

# National Health Service

## Occupation Code Manual



Version: 22.1

### Document Purpose

This document defines the specification for version 22.1 of the NHS Occupation Code Manual. Occupation Codes are a set of codes used to define and identify the NHS workforce.

This version incorporates the changes to NWD v3.6 approved by the Data Alliance Partnership Board (DAPB) and published in the Information Standards Notice (ISN) DAPB1067 Amd 2/2025 available here:

<https://digital.nhs.uk/data-and-information/information-standards/information-standards-and-data-collections-including-extractions/publications-and-notifications/standards-and-collections/dapb1067-national-workforce-data-set>

### IMPORTANT:

Changes defined within this document have been formally approved by the Data Alliance Partnership Board (DAPB).

This document should be read in conjunction with ISN DAPB1067 Amd 2/2025 and NWD v3.6 Specification document available here:

<https://digital.nhs.uk/data-and-information/information-standards/information-standards-and-data-collections-including-extractions/publications-and-notifications/standards-and-collections/dapb1067-national-workforce-data-set>

For more information on the status of this document, please contact:	<b>NHS England</b> Tel: 0300 303 5678 Email: <a href="mailto:enquiries@nhsdigital.nhs.uk">enquiries@nhsdigital.nhs.uk</a> Website: <a href="https://digital.nhs.uk/">https://digital.nhs.uk/</a>
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Reference	<a href="#">NHS Occupation Code Manual v22.1.xlsx</a>
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A summary of changes from the previous version are included below.

### Summary of Changes from version 21.0

For full details of the changes please refer to the relevant Matrix guidance notes, [some of which have been updated](#)

All changes and additions from version 21.0 are coloured **light blue and underlined** within each matrix and Lookup Guide

All changes and additions from version 22.0 are coloured **orange and underlined** within each matrix and Lookup Guide

### A, S and U Matrices

Minor update to note 1 in each matrix - 'manpower' changed to 'staffing'

### M Matrix

#### The following codes have been changed:

[Dental and Maxillofacial Maxillo-facial Radiology](#)  
[Oral and Maxillofacial Maxillo-facial Pathology](#)  
[Oral and Maxillo-Facial Maxillo-facial Surgery](#)

#### Code:

[045](#)  
[046](#)  
[061](#)

### N Matrix

#### The following codes have been changed:

[Trainee Student Nursing Associate](#)

#### Code:

[NHA - H](#)

### Update to Manager notes 1-3

Additional notes have been included in the N Matrix to enhance the guidance for coding Corporate Nurses / Nurse Managers

[Note 3 is now 3a and two additional notes, 3b and 3c, have been included](#)

[Note 3b is around the typical Pay Banding of an individual coded with an N0\\* Occupation Code](#)

[Note 3c has been added to improve the consistency and accuracy of the wider information related to Nurse](#)

[Managers and states that the Nurse Manager Occupation Codes are only expected to be combined with the Staff](#)

[Group | Job Role values of Nursing and Midwifery Registered | Director of Nursing; Midwife – Manager; or Nurse](#)

[Manager, according to the role they are performing](#)

### S Matrix

#### The following codes have been retired:

[Scientist in Orthoptics](#)

#### Code:

[S2D](#)

### Update to the Lookup Guides

[A number of Job Roles / roles and their corresponding Occupation Codes updated](#)

### Glossary

[A number of amendments made](#)



# National Health Service

## Occupation Code Manual



Version: 22.1

### How to use the NHS Occupation Code Manual

Occupation Codes are a set of codes used to define and identify the NHS workforce. They are set out in this manual in matrix form by different general Staff Groups. The User Guidance pages provide information on the structure and format of the codes and how to apply them.

### Staff Group Matrices

There is a separate tab for each Staff Group code matrix which includes detailed guidance notes. Each Staff Group matrix page is labelled with its alphabetic reference character - e.g. A for Ambulance Staff. A list of each Staff Group and corresponding alphabetic reference is on page 2 of the User Guidance.

### Lookup Guides

Lookup Guides have been included in the manual to help users to find the correct Occupation Code. The Lookup Guide lists different job roles and titles and provides a suggested code to use. They are intended to be used with the guidance contained in each matrix to identify the correct code. The guides are intended to be used by those who code NHS staff, but also for users who are involved in workforce analysis and planning.

### Amendments and changes

Amendments will be issued periodically when approved by the Data Alliance Partnership Board (DAPB) and notified to the service via the publication of an Information Standards Notice (ISN). Requests for changes and updates to the NHS Occupation Code Manual first need to be agreed by the Workforce Information Review Group (WIRG) and any requests should be put to WIRG via the secretariat at NHS England.

For more detail on the Data Alliance Partnership Board (DAPB) please visit the NHS England website here:

<https://digital.nhs.uk/data-and-information/information-standards/information-standards-and-data-collections-including-extractions>

### Glossary

The following acronyms and abbreviations have been used within the NWD and this document:

