



**SUMMARY OF ATTRIBUTES AND DEFINITIONS
FOR
CAREER FRAMEWORK LEVELS**

August 2010

These summaries have been distilled from the Career Framework Descriptors used in the process of levelling jobs onto the Career Framework since 2006. They are used when describing Nationally Transferable Roles, and describe the level of autonomy and responsibility and the kind of decision making required by a job. They provide additional, essential information about a job, alongside National Occupational Standards. The definitions of the more specific job titles have been informed by publications and work from the Department of Health and Professional bodies.

Each summary is applicable to all jobs across the health sector at a given level including clinical, administration, management etc. The examples may be applied to both clinical and non clinical roles.

CAREER FRAMEWORK LEVEL 8

People at level 8 of the career framework require highly specialised knowledge, some of which is at the forefront of knowledge in a field of work, which they use as the basis for original thinking and/or research. They are leaders with considerable responsibility, and the ability to research and analyse complex processes. They have responsibility for service improvement or development. They may have considerable management responsibilities and be accountable for service delivery or have a leading education or commissioning role.

For example:

Consultant Practitioner, Career Framework Level 8

The consultant practitioner is an expert practitioner with a high level of responsibility for the development and delivery of services. There is a strong element of research within the role. They will carry out research, and may have overall responsibility for the coordination of R&D programmes as well as ensuring that current research findings are used by all staff to inform their practice. The consultant practitioners will lead by example in developing highly innovative solutions to problems based on original research and inquiry. They will apply a highly developed theoretical and practical knowledge over a wide range of clinical, scientific, technical and /or management functions.

CAREER FRAMEWORK LEVEL 7

People at level 7 of the career framework have a critical awareness of knowledge issues in the field and at the interface between different fields. They are innovative, and have a responsibility for developing and changing practice and/or services in a complex and unpredictable environment.

For example:

Advanced Practitioner, Career Framework Level 7

Advanced practitioners are experienced professionals who have developed

their skills and theoretical knowledge to a very high standard, performing a highly complex role and continuously developing their practice within a defined field and/or having management responsibilities for a section/small department. They will have their own caseload or work area responsibilities.

CAREER FRAMEWORK LEVEL 6

People at level 6 require a critical understanding of detailed theoretical and practical knowledge, are specialist and /or have management and leadership responsibilities. They demonstrate initiative and are creative in finding solutions to problems. They have some responsibility for team performance and service development and they consistently undertake self development.

For example:

Specialist or Senior Practitioner, Career Framework Level 6

Specialist practitioners have developed a high level of knowledge and skill in a specific area of practice. They have a depth of knowledge and understanding which enables them to perform at a high level of practice, take a leadership role, use and develop evidence to inform their practice, and deal with complex, unpredictable environments. They will have their own caseload or work area responsibilities.

CAREER FRAMEWORK LEVEL 5

People at level 5 will have a comprehensive, specialised, factual and theoretical knowledge within a field of work and an awareness of the boundaries of that knowledge.

They are able to use knowledge to solve problems creatively, make judgements which require analysis and interpretation, and actively contribute to service and self development. They may have responsibility for supervision of staff or training.

For example:

Practitioner

Practitioners have a broad knowledge base in a particular field of practice which enables them to work with a considerable degree of autonomy. They may have line management responsibilities but will not be responsible for service delivery. They actively use research findings to enhance and underpin their practice. A practitioner is competent in their area of practice and will seek opportunities to improve the service they offer.

CAREER FRAMEWORK LEVEL 4

People at level 4 require factual and theoretical knowledge in broad contexts within a field of work.

Work is guided by standard operating procedures, protocols or systems of work, but the worker makes judgements, plans activities, contributes to service development and demonstrates self development. They may have responsibility for supervision of some staff.

For example:

Assistant/Associate Practitioner

Assistant practitioners have a required level of knowledge and skill enabling them to undertake tasks that may otherwise have been undertaken by a practitioner. They will have developed specific technical skills and have a high degree of technical proficiency. They will exercise a degree of autonomy and undertake well defined tasks requiring limited judgement. They may have line management responsibility for others.

CAREER FRAMEWORK LEVEL 3

People at level 3 require knowledge of facts, principles, processes and general concepts in a field of work.

They may carry out a wider range of duties than the person working at level 2, and will have more responsibility, with guidance and supervision available when needed. They will contribute to service development, and are responsible for self development.

For example:

Senior Healthcare Assistants/Technicians

Senior healthcare assistants or technicians support the work of practitioners at all levels and may work as part of a team. They demonstrate an ability to carry out tasks, solving straightforward problems and making some judgements, with guidance and supervision available. They have skills in specific focussed aspects of service delivery.

CAREER FRAMEWORK LEVEL 2

People at level 2 require basic factual knowledge of a field of work. They may carry out clinical, technical, scientific or administrative duties according to established protocols or procedures, or systems of work.

For example:

Support Worker

Support workers work to agreed protocols and procedures. They are able to solve routine problems and make straightforward judgements. They have general skills across a range of aspects of service delivery and work under close supervision.

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