

Career Framework Descriptors

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Levels	1. Knowledge, Skills, Training and Experience	2. Supervision	3. Professional and vocational competence	4. Analytical / Clinical Skills and Patient Care	5. Organisational Skills and Autonomy/Freedom to Act	6. Planning, Policy and Service Development	7. Financial, Administration, Physical and Human Resources	8. Research and Development
1	Recalls basic general knowledge and uses language, literacy, numeracy and information technology to carry out straight forward tasks AND Shows understanding of a small number of routine work procedures gained through short induction or on the job training.	Works under direct supervision and demonstrates personal effectiveness in straight forward and stable contexts.	Accepts guidance on work practice AND demonstrates awareness of procedures for solving problems.	Performs limited tasks in a narrow area.	Works to established procedures / protocols under direct supervision.	Follows procedures determined by others.	Observes personal duty of care in relation to equipment and resources used in course of work.	Contributes to simple audits or surveys relevant to own work area.
2	Uses skills and key competences to carry out tasks where action is governed by rules defining routines and processes and recalls and comprehends basic knowledge of a work area. - The range of knowledge involved is limited to facts and main ideas OR Selects and applies basic methods, tools and strategies AND Recalls and	Works under close but not continuous supervision AND takes limited responsibility for improvements in performance in work contexts and within familiar, homogeneous groups.	Seeks guidance on work practice AND solves problems using information provided.	Performs clinical, technical, administrative, or scientific tasks in a narrow area OR Makes judgements involving straight-forward work-related facts or situations.	Works to established procedures / protocols, work is supervised. OR Organizes own day to day work activities and tasks, work is supervised	Follows procedures determined by others.	Responsible for care of equipment used by self or others.	Performs simple audits or surveys relevant to own work area.

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	comprehends basic knowledge of a work area. - The range of knowledge involved is limited to facts and main ideas							
3	Applies knowledge to a work area that includes processes, techniques, materials, instruments, equipment, terminology and some theoretical ideas AND evaluates different approaches to tasks OR Uses a range of work area-specific skills to carry out tasks and show personal interpretation through selection and adjustment of methods, tools and materials AND evaluates different approaches to tasks.	Takes responsibility for completion of tasks and demonstrates some independence in work where contexts are generally stable but where some factors change.- which could include limited supervisory responsibilities.	Takes responsibility for own development and work practice AND solves problems by integrating information from expert sources taking account of relevant social and ethical issues.	Performs a wider range of protocol driven clinical, technical, administrative or scientific tasks OR Makes judgements some of which require comparison of options	Work within established procedures / protocols. Supervision is readily available OR . Organise work tasks of others.	Offers comments/suggestions for improvements to procedures or possible service developments.	Assist in or carry out training related to own work activity. OR Responsible for maintaining stock. OR Have financial responsibility within strict guidelines	Performs simple audits or surveys and assist with occasional clinical trials or research projects.
4	Uses a wide range of work	Manages role under guidance in	Demonstrates self-directed	Performs clinical, technical,	Plans straightforward	Formally comments/makes	Responsible for safe use of highly	Assist with clinical trials or research

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	<p>area-specific practical and theoretical knowledge AND Evaluates outcomes in terms of planned approach used OR Develops planned approaches to tasks that arise in work or study by applying specialist knowledge and using expert sources of information AND evaluates outcomes in terms of planned approach used.</p>	<p>work contexts that are usually predictable and where there are many factors involved that cause change and where some factors are interrelated AND makes suggestions for improvement to outcomes. OR Ongoing supervision of routine work of others AND makes suggestions for improvement to outcomes.</p>	<p>development and work practice AND Solves problems by integrating information from expert sources taking account of relevant social and ethical issues.</p>	<p>administrative or scientific procedures AND Makes judgements requiring a comparison of options.</p>	<p>tasks AND work guided by standard operating procedures / protocols.</p>	<p>suggestions on procedures or possible service developments OR Proposes changes to working practices or procedures for own work area.</p>	<p>complex equipment. OR Takes some responsibility for the training of others and may deliver training. OR Undertakes financial transactions working within organisational processes and policies.</p>	<p>projects within own work area. OR Evaluate equipment, techniques and procedures</p>
5	<p>Uses broad theoretical and practical knowledge that is often specialised within a field and shows awareness of limits to knowledge base AND demonstrates ability to transfer theoretical and practical knowledge in creating solutions to problems OR</p>	<p>Manages work independently that require problem solving where there are many factors some of which interact and lead to unpredictable change. OR Shows creativity in developing work, work is managed rather than supervised; OR</p>	<p>Evaluates own practice and identifies development AND formulates responses to abstract and concrete problems. OR Evaluates own practice and identifies development AND demonstrates experience of</p>	<p>Makes judgements requiring analysis, interpretation and comparison of options OR Performs broad range of clinical, technical or scientific procedures.</p>	<p>Plan, organise and prioritise own work, activities and more complex tasks.</p>	<p>Develop procedures and changes working practices or procedures for own work area.</p>	<p>Works within organisational processes and policies for financial and human resource activities OR Trains others and develops team performance. OR Manages people and reviews performance of self and others. OR</p>	<p>Undertake straightforward or complex audit or assist with clinical trials or research projects.</p>