<b>AAP</b>	Associate Ambulance Practitioner
<b>CCST</b>	Certificate of Completion of Specialist Training
<b>CCG</b>	Clinical Commissioning Group
<b>CPD/E</b>	Continuing Professional Development / Education
<b>DAPB</b>	Data Alliance Partnership Board
<b>DCB</b>	Data Coordination Board
<b>DHSC</b>	Department of Health and Social Care
<b>ESR</b>	Electronic Staff Record
<b>ESRDW</b>	Electronic Staff Record Data Warehouse
<b>FTE</b>	Full Time Equivalent
<b>FTN</b>	Fixed Term Training Appointment Number
<b>GDC</b>	General Dental Council
<b>GMC</b>	General Medical Council
<b>GP</b>	General <a href="#">Medical</a> Practitioner
<b>HCPC</b>	Health and Care Professions Council
<b>HR</b>	Human Resources
<b>ISN</b>	Information Standards Notice
<b>MDC</b>	Medical and Dental Census
<b>MSC</b>	Modernising Scientific Careers
<b>NHS</b>	National Health Service
<b>NMC</b>	<del>Nurses and Midwives Council</del> <a href="#">Nursing and Midwifery Council</a>
<b>NTN</b>	National Training Number
<b>NVQ</b>	National Vocational Qualification
<b>NWD</b>	National Workforce Data <a href="#">Definitions Set</a>
<b>PCT</b>	Primary Care Trust
<b>PT</b>	Part-Time
<b>SpR</b>	Specialist Registrar
<b>STP</b>	Scientist Training Programme
<b>WTE</b>	Whole Time Equivalent

# National Health Service

## Occupation Code Manual



Version: 22.1

### How to use the NHS Occupation Code Manual

Occupation Codes are the traditional way of identifying numbers of staff in particular work sectors of the NHS in a consistent way. Occupation Codes cover all staff in the Hospital and Community Health Service (HCHS), both clinical and support / administrative and ancillary staff.

### Occupation Codes are based on what staff do, and make no direct reference to payscale information

The manual covers NHS staff by their main functional groupings and is arranged in the following sections:

- A Ambulance staff**
- G Administration and estates staff**
- H Health care assistants and other support staff**
- M Medical and dental staff**
- N Nursing, midwifery and health visiting staff**
- P Nursing, midwifery and health visiting learners**
- S Scientific, therapeutic and technical staff**
- U Healthcare science**
- Z General payments**

### Format of codes

Character	Type	Status	Meaning
First	Alphabetic / Numeric (1)	Mandatory	Defines the major staff group
Second	Numeric / Alphabetic	Mandatory	Identifies the type of employee
Third	Alphabetic / Numeric (1)	Mandatory	Identifies the care setting
Fourth et seq.	Alpha/numeric	Optional	For local use only in non ESR organisations

### Notes:

(1) For Medical and Dental staff, the first, second and third character are all numeric

"\*" is used in this document to indicate any valid character.

### Please consult the Lookup Guides at the end of this manual to check which code to use

### Coding / Re-coding of staff

When staff are subject to a change in circumstances (e.g. promotion, transfer, attaining specific qualifications) the Occupation Code should be checked for updating. When the change in circumstances is temporary, local discretion should be used to decide whether the period of time involved justifies the change.

When re-coding existing staff to take account of new Occupation Codes, it is helpful to use a 'stop and start' approach with a relevant effective date for the change, which is applied to all active employees affected.

The coding of directly employed NHS staff by these Occupation Codes is a Department of Health and Social Care central requirement. All NHS employers are expected to code their own staff according to the Occupation Codes. Invalid and inaccurate codes will be rejected in mandatory workforce collections such as the workforce Minimum Data Set (wMDS).

### Dual posts / positions

Where a member of staff has two distinct posts they should be recorded separately for each post, with an FTE reflecting the proportion of time they spend in each post. When they have one post covering different areas (for example, an Adult and General nurse who works on two or more different wards) they should be recorded once with their Occupation Code reflecting their main area of work.

### Multidisciplinary Team Roles

The general rule is that we code the post and not the person; however, there are some exceptions to the coding rule, for example, when a post can be filled by individuals from multiple professional backgrounds. In which case the Occupation Code, Staff Group and Job Role will be determined by the professional registration of the recruited individual.

### When a code is not available

Shaded boxes in the matrices, containing three dashes, indicate that the code must not be used. If it does not appear possible to allocate a code to a post without using an un-shaded box, then NHS England should be consulted for advice. There is also a comprehensive look up guide at the end of this document.

**Qualified / Unqualified split**

The divisions within certain matrices between qualified and unqualified staff are intended to provide a consistent means by which the workforce is split for workforce planning and publication purposes, and are not based on the specific registrations or qualifications that an individual may hold for their role. The matrix splits are there as a guide and are not intended to be rigid in their application. Please see the Analysis Guide for further information. The case is slightly different for the N matrix which is split into 'NMC Registered Nurses, Midwives and Health Visitors' and 'Nursing Associates and support to NMC Registered Nurses, Midwives and Health Visitors' and also for the A matrix which is split into 'Registered Ambulance Staff' and 'Support to Registered Ambulance Staff'.

**Electronic Staff Record (ESR) and Occupation Code Manual updates**

Published updates to the Occupation Code Manual will be implemented in line with the DAPB guidance to suppliers and within the constraints of the ESR development process. Users will be advised of the target release date in the Development Schedule. Organisations using ESR should ensure that their coding is in line with guidance in the Occupation Code Manual and associated documents/tools.

Note that there is not always a direct mapping between Occupation Code values and the Staff Group/Job Role and Area of Work values. Users are advised to seek the most appropriate match in each case. Where possible, ESR Job Roles have been included in the alphabetical lookup guide in the Occupation Code manual. Further guidance on how to use Job Role and Area of Work values can be found here:

<https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/national-workforce-data-set-nwd-guidance-documents>

**Lookup Guides**

Lookup Guides have been included in the manual to help users to find the correct Occupation Code. They are intended to be used with the guidance contained in each matrix to identify the correct code to be applied. They are intended to be used for those who code NHS staff, but also for users who are involved in workforce analysis and planning.

