical Scientist (Medical Physics) and (Biochemistry)	Band 8C/D	Signed off. Published (Vol. 1).	Pay advance possible across appropriate Grade C comparators depending on matching.
Clinical Scientist B21-24	This is a gap identified by Amicus. HPA have identified postholders at GSTT who have completed Job Analysis Questionnaires. Awaiting submission with Medical Physics Technician Job Analysis Questionnaires (see above).		
PHARMACY			
Pharmacy Technician	Presently Band 3.	This profile is out to consultation.	
Snr. Pharmacy Technician	This is a gap identified by Amicus.		

Clinical Pharmacist	Presently Band 5.		
Specialist Clinical Pharmacist	Presently Band 6.		
Specialist Pharmacist (e.g. Renal/Oncology)/Team Leader	Band 7 (Still being indexed incorrectly listed as Band 6).	Signed off. Published (Vol. 1).	
<i>The DOH and the Job Evaluation Working Party has agreed to undertake in collaboration with the Guild of Healthcare Pharmacists additional evaluations at Guys and St Thomas' bringing in community based roles to site if needs be. Many job analysis questionnaires have been completed. Amicus is also working with the Association of Pharmacy Technicians to cover these roles. Career structure has been drafted which is to form the basis for advice and guidance across pharmacy. The Guild is also seeking national rate of long term R&RP.</i>			
SPEECH AND LANGUAGE THERAPY			
Clinical Support Worker SLT	Band 2.	This profile is out to consultation.	
Clinical Support Worker SLT (Higher)	Band 3	This profile is out to consultation.	
Speech and Language Therapist	Band 5. Use has been clarified following meeting with DOH.	This profile is out to consultation.	
Specialist Speech and Language Therapist	Band 6. Use has been clarified following meeting with DOH.	This profile is out to consultation.	
Specialist Speech and Language Therapist (Special Needs Children)	This profile appears superfluous.	We have notified DOH that we will not be signing off. Amicus is seeking withdrawal of profile.	
Speech and Language Therapist, Section Manager	Band 7.	We have notified DOH that we will not be signing off. Amicus is seeking withdrawal of profile.	
Highly Specialist Speech and Language Therapist	Band 7.	This profile is out to consultation.	
Principal Speech and Language Therapist	This is a gap identified by Amicus and the Royal College. We are organising an additional evaluation exercise once postholders identified.		
Consultant Speech and Language Therapist	This is a gap identified by Amicus and the Royal College. The DOH shares this view. We are organising an additional evaluation exercise once postholders identified.		

Amicus and the Royal College have started producing joint guidance on the application of any agreed profiles amongst postholders. This will be ready for distribution ahead of agreeing profiles and following additional evaluation work.

PROFESSIONS COMPLEMENTARY TO DENTISTRY

Dental Surgery Asst./Dental Nurse (Unqualified)	DOH has presently declined to advise on who and when profiles were signed off. Presently Bands 2 and 3 respectively. Guidance being drafted to severely limit matching with postholders and create demand for additional profiles at higher levels.	Published (Vol. 1).	Potentially significant loss depending on current MTO grade. Covered by long term RRP.
Qualified Dental Nurse		Published (Vol. 1).	Potentially significant loss depending on current MTO grade. Covered by long term RRP.
Dental Technician	Presently Band 4. With PCD OAC for verification.		
Dental Technician Higher Level	Presently Band 5. With PCD OAC for verification.		
Dental Technician Higher Level, Team Leader	Presently Band 6. With PCD OAC for verification.		
Highly Specialist Medical Technician (Maxillo Facial)	Presently Band 6. Comments submitted by Amicus and professional body. Certainly needs re-badging.		
Principle Maxillo Facial Prosthetist and Technician	This is a gap identified by Amicus and the Institute of Maxillofacial Prosthetists and Technologists. Postholders identified. JAQs being completed.		
Consultant Maxillo Facial Prosthetist and Technician	This is a gap identified by Amicus and the Institute of Maxillofacial Prosthetists and Technologists. Postholders identified. JAQs being completed.		
Specialist Orthodontic Technician Section Manager	Presently Band 7. Comments submitted by Amicus.		
Dental Therapist	Presently Band 5. Recommending we can now sign off. See below.		Pay advance or loss depends on matching. Long term RRP apply.

Specialist Dental Therapist	JAQ issued to postholder.		
Dental Hygienist	Presently Band 4. Comments submitted by Amicus.		
CHAPLAINCY			
Chaplain	Presently Band 5. One draft of this was at Band 6. CHCC obviously reject profile. Further comments have been submitted to the profile group. Seeking an Asst. Chaplain to evaluate.		
Chaplain Team Manager	Band 7	Signed off. Awaiting publication in Second Volume.	Pay advance.
<i>Amicus has issued advice and guidance on the appropriate application of profiles. This will have to be revised in light of the development with the Chaplain profile.</i>			
FAMILY OF PSYCHOLOGY			
Clinical Psychologist	Amicus has had a bilateral meeting with DOH re profiles. Additional Job Analysis Questionnaires have been completed across psychology/psychotherapy. Draft guidance and advice for members including model profiles is in production in the event of no agreed outcome in ongoing talks with DOH.		
Psychotherapist		This profile is out to consultation.	
Specialist Clinical Psychologist		This profile is out to consultation.	
Consultant Clinical Psychologist		This profile is out to consultation.	
Consultant Psychotherapist		This profile is out to consultation.	
MISCELANEOUS			
Art Therapist	Band 6. Proposal by Amicus to amend slightly to generalise across Arts Therapy has been strangely ignored by the DOH.	Signed off. Awaiting publication in Second Volume.	Pay advance with appropriate Senior II comparators.
<i>Arts Therapy professional bodies are drafting model profiles for higher levels of practice which will form part of the guidance to issue to members.</i>			
Counsellors	Difficult to evaluate as no common competencies across profession and differences in knowledge base prior to		

	practice. Now identified West Kent Social Care Trust as a possible site where evaluations could take place leading to viable profiles.		
Sexual Health Advisor	Job Analysis Questionnaire completed and submitted to DOH.		
Sexual Health Advisory Section Manager	Presently Band 7. With professional body for verification and comment. DOH has clarified that this is intended for application to Health Advisors in Primary Care.	This profile is out to consultation.	
Professional Manager Family Therapy	This is a profile we have not received for comment. Probably subsumed into profiles below.	Clarify what has happened to profile.	
Professional Manager (Clinical, Technical, Social Services)	Band 8a.	Signed off. Awaiting publication in Second Volume.	
Professional Manager (Clinical, Technical, Social Services)	Band 8b/c.	Signed off. Awaiting publication in Second Volume.	
Professional Manager (Clinical, Technical, Social Services)	Band 8d.	Signed off. Awaiting publication in Second Volume.	