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Transferable Role Profile Template

Liaison and Diversion Service Practitioner

Career Framework **Level 5**

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Developed in collaboration with the
Liaison and Diversion Service
Expert Reference Working Group

Contents

Introduction to the Template.....	3
Transferable Roles.....	3
Definition of a Transferable Role	3
The Template	3
Career Framework Levels and National Occupational Standards (NOS).....	3
Indicative Learning and Development	4
The Template	6
Level Descriptors	6
<i>Definition of the Level 5 Role</i>	<i>6</i>
The National Occupational Standards	7
Basic Information	7
Scope of the Role.....	7
Common/Core Competences for all Level 5 Roles.....	9
Role Specific Competences.....	11
Locality Specific Competences.....	13
Indicative Learning and Development	14
Continuing Professional Development.....	15
References:.....	16

Introduction to the Template

Transferable Roles

This template is designed to enable a common understanding and communication of transferable roles. A transferable role template is a named cluster of competences and related activities that is applicable, relevant and replicable across different geographic locations in the UK.

It can be used to help define the learning and development needs for staff already working in these roles and to support the establishment of transferable roles where appropriate.

In the development of this template Skills for Health seeks to provide some consistency of approach to defining the skills and competences needed to fulfil the requirements of new, hybrid, or existing transferable roles.

All transferable roles will have common or 'core' competences, plus specialty/pathway specific competences. The term 'competences' is used throughout the document. All competences are national occupational standards (NOS).

The Template

The template has a range of applications and may successfully be used by commissioners, managers, employers, and individual staff members.

In all cases the template is designed to be used as a whole. A role is composed of all components – level descriptors, national occupational standards and indicative learning and development.

Career Framework Levels and National Occupational Standards (NOS)

The Career Framework, which has nine levels, is a method of describing the level of autonomy and responsibility and the kind of decision making required by a job. Level descriptors have been established through rigorous discussions and are referenced to and linked with the qualifications frameworks as well as research where available regarding what should be expected of an individual at any given level. The level descriptor is intended to be relevant to any role within the health sector, both clinical and non-clinical roles.

It is important to bear in mind that the career framework levels are not intended to be coterminous with the NHS Agenda for Change banding, though there may be some similarities.

National Occupational Standards have been developed by expert groups, have undergone a rigorous nationally determined process to achieve their status and are approved for use in vocational qualifications by a panel within the UK NOS governance structure. Because of this they cannot be changed in terms of content or wording. They focus on what a person needs to be able to do, as well as what they must know and understand to work effectively. They are not in themselves levelled. Some may be more appropriate to a specific level on the career framework others will span all levels. They are all indicatively linked to the NHS Knowledge and Skills Framework.

The reference function they are listed by in the template relates to the Health Functional Map which is a method of categorising the NOS and amongst other things facilitates finding them on the database.

Each NOS is listed by its code and title, they are all underpinned by knowledge requirements and performance criteria.

The NOS in this template are divided into the following sections:

- core to the level – the core is intended to be relevant to any role in the health sector, whether it is clinical or not and therefore is broad based in terms of the NOS it contains.
- specific to the role
- facets, some roles have different facets, each made up of a group of NOS, relevant to different areas of practice
- locality Specific – Additional NOS may be added here.

Indicative Learning and Development

The learning and development section of the template gives an indication of the level and style of learning relevant to the role. It is very much an indication and is not a comprehensive inventory of learning available.

Some people may wish to or need to study whole qualifications - others will not. Some will need to participate in smaller 'bite sized' learning opportunities. Each individual should use the role profile to identify with their line manager what their needs are and how they will achieve them.