<p>For more information on how to use Occupation Codes, please contact:</p>	<p><b>NHS England</b>                  Tel: 0300 303 5678                  Email: <a href="mailto:enquiries@nhsdigital.nhs.uk">enquiries@nhsdigital.nhs.uk</a>                  Website: <a href="https://digital.nhs.uk/">https://digital.nhs.uk/</a></p>
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AMBULANCE STAFF

<b>A</b>	Emergency Care	Hazardous Area Response Team	Patient Transport Service	Education (see note 19)	Call Handling
	A	B	C	D	E

Registered Ambulance Staff

Consultant Paramedic (see note 8)	A4				Closed
Manager (see notes 1 to 3)	A0			Closed	
Advanced Paramedic (see note 9)	A5				
Specialist Practitioner (see notes 10 & 14)	A6				
Paramedic (see note 4)	AB				

**PLEASE NOTE: The matrix split is intended to provide a consistent means by which the workforce is split for workforce planning and publication purposes. The top part of the matrix is only for recording individuals whose role requires they are registered with the HCPC as a Paramedic. The lower part of the matrix is for recording individuals who provide support to registered Paramedics.**

Support to Registered Ambulance Staff

Ambulance Technician / Associate Practitioner (see note 5)	AE				
Assistant Practitioner (see note 11)	A7			Closed	Closed
Emergency / Urgent Care Support Worker (see notes 6, 12 & 16)	A8			Closed	See note 12
Ambulance Care Assistant (see notes 13 & 16)	A9	Closed	Closed	Closed	Closed

Notes for the ambulance staff matrix

- Managers are those who have overall responsibility for budgets, manpower staffing or assets or who are held accountable for a significant area of work and who have little or no patient contact.
- All managers who need to be trained ambulance personnel should be included in the ambulance staff matrix (A0\*).
- All managers who do not need to be trained ambulance personnel should be included in the administration and estates staff matrix (G).
- Only staff who have successfully completed an approved qualification in paramedic science and are registered with the Health and Care Professions Council (HCPC) should be coded as AB\*. The word 'Ambulance' has been removed from the row title as not all paramedics are ambulance paramedics.
- This Occupation Code has been changed to 'Ambulance Technician / Associate Practitioner' as Ambulance Trusts are working toward the Associate Ambulance Practitioner (AAP) qualification. The change in code title aims to cover all of the current technicians but also those staff that hold the new AAP qualification. Therefore, only staff who have completed the Institute of Healthcare and Development (IHCD) Ambulance Technician award (or equivalent) training (and no higher clinical ambulance qualification), or the AAP, should be coded as AEA- E. These staff are at level 4 on the NHS career framework.
- Non-Emergency Call Handlers and Non-Emergency Medical Dispatchers should be coded to G\*E in the Administration and Estates staff matrix (G) with the corresponding Job Role and appropriate Area of Work value. Emergency Call Handlers and Emergency Medical Dispatchers should be coded as A8E with the corresponding Job Role and appropriate Area of Work value.
- Please note that a number of staff in support of Ambulance workers should be coded within the administration and estates staff matrix (G), those working in central functions (such as administrative & clerical staff or administrative managers) should be coded as G\*A according to their level of work. Those working within hotel, property & estates (maintenance of the buildings and the vehicles) should be coded as G\*B. Only those staff in direct support of patient care staff (such as Non-Emergency control staff) should be coded G\*E.
- A Consultant paramedic is a paramedic who is working towards or has completed a PhD clinical/professional doctorate and applies a highly developed theoretical and practical knowledge over a wide range of clinical, scientific, technical and/or management functions, which include; clinical/professional leadership; expert practice; policy and service development, research and evaluation; and education and professional development (College of Paramedics definition). These staff are registered with the Health and Care Professions Council (HCPC) and are at level 8 on the NHS career framework.
- An Advanced Paramedic is an experienced paramedic who has undertaken, or is working towards a master's degree in a subject relevant to their practice. They will have acquired and continue to demonstrate an expert knowledge base, complex decision making skills, competence and judgement in their area of advanced practice (College of Paramedics definition). These staff are registered with the Health and Care Professions Council (HCPC) and are at level 7 on the NHS career framework.
- 'Specialist Practitioner' - is a paramedic who has undertaken, or is working towards a post-graduate diploma (PGDip) in a subject relevant to their practice. They will have acquired and continue to demonstrate an enhanced knowledge base, complex decision making skills, competence and judgement in their area of specialist practice (College of Paramedics definition). These Specialist Practitioners are responsible for mentoring current paramedics and taking on the supervisory and responsibility for paramedics and technicians. This Occupation Code includes Specialist Paramedics who work in the community who also have more advanced skills to that of a qualified paramedic. These staff are registered with the Health and Care Professions Council (HCPC) and are at level 6 on the NHS career framework.