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	<p>Uses broad theoretical and practical knowledge that is often specialised within a field and shows awareness of limits to knowledge base AND develops planned and creative responses in researching solutions to well defined concrete and abstract problems.</p>	<p>Appraise performance of others</p>	<p>operational interaction within a work area. OR Evaluates own practice and identifies development. Makes judgements based on knowledge of relevant social and ethical issues.</p>				<p>Contributes to administration and management of work area or department.</p>	
6	<p>Uses detailed theoretical and practical knowledge of a work area AND utilises some knowledge that is at the forefront of the work area and will involve a critical understanding of theories and principles AND Devises and sustains arguments to solve problems OR Uses detailed theoretical and practical</p>	<p>Manages team and resources in environments that are unpredictable and require that complex problems are solved where there are many interacting factors OR Demonstrates leadership for a work area. OR Shows creativity in developing projects and shows initiative in management processes that includes the development of</p>	<p>Consistently evaluates own practice and identifies development needs AND Gathers and interprets relevant data in a work area to solve problems AND Makes judgements based on social/ethical issues that arise in work or study. OR Consistently evaluates own practice and identifies</p>	<p>Provides specialist clinical, technical or scientific services and/or advice. OR Makes judgements involving a range of complex facts, options, analysis and interpretation</p>	<p>Works independently and directs work activities of a team or others.</p>	<p>Implement policy and propose/ changes working practices or procedures. OR Plans complex activities involving liaison with others and/or over long time periods.</p>	<p>Holds a delegated budget OR Be responsible for purchasing / maintenance of assets OR Undertakes supervision and is responsible for teaching and training inside/outside work area.</p>	<p>Carry out R&D as a major activity AND regularly undertake clinical trials or research projects.</p>

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	knowledge of a work area AND demonstrate mastery of methods and tools in a complex and specialised work area and demonstrate innovation in terms of methods used AND devises and sustains arguments to solve problems.	others to develop team performance.	development needs AND demonstrates experience of working within a complex environment AND makes judgements based on social/ethical issues that arise in work or study.					
7	Utilises highly developed specialised knowledge covering a range of procedures and underpinned by relevant broad based knowledge, experience and competence AND develops new skills in response to emerging knowledge and techniques OR Uses highly specialised theoretical and practical knowledge some of which is at the forefront of knowledge in the	Demonstrates leadership and innovation in work contexts that are unfamiliar, complex and unpredictable and that require solving problems involving many interacting factors. OR Reviews strategic impact/outcome of the work or team.	Demonstrates independence in the direction of practice and a high level understanding of development processes AND responds to social/scientific, clinical/ethical issues that are encountered in work or study AND manages change within a complex environment. OR Demonstrates independence in the direction of practice responding to	Provides highly specialist clinical, technical and/or scientific services AND makes complex judgements. OR Provides specialist clinical, technical and/or scientific services across a work area AND makes complex judgements. OR Accountable for direct delivery of part of service	Responsible for work area, specialist services or clinical pathways OR Accountable for direct delivery of part of service.	Proposes changes to practices or procedures which impact beyond own work area OR May plan and/or organise a broad range of complex activities or programmes with formulation of strategies	Devise training or development programmes. OR Responsible for work area budget OR Manages staff and/or services ranging in size and complexity.	Initiate and develop R&D programmes.