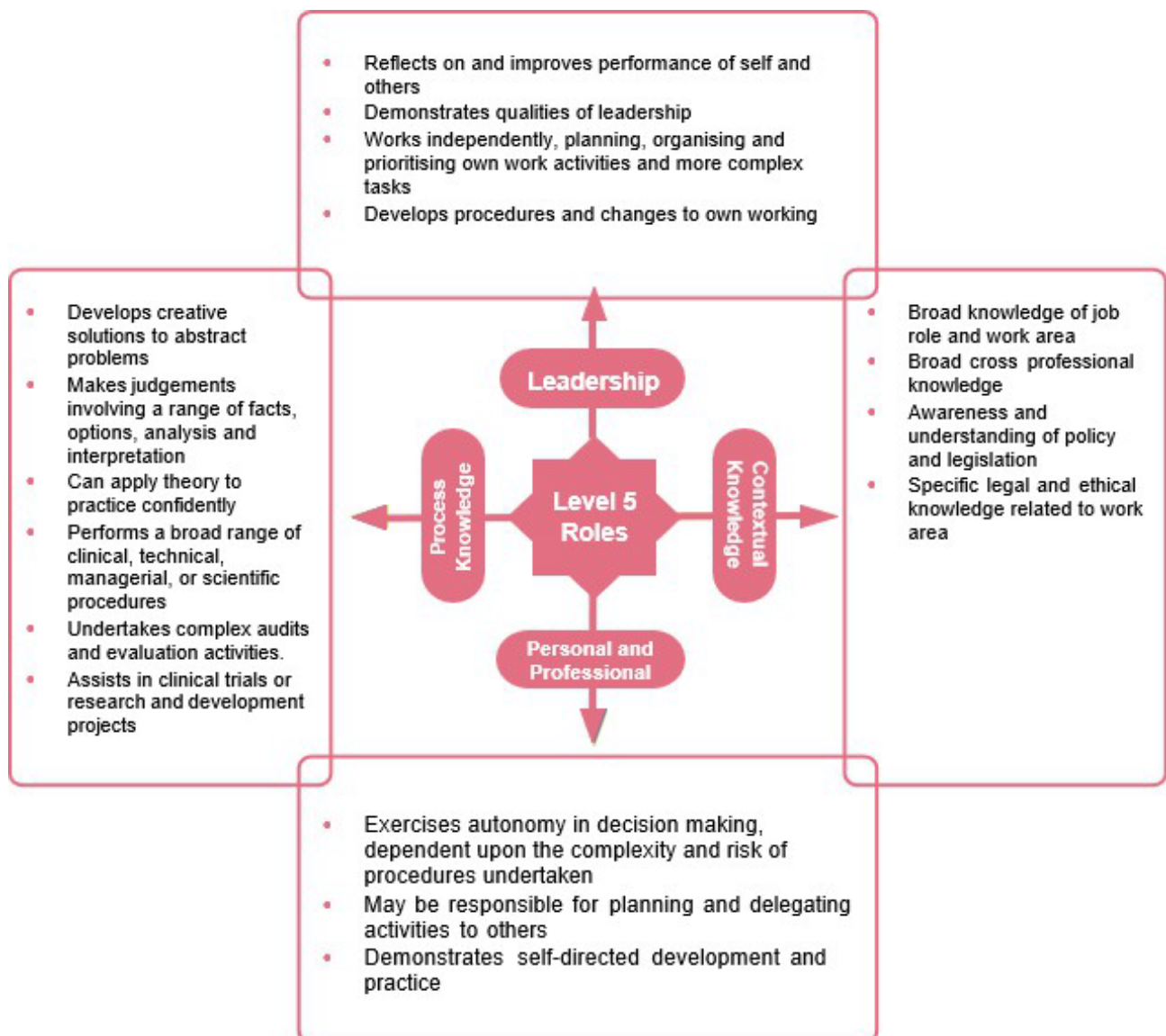
The Template

Level Descriptors

Definition of the Level 5 Role

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.



The National Occupational Standards

This section of the template has an example of a level 5 role. This example is intended to give core information for the role. The indicative learning and development are described within the role profile template.