## AMBULANCE STAFF

### Notes for the ambulance staff matrix

11. Staff who are technicians in training / apprentices undertaking the Associate Ambulance Practitioner (AAP) qualification or similar training should be coded as A7\*. This includes Student Paramedics (usually in Emergency Care) and Urgent Care Practitioners. These staff are at level 3 on the NHS career framework.
12. This Occupation Code is for staff working at level 3 in the NHS career framework who are supporting qualified staff e.g. Emergency Care Assistants and Urgent Care Assistants. They will be on AfC Band 3 or unqualified Band 4 staff who are not covered by A7\* - Assistant Practitioner. Using the corresponding Job Roles of 'Urgent Care Assistant' and 'Emergency Care Assistant' will enable differentiation between the staff groups. Also, Emergency Call Handlers and Emergency Medical Dispatchers should be coded as A8E with the corresponding Job Role and Area of Work value of 'Emergency Control'.
13. This Occupation Code is for Ambulance care assistants / Patient Transport Service drivers who were previously coded as 'A2 - Ambulance Personnel'. The corresponding Job Role of 'Ambulance Care Assistant / Patient Transport Service Driver' should be used for these staff. These staff are at level 2 on the NHS career framework.
14. Closure of Occupation Code AAA 'Emergency Care Practitioner' - This is a specialist role which requires additional qualifications, but does not have any line management responsibilities and is decreasingly used by Ambulance Trusts. The code A6\* 'Specialist Practitioner' and Job Role 'Emergency Care Practitioner' will enable identification of those staff who hold the additional qualifications.
15. Closure of Occupation Code AGA 'Trainee Ambulance Technician' - The current definition for this Occupation Code is for staff that are undergoing the Institute of Healthcare and Development (IHCD) accredited training to become an Ambulance Technician. The IHCD no longer exists and as such this code is no longer appropriate.
16. Closure of Occupation Code A2A 'Ambulance Personnel' - This Occupation Code is a generic all-encompassing code that has been used to identify a multitude of different roles with different training requirements covering Patient Transport Services (Band 2; 3 and 4 roles); Emergency Care Assistants (Band 3) and Emergency Care Technicians (Band 4 - not IHCD qualified). Therefore new Occupation Codes have been opened so that the various different roles can be more easily identifiable.
17. Staff working in GP Practices e.g. Paramedics, should be coded to the appropriate level and area of work as staff working in secondary care, but should be identified by selecting 'GENGP' in the 'Position Workplace Organisation Code' field on ESR.
18. Multidisciplinary Team Roles - The general rule is that we code the post and not the person; however, there are some exceptions to the coding rule, for example, when a post can be filled by individuals from multiple professional backgrounds. In which case the Occupation Code, Staff Group and Job Role will be determined by the professional registration of the recruited individual.
19. The A\*D Occupation Codes are only to be used for staff who work in education / training and not to be used for learners.

**ADMINISTRATION AND ESTATES STAFF**

<b>G</b>		<b>Central Functions</b>	<b>Hotel, Property and Estates</b>	<b>Scientific, Therapeutic and Technical Support</b>	<b>Clinical Support</b>	<b>Ambulance Service Support</b>
		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>Senior Manager (see notes 1-6)</b>	<b>G0</b>			<i>see note 9</i>	<i>see note 8</i>	<i>see note 7</i>
<b>Manager (see notes 1-6)</b>	<b>G1</b>			<i>see note 9</i>	<i>see note 8</i>	<i>see note 7</i>
<b>Clerical and Administrative</b>	<b>G2</b>	<i>see note 6</i>	<i>see note 6</i>	<i>see notes 6 &amp; 9</i>	<i>see notes 6 &amp; 8</i>	<i>see notes 6 &amp; 7</i>
<b>Maintenance and Works (see note 10)</b>	<b>G3</b>	---		<i>see note 9</i>	<i>see note 8</i>	

**Please see the next tab 'G matrix guidance' for a graphical representation of the guidance notes for NHS Management, Administrative and Clerical Staff**

**Notes for the administration and estates matrix**

- This matrix is based on reporting structures and level of responsibility, not the payscale or number of staff reporting to the post. **Managers / Senior Managers** are those who have **overall responsibility** for budgets, staff or assets or who are held accountable for a **significant** area of work.
- All managers / Senior Managers **who need** to be a qualified Doctor, qualified Nurse, qualified Therapist, qualified Scientist or trained Ambulance personnel should be included in their relevant area of work, only those **who do not need** to be a qualified Doctor, qualified Nurse, qualified Therapist, qualified Scientist or trained Ambulance personnel should be included in the administration and estates staff matrix (G). For example, a Medical Director should be coded to their specialty, with the relevant Job Role value within the Medical and Dental Staff Group.
- Include as **Senior Managers** those staff at executive level (Chief Executive, Board members and Integrated Care Board (ICB) members), **who do not need** to be clinically qualified (be it as a Nurse, Doctor, Scientist, Therapist or Ambulance Personnel etc.). For example, a Nursing Director who is a qualified Nurse should be coded as a Nurse, a Scientist should be recorded in the U-matrix (or the S-matrix if it is more relevant).  
Also include as **Senior Managers** those (non-clinical) managers who **report directly to the members of the executive team**, such as Assistant Directors.
- Include as **Senior Managers** only those senior staff who are directly employed on a contract with regular hours, **NOT** on an allowance / non-exec basis. Non-executive Directors and chairman should be coded Z2E.
- Include as **Managers** those service and functional managers who report directly to senior managers as detailed in the definition above. For example an Assistant Director who reports to an Executive Director on the board should be included as a Senior Manager, but staff reporting to the Assistant Director should be included as Managers. This might include Service Managers for example, or a senior HR Manager. Consideration still needs to be given to the **level of responsibility** of the job.
- More junior managers and supervisors should be included in the **clerical and administrative** category (G2\*). For example, a Team Leader or Reception Supervisor would be included here. As with note 2 only those staff **who do not need** to be clinically qualified should be included here, those staff **who need** to be clinically qualified to undertake their role should be coded in their relevant clinical area.
- Ambulance staff in central functions and hotel and property functions should be coded G\*A or G\*B. Only ambulance staff in **direct support of patient care staff** e.g. Non-Emergency Call Handlers, Non-Emergency Medical Dispatchers should be coded to G\*E with the corresponding Job Role and appropriate Area of Work value. Emergency Call Handlers and Emergency Medical Dispatchers should be coded in the A matrix as A8E with the corresponding Job Role and Area of Work value of 'Emergency Control'.
- Clinical Support** would include staff directly supporting patient care staff in a clinical area. For example a Medical Records Clerk or Medical Secretary would be included here, but a Ward Receptionist or Clerk who deal directly with patients would be included in the H2\* matrix.
- Staff directly supporting patient care staff (but with no direct patient contact themselves), working in both the **Scientific, Therapeutic & Technical (S\*\*)** and **Healthcare Science (U\*\*)** areas of work should be coded as G\*C, depending upon their level of work.
- Maintenance and Works (G3\*)** would include both qualified craftspersons and maintenance support such as gardeners, upholsterers and caretakers. It would not include domestic and catering staff, who are included in the H2\* matrix.
- GP Practice staff should be coded to the appropriate level and area of work as staff working in secondary care, but should be identified by selecting 'GENGP' in the 'Position Workplace Organisation Code' field on ESR.
- Please see Occupation Code Look-Up Guide at the end of this manual for an expanded list of Non-Medical Public Health Roles.