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	<p>work area. This knowledge forms the basis for originality in developing and/or applying ideas AND develops new skills in response to emerging knowledge and techniques OR Demonstrates critical awareness of knowledge issues in the work area and at the interface between different work areas, creating research based diagnosis to problems by integrating knowledge AND Making judgements with incomplete or limited information developing new skills in response to emerging knowledge and techniques.</p>		<p>social scientific clinical and ethical issues that are encountered in work or study AND High level understanding of development processes OR Demonstrates independence in the direction of practice responding to social scientific clinical and ethical issues that are encountered in work or study AND Solves problems by integrating complex knowledge sources that are sometimes incomplete and in new and unfamiliar contexts OR Demonstrates independence in the direction of practice responding to social scientific clinical and ethical issues that are encountered in</p>					

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			work or study AND Manages change within a complex environment					
8	Uses highly developed specialised knowledge to critically analyse, evaluate and synthesise new and complex ideas that are at the most advanced frontier of a work area AND extends or redefines existing knowledge and/or professional practice within a work area or at the interface between work areas OR uses highly developed specialist/specialised knowledge to critically analyse, evaluate and synthesise new and complex ideas that are at the most advanced frontier of a work area AND researches, conceives,	Demonstrates substantial leadership, innovation and independence in work contexts that are novel and require the solving of problems that involve many interacting factors.	Demonstrates sustained commitment to development of new ideas or processes and a high level understanding of development processes AND Promotes social/ethical advancement through actions. OR Critically analyses, evaluates and synthesises new and complex ideas and makes strategic decisions based on these processes. AND Promotes social/ethical advancement through actions. OR Carries out operational interactions with strategic decision making capacity	Provides highly specialist clinical, technical or scientific services and/or advice, across a work area AND is able to act as an expert in one or more service areas OR Makes complex or highly complex judgements AND is able to act as an expert in one or more service areas.	Direct and influence commissioning and/or service provision. OR Be accountable for direct delivery of a service/s.	Develop and implement policy and service developments which impact beyond own area of responsibility beyond organisation.	Responsible for overall delivery of teaching and training programmes. OR A budget holder for one or more services and responsible for physical assets.	Implement R&D programmes OR Initiate and develop programmes with external impact.

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	<p>designs, implements and adapts projects that lead to new knowledge and new procedural solutions PLUS Applies advanced specialist knowledge across a work area or over more than one work areas acquired over a long period OR in-depth & advanced specialist knowledge, experience and competence</p>		<p>within a complex environment. AND Promotes social/ethical advancement through actions.</p>					
9	<p>Applies advanced and highly developed theoretical and practical knowledge over a wide range of clinical, scientific, technical and/or management functions OR Is accountable for ensuring all staff within area of responsibility have required skills and knowledge to</p>	<p>Take overall responsibility for service area, ensuring goals, targets including financial and quality benchmarks are achieved AND Interprets national policy and strategy to set goals and standards and directs services with responsibility and accountability OR</p>	<p>Takes overall responsibility for service area, department or clinical pathway - to include financial and managerial responsibility AND Critically analyses, evaluates and synthesises new and complex ideas and makes strategic decisions based on these</p>	<p>Provides clinical, technical, and scientific expertise and leadership which may be recognised at national and/or international level. OR Has corporate responsibility or lead provision of clinical, technical or scientific services which may extend beyond employing</p>	<p>Has responsibility and accountability for services, setting goals, standards and direction by interpretation of strategic policy and national strategy.</p>	<p>Responsible for policy implementation and policy or service development at directorate/division or organisational level or with other organisations and agencies. This involves formulating long term strategic plans impacting across or beyond organisation.</p>	<p>Responsibility for delivery against local and national quality, financial and performance frameworks.</p>	<p>Takes overall responsibility for coordination of R&D programmes.</p>

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	<p>deliver products of the highest standard and facilitate effective knowledge management to ensure evidence based practice and quality assurance.</p>	<p>Interprets national policy and strategy to set goals and standards and directs services with responsibility and accountability AND provides leadership across a number of areas bringing strategic direction, innovation and influence through work practice.</p>	<p>processes AND Demonstrates experience of operational interactions with strategic decision making capacity within a complex environment AND Carries responsibility for policy implementation formulating long term strategic plans impacting across or beyond the organisation.</p>	<p>organisation.</p>				