Basic Information

Named Role	Liaison and Diversion Service Practitioner
Area of Work	Liaison and Diversion Service
Experience Required	A minimum of NVQ/QCF Level 3/Diploma in Health and Social Care and/or experience of working with people with at least one identified health need, working with people with complex needs or of working in the justice system, and a sound understanding of health and the criminal justice system. Some post holders at this level may have previous experience as a registered practitioner in another service area. Experience of presenting verbal evidence or information in a criminal justice setting is desirable. DBS clearance or vetting, where appropriate.
Career Framework Level	Level 5

Scope of the Role

The Liaison and Diversion Practitioner role requires a competent understanding of health and justice processes and could be based in a community, police custody or court setting.

The role will identify and respond to requests to screen people with identified health needs in contact with the criminal justice system. The postholder will use validated tools to assess for a number of identified health needs and utilise information accordingly to inform decision-making and facilitate diversion within and out of the criminal justice pathway.

The post holder will make and facilitate referrals, gather, share and use pertinent information from a variety of sources, including the individual, to prioritise them based upon health and/or justice processes, to ensure appropriate services are accessed, risk is assessed, and the safety of individuals and others is managed appropriately.

Providing timely information to health and justice agencies to assist decision-making about potential criminal justice and health outcomes and liaising effectively with a wide range of agencies, are key components of the role.

All level 5 roles will have the following common/core competences.

All competences are national occupational standards (NOS).

Specific competences to the role have then been identified. Any additional competences specific to the locality should then be identified locally using the competence tools and the [Health NOS Finder](#) and added to the template using the same format.

Common/Core Competences for all Level 5 Roles:

Underpinning Principles	Reference Function	Competence
1. Communication	Communicate effectively	Communicate effectively in a health care environment
2. Personal and People Development	Develop your own knowledge and practice	Synthesise new knowledge into the development of your own practice
		Develop and maintain your professional connections
	Reflect on your own practice	Monitor your own work practices
		Promote and develop reflective practice
3. Health, Safety and Security	Ensure you own actions reduce risks to health and safety	Lead and develop reflective practice
		Perform hand hygiene to prevent the spread of infection
		Make sure your own actions reduce risks to health and safety
	Protect individuals from abuse	Promote a healthy and safe workplace
4. Service Improvement	Promote service improvement	Support the safeguarding of individuals and others
5. Quality	Act within the limits of your competence and authority	Identify and evaluate opportunities for innovation and improvement
		Act within the limits of your competence and authority

Underpinning Principles	Reference Function	Competence
	Manage and organise your own time and activities	Manage and organise your own time and activities
6. Equality & Diversity	Ensure your own actions support equality of opportunity and diversity	Support equality, diversity, inclusion, and rights of individuals
	Promote equality of opportunity and diversity	Promote equality, diversity, inclusion and rights of individuals
B. Health Intervention	Obtain information from individuals about their health status and needs	Comply with legal requirements for maintaining confidentiality in healthcare
D. Information Management / Information and Communication Technology	Maintain information/record systems	Store and retrieve information using a filing system
H. Management and Administration	Contribute to the effectiveness of teams	Support the effectiveness of teams
	Develop relationships with individuals	Develop and sustain working relationships with colleagues and stakeholders
	Receive and pass on messages and information	Use digital communications

Role Specific Competences

Underpinning Principles	Competence	Underpinning Principles
1. Communication	Communicate effectively	Communicate effectively with people
		Communicate with people in vulnerable groups
	Provide information and guidance	Advise and inform others on services
		Advise on access to and use of services
		Obtain, analyse and provide information required for courts and formal hearings
2. Personal and People Development	Make use of supervision	Make use of supervision
	Support the development of the knowledge and practice of individuals	Supervise and support team members
3. Health, Safety and Security	Ensure your own actions reduce risks to health and safety	Manage hostility and risks with non-cooperative individuals, families and carers
6. Equality and Diversity	Promote equality of opportunity and diversity	Promote peoples' rights and encourage them to recognise their responsibilities
A. Assessment (Screening)		Screen individuals' health and well-being on reception into a custodial setting
		Assess offenders for risk factors and levels of risk associated with their behaviour
B. Health Intervention	Obtain valid consent for interventions or investigations	Obtain valid consent for healthcare interventions in a custodial setting