**General definition**

Patient care staff are those staff whose role within their job requires them to have a **significant** amount of patient contact, either directly or over the phone.

**Definitions**

**Guidance**

**Non-executives: Chair and non-executive directors. Paid on a non-executive / allowance basis not on a regular hours contract  
Code as Z2E**

Chief executive, Finance Director and other executive directors who are voting members of the organisation.

Generally above Agenda for Change pay scale. Includes those on VSM payscales at ICBs, Special Health Authorities and Ambulance Trusts, and those on ESM pay scales in ALBs

Senior managers who directly report to the executive team - for example Assistant Director of Finance - who may deputise for more senior colleagues. **Do not** include other direct reports - such as Personal Assistants who do not have responsibility for a significant area of work / budget. Only include those who have overall responsibility for budgets, staff, assets or significant areas of work and directly report to the executive team.

**Senior Managers**  
Code as G0\*

Generally on AfC band 8 or above - most commonly 8d and above in larger organisations (such as acute trusts) and potentially from 8a in smaller organisations such as ICBs.

Those service and functional managers reporting directly to those non-board member senior managers who are responsible for a significant area of work / budget.

**Managers**  
Code as G1\*

Generally within the AfC band 8 range - typically 8c / 8d in larger organisations, 8a / 8b in smaller organisations. Band 7s should only be coded as G1\* if they meet the exact criteria opposite otherwise code as G2\*

Non-clinical administrative and clerical staff, more junior managers, supervisors and team leaders who do not have responsibility for a significant area of work / budget. This would include, for example line managers for whom management is only a portion of their role who may also act as analysts or in some other administrative / clerical capacity.

**Clerical and Administrative Staff, Line Managers, Team Leaders, Supervisors and Analysts**  
Code as G2\*

No true lower or upper limit on AfC bands, but typically band 7 and below. However, may also include people up to and including 8b and 8c, dependent on the size and function of the organisation and the role of the person.

Only those managers who **do not NEED** to be clinically qualified to hold their post should be included as managers within the administrative and clerical matrix. All managers who **NEED** to be clinically qualified should be coded in their clinical area - for example Nursing Directors within the Nursing matrix who need to be clinically qualified and registered.

**HEALTH CARE ASSISTANTS AND OTHER SUPPORT STAFF**

<b>H</b>		<b>Adult and General</b>	<b>Children and Young People</b>	<b>Maternity</b>	<b>Mental Health</b>	<b>Learning disabilities</b>	<b>Community Services</b>	<b>Chiropody</b>	<b>Occupational therapy</b>
		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
<b>HCA</b>	<b>H1</b>								
<b>Support Worker</b>	<b>H2</b>								

<b>H</b>		<b>Physiotherapy</b>	<b>Radiography</b>	<b>Speech &amp; language therapy</b>	<b>Pathology</b>	<b>Other Scientific, Therapeutic &amp; Technical</b>	<b>Central functions</b>	<b>Hotel, property and estates</b>
		<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>P</b>	<b>R</b>
<b>HCA</b>	<b>H1</b>		<i>see note 4</i>		<i>see note 4</i>	<i>see note 5</i>		
<b>Support Worker</b>	<b>H2</b>							

**Notes for health care assistants and other support staff matrix**

- Code as HCA those staff who are trained, or under training in the various competencies related to their job. This training might be through NVQ or other local HCA training. Support staff without formal NVQ or local HCA training should be coded as H2\*.
- Support staff acting as unqualified nurses should be coded N9\*. This would include those nursing support staff not undertaking vocational training as a HCA as indicated above. Staff acting as helpers or assistants to therapists, scientists and technical staff should be coded S9\* or U9\* depending upon the area of work within which they work or the specific staff who they support (see note 4).
- HCAs and support workers should be included in columns A to N if they are part of specific clinical teams, or working in a specific patient care area. HCAs and support workers who carry out duties crossing patient care areas should be coded to their prime area of work. Support workers who work entirely outside of patient care areas should be included in columns P or R for example Porters working as part of a central Porterage Service would be in column P and Cleaners working in a central Cleaning Team would be in column R.
- Those support staff who are actually working as the equivalent of Medical Laboratory Assistants (MLAs) / Assistant Technical Officers (ATOs) / Assistants to healthcare scientists should be coded in the relevant part of the U - Matrix (U9\*), according to their specific area of work. Those supporting healthcare scientists in Life Sciences / Pathology should be coded in the relevant part of U9A-D. Those supporting healthcare scientists in the Radiographical areas of work should be coded as U9H. Those support staff directly assisting the patient care activities of other therapists, scientists and technical staff should be coded in the relevant area of S9\* .
- As well as including HCAs and support staff who work in support of Other scientific, therapeutic & technical staff (but shouldn't be coded in any part of S9\*) H\*N should now include those in support of healthcare scientists who shouldn't be coded in any part of U9\*, and have not been defined in notes 2 and 4.
- Include non clinical support staff who work in a patient care area and have contact with patients or their relatives, such as Ward Receptionist or Ward Clerk as H2\*. Support staff who do not deal directly with patients, such as Medical Secretary or Medical Records Clerk, should be included in the G Matrix under 'Clinical Support'
- Closure of Occupation Codes 'H1S - HCA Ambulance Service' and 'H2S - Support Worker Ambulance Service'. There is no longer the need for the Ambulance Service column in the H matrix; staff previously coded here can be coded in either the A or G matrices.

See "**General definitions**" overleaf

## HEALTH CARE ASSISTANTS AND OTHER SUPPORT STAFF

### General definitions

Central functions include finance, personnel, information etc.

Patient care staff are those staff whose role within their job requires them to have a significant amount of patient contact.

Patient care area is an area normally available to patients or their relatives within a hospital, e.g. reception, wards etc.

The Following definitions are provided for Historical context as the names may still be used locally, particularly in the context of recruitment.

**ATOs** are Assistant Technical Officers and relates to pre-Agenda for Change Pay Scales. They would generally be scientific staff with less formal training, working mainly in a 'support' capacity, ranging between AfC 1 and 3, with more on the job training than formal training. This is more of an historic grade, but is still used in parts of the NHS.

**MLAs** are Medical Lab Assistants and relates to pre-Agenda for Change Pay Scales. Such roles are similar in scope and level to ATOs as described above, typically they are responsible for supporting biomedical scientists in the delivery of patient care. They may carry out a wide range of functions in pathology laboratories, including preparation of test media, making up and sterilising chemical solutions and separating blood serum and plasma.

Staff currently coded within systems such as ESR with the Job Role of Medical Laboratory Assistant should be recoded to the most relevant current Job Role - please refer to the latest NWD Specification Document for more detail.

MEDICAL AND DENTAL STAFF - HOSPITAL

M		Third character of occupation code									
		0	1	2	3	4	5	6	7	8	9
First two characters of occupation code	00	---	General (Internal) Medicine	Paediatrics	Infectious Diseases	Respiratory Medicine	Dermatology	Neurology	Cardiology	Rheumatology	Genito-urinary Medicine
	01	Clinical Pharmacology and Therapeutics	Geriatric Medicine	Medical Oncology	See note 26	Clinical Neurophysiology	Renal Medicine	Nuclear Medicine	Endocrinology and Diabetes Mellitus	Gastro-enterology	Audio Vestibular Medicine See note 24
	02	Clinical Genetics	General Surgery	Paediatric Surgery	Otolaryngology	Trauma and Orthopaedic Surgery	Ophthalmology	Clinical Oncology	Urology	Plastic Surgery	Cardio-thoracic Surgery
	03	Emergency Medicine See note 21	Neurosurgery	Tropical Medicine	Allergy	Intensive Care Medicine	Acute Internal Medicine	Vascular Surgery	Aviation and Space Medicine	---	---
	04	Obstetrics and Gynaecology	Community Sexual and Reproductive Health	---	---	---	Dental and Maxillofacial Radiology <a href="#">Dental and Maxillo-facial Radiology</a>	Oral and Maxillofacial Pathology <a href="#">Oral and Maxillo-facial Pathology</a>	Oral Microbiology	Oral Medicine	See note 28
	05	---	Psychiatry of Learning Disability	General Psychiatry	Child and Adolescent Psychiatry	Forensic Psychiatry	Medical Psychotherapy	Old Age Psychiatry	---	---	---
	06	see note 11	Oral and Maxillo-Facial Surgery <a href="#">Oral and Maxillo-facial Surgery</a>	Orthodontics	Restorative Dentistry	Paediatric Dentistry	See note 17	Oral Surgery	Endodontics	Periodontics	Prosthodontics
	07	Special Care Dentistry	See note 32	Chemical Pathology	Haematology	Histopathology	Medical Microbiology	---	Immunology	Medical Virology	See note 27
	08	Clinical Radiology	---	---	---	Rehabilitation Medicine	Sport and Exercise Medicine	Diagnostic Neuropathology	Paediatric and Perinatal Pathology	Forensic Histopathology	---
	09	see note 20	Anaesthetics	See note 25	Occupational Medicine	Palliative Medicine	see note 9	Medical Ophthalmology	Paediatric Cardiology	---	Other Specialties

See general clarification regarding the coding of medical and dental staff included on pages 2 and 3 of the M matrix  
For locums see notes 6 & 7