Underpinning Principles	Competence	Underpinning Principles
	Review and modify plans to address specific health goals	Support people with mental health needs in crisis
C. Health Promotion and Prevention	Enable people to address issues relating to their health and well-being	Promote the use of services and facilities
		Plan, monitor and review integrated packages of interventions and support to address individuals offending behaviour
D. Information Management/Information and Communication Technology	Collect and validate data and information for processing	Collect and validate data and information in a health context
H. Management and Administration	Contribute to the effectiveness of teams	Promote care or support packages through partnership working
	Represent your own organisation	Present information to courts and formal hearings
	Provide leadership	Represent one's own agency at other agencies' meetings

Locality Specific Competences

In this space you can define additional competences which are essential for your local needs.

Go to the [Health NOS Finder](#) to begin your search for the competences related to the additional tasks or functions you have identified.

All competences are cross-referenced to the NHS Knowledge and Skills Framework (KSF).

Underpinning Principles	Reference Function		Competence

Indicative Learning and Development

Transferable roles may be underpinned by a range of learning and development activities to ensure both competence and role confidence. The learning and development included within the template is by nature indicative. In some cases, it is endorsed by professional bodies and/or special interest groups and accredited by an awarding body.

Role template	Liaison and Diversion Service Practitioner
Formal endorsed learning	
Informal learning	Knowledge of the Criminal Justice System, including roles and responsibilities of staff working in it Statutory/Mandatory training Conflict resolution Use and interpretation of screening tools Conflict resolution Assessing and mitigating risk – including risk of harm to self and others Trauma-informed practices Understanding of neurodiversity Understanding of mental health conditions Lone working Knowledge of a wide range of identified health needs, including the needs of children and young people Understanding capacity and consent Information sharing E&D in the justice system Court report writing CSE PREVENT training
National Occupational Standards (competences) used	As detailed within role outline. The performance criteria and knowledge statements in each NOS will form the basis for the development of specific learning outcomes for each person and may be used to develop generic learning outcomes for each module/unit of learning.
Credits (including framework used)	Wherever possible learning should be credit rated to enable transferability and progression.
Accreditation	Wherever possible learning should be accredited by education providers, professional bodies or similar.
APEL and progression	Wherever possible learning should be transferable through APEL and should enable progression to other formal learning.
Leading to registration or membership with:	

Continuing Professional Development

It is recognised that continuing professional development is an essential component to maintaining competent, safe practice at all levels of the career framework.

The following is considered the minimum required to maintain competence within this role. Learning should be active, with the impact on service delivery clearly defined and agreed between the learner and their line manager. A range of methods for capturing the impact of learning may be used e.g. learning contracts, reflective accounts, productivity measures, appraisals systems and processes. Wherever possible learning should be accredited and/or credit rated and should focus on the needs of the individual in the role.

Statutory and Mandatory learning of particular relevance to the role	Health and Safety	
Formal endorsed learning	Title	
	Awarding body	
	Credit	
	Level	
Informal learning	Negotiated at appraisal/performance review.	
Method of capturing impact	Annual appraisal	
Funding required	Dependent upon agreed CPD plan and negotiated locally	
Frequency required (once a year, once every two years, twice or more a year)	Annual learning needs will be identified and planned as part of the appraisal process. Specific goals will be agreed and the best method for achieving them negotiated.	

References:

- Skills for Health Summary of Attributes and Definitions for Career Framework Levels (2010)
- Skills for Health Employability Skills Matrix (2014)
- NHS England Liaison and Diversion Operating Model (2013/14)
- NHS England Liaison and Diversion Standard Service Specification (2019)

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