MEDICAL AND DENTAL STAFF - PUBLIC HEALTH AND COMMUNITY HEALTH SERVICE

M		Third character of occupation code									
		0	1	2	3	4	5	6	7	8	9
First two characters of occupation code	80	General Practice - See notes 10 & 8	---	---	---	---	---	---	---	---	---
	92	See note 30	General Medical Practitioner - See note 8	---	---	---	---	---	---	---	---
	93	Public Health Medicine see note 20 & 33	---	---	---	---	---	---	---	---	---
	97	See note 31	General Dental Practitioner - See note 8	---	---	---	---	See note 14	See note 14	See note 14	See note 14
	98	Public Health Dental see note 34	---	---	---	---	---	---	---	---	---
	99	---	---	---	---	---	---	See note 14	---	---	---

**General Clarification:**

If someone **needs** to be medically qualified to carry out their role and therefore **requires** GMC or GDC registration then they should be coded to their relevant Medical or Dental Specialty code as per their qualification and registration and **not** to an administrative or managerial occupation code.

For example, if a Medical Director has a Specialty of General Surgery they should be coded as 021 with an ESR Job Role of Medical Director

If the post holder changes, the Occupation Code attached to the position / post should be changed to reflect the Specialty of the post holder

If an individual is GMC Registered but is **not** licenced to practice they cannot have a Medical & Dental Occupation Code and should instead be given the most relevant alternative code to suit the post they are in.

**Notes for the Medical and Dental staff matrix**

- For Medical and Dental Staff "Occupation Codes" are commonly referred to as "Specialty Codes".
- For doctors working in hospital specialties other than those listed, or mentioned in the notes below, the category "other specialties" (code 099) should be used. This code should only be used as a last resort.
- For doctors working in Drug Dependency, the General (Internal) Medicine (001) code should be used.
- For a general physician "with a special interest" in another speciality, the code for the other speciality should normally be used, rather than General (Internal) Medicine (001).
- The codes for Public Health & The Community Health Service were simplified in 1995.
- Data on hospital, community and public health locums is extracted from the ESR by NHS Digital as part of the monthly workforce numbers process.
- Locums should be identified by replacing the first digit of the Occupation Code with a 1 for a Hospital Locum and a 2 for a Community and Public Health Locum. For example a Locum in General (Internal) Medicine would be coded as 101 and a Locum in Community Public Health Medicine would be coded as 230. Those organisations using ESR should also use the Assignment Category field to signify that the employee is a Locum.
- 8a. The codes 921 and 971 should be used to record details of staff employed as General Medical Practitioners (GPs) or General Dental Practitioners (high-street Dentists), who are not engaged via the usual contractual arrangements (where they would be self-employed). Instead they are directly employed by an NHS organisation and may, for example, be working in a hospital in a GP-led acute care unit or within a general practice (921) or general dental practice (971) setting. For those GPs working within a General Practice, if the trust uses ESR, such staff should be given a Position Workplace Organisation Code of 'GenGP' which denotes they are working in a GP practice and not at the trust itself, even if they are paid by the trust. For those Dentists working within a Dental Practice, if the trust uses ESR, such staff should be given a Position Workplace Organisation Code of 'GENDP' which denotes they are working in a Dental Practice and not at the trust itself, even if they are paid by the trust.
- 8b. Additionally, the Occupation Code 921 should be used for trainee GPs who are paid by a lead trust during their GP training within General Practice. For organisations using ESR such staff should be given a Position Workplace Organisation Code of 'GENGP' which denotes they are working in a GP practice and not at the trust itself. Trainee and qualified GPs can then be differentiated by their pay scale code.
- 8c. Trainee Hospital doctors undertaking a placement within a General Practice should be coded 800 for this placement whilst still being paid by the trust.
- 8d. Trainee GPs doing a rotation where their placement is at a hospital should be coded by the trust to the relevant Medical Specialty for the area within which they are working e.g. a GP trainee based in a Paediatrics ward is coded 002 for the period of their rotation into that team.
- 8e. The Occupation Code 971 should be used for trainee Dentists who are paid by a lead trust during their Dental training within a Dental Practice. For organisations using ESR such staff should be given a Position Workplace Organisation Code of 'GENDP' which denotes they are working in a Dental Practice and not at the trust itself. Trainee and qualified Dentists can then be differentiated by their pay scale code.
- All doctors previously coded 095 (Intensive Therapy) should now be coded 034 (Intensive Care Medicine).
- The code 800 should be used for doctors in training undertaking a placement in General Practice. GP trainees appointed to specific training programmes such as run-through training, and undertaking the secondary care portion of their training programme, should be coded to the relevant part of the Medical and Dental Hospital matrix in which they are working (e.g. Paediatrics, Accident & Emergency). Only Doctors in training should be coded as 800. General Medical Practitioners working General Practice should be coded as 921. (see more detail in note 8 above)
- To ensure Medical Specialty Codes within the NHS Occupation Code Manual match GDC approved main specialties the main speciality - 'Surgical Dentistry' [060] was retired, staff should have been coded under 'Oral Surgery' [066], since at least 2008.
- 041 opened for the new speciality of Community Sexual and Reproductive Health.
- 075 has been renamed from 'Medical Microbiology and Virology' to 'Medical Microbiology' and 078 has been reopened for the new separate speciality of 'Medical Virology', please recode staff accordingly.
- The Medical and General Staff codes, 976 - M&D Retainer Scheme; 977 - Medical Fees LA Services; 978 - GP Bed / Casualty fund; 979 - Payment to Clinical Member of Management Team; 996 - Medical Research Council, were inherited values which pre-dated the development of the current Occupation Code structure in the mid 1990s. The codes were not of national interest, were excluded from published data and have therefore been retired. Medical Research Council was retired as part of the NWD 3.4 uplift, the other four were retired in the NWD 3.3 uplift.

## MEDICAL AND DENTAL STAFF - PUBLIC HEALTH AND COMMUNITY HEALTH SERVICE

### Notes for the Medical and Dental staff matrix

15. Following further investigation the new code 035 has been opened for Doctors working in the new Acute Internal Medicine specialty and contrary to previous guidance they should **NOT** be included in with General (Internal) Medicine (001).
16. 085 renamed the specialty from 'Sports & Exercise Medicine' to 'Sport & Exercise Medicine' in line with the title of the approved specialty.
17. To ensure Medical Specialty Codes within the NHS Occupation Code Manual match GDC approved main specialties this main specialty has been retired. Staff should be recoded in the relevant new or updated Medical Specialty Occupation Codes
18. A number of codes have been amended to include 'and' instead of '&' in order to increase database compatibility with ESR and other systems
19. If an employee needs to be medically qualified to carry out their role and therefore requires GMC or GDC registration then they should be coded to their relevant Medical or Dental Specialty code as per their qualification and registration, and not to an administrative or managerial Occupation Code. For example a Medical Director should be coded to their Specialty. Organisations using ESR can also identify Medical Directors and Clinical Directors by selecting the relevant Job Role value within the Medical and Dental Staff Group. If the post holder changes, the Occupation Code attached to the position / post should be changed to reflect the Specialty of the post holder. If an individual is GMC Registered but is not licenced to practice they cannot have a Medical & Dental Occupation Code and should instead be given the most relevant alternative code to suit the post they are in.
20. To avoid confusion in coding, Doctors trained / training in Public Health Medicine should now be coded as 930 regardless of the setting in which they work. The historic requirement for two Public Health Medicine specialty codes no longer exists and therefore 090 has now been closed. Public Health Medicine Locums will now all be coded 230 and 190 has also been closed.
21. Accident and Emergency (030) has been renamed Emergency Medicine (030) in line with the statutorily defined main specialty. The change will be reflected in the locum version, 130.
22. Doctors working in the area of Liver Care would come under the sub-speciality of Hepatology, which is a sub-speciality of Gastro-enterology.
23. Please refer to the 'Sub-speciality Parents' tab of the Sub Specialty annex of the Occupation Code Manual (<http://digital.rhs.uk/article/2268/NHS-Occupation-Codes>) to see the approved sub-specialities and their corresponding Main Specialty codes.
24. Audiovestibular Medicine has been renamed Audio Vestibular Medicine to match the legal name as defined in the Statutory Instrument which defines medical specialties: <http://www.legislation.gov.uk/ukSI/2012/344/made>
25. The code 092 - Blood Transfusion has been closed. Existing staff should be recoded using the existing code 073 - Haematology.
26. The code 013 - Clinical Physiology has been closed. Existing staff should be recoded using the most appropriate valid speciality code.
27. The code 079 - Clinical Cytogenetics and Molecular Genetics has been closed. Existing staff should be recoded using the most appropriate valid speciality code.
28. The code 049 - Paediatric Neurology has been closed. Existing staff should be recoded using the existing code 002 - Paediatrics speciality code of which Paediatric Neurology is a sub-speciality.
29. 037 opened for the new speciality of Aviation and Space Medicine.
30. The code 920 - Community Health Services Medical has been closed as this is not a genuine medical speciality. Existing records will need to be recoded to the most appropriate valid speciality code. Corresponding locum code (220) has also been closed.
31. The code 970 - Community Health Services Dental has been closed as this is not a genuine medical speciality. Existing records will need to be recoded to the most appropriate valid speciality code. Corresponding locum code (270) has also been closed.
32. The code 071 - General Pathology has been closed. Existing staff should be recoded using the most appropriate valid speciality code.
33. Occupation Code 930 is for Doctors trained / training in Public Health Medicine, and includes Public Health Consultants / Specialists who are registered with the GMC and have a Medical and Dental Pay Grade code. Those Public Health Consultants / Specialists who are registered as a Specialist on the UKPHR (UK Public Health Register) register, should be coded in the S matrix with Occupation Code SAX. Ensure the UKPHR registration is added to their record in ESR - select the 'Other' category and then input 'UKPHR' only, to avoid spelling inaccuracies.
34. Occupation Code 980 is for Public Health Dentists and Public Health Dental Consultants who are registered with the GDC and have a Medical and Dental Pay Grade code.

NURSING, MIDWIFERY AND HEALTH VISITING STAFF

N	Adult and General	Children and Young People	Maternity Services	Community Mental Health	Other Mental Health	Community Learning Disabilities	Other Learning Disabilities	Community Services	Education Staff (see note 5)	School Nursing	Neonatal Nursing (including SCBUs)
	A	B	C	D	E	F	G	H	J	K	L

**NMC Registered Nurses, Midwives and Health Visitors**

Nurse Consultant	NA			see note 24							see note 16	see note 24
Modern Matron	NC	see note 17	see note 17	see notes 17 & 24	see note 17	see note 17	see note 17	see note 17	see note 17	see note 17	see notes 16 & 17	see notes 17 & 24
Community Matron	NE	---	---	---	---	---	---	---	see note 20	---	---	---
Manager (see notes 1 to 3)	N0			see note 24							see note 16	see note 24
Children's Nurse (see notes 4 and 32)	N1	see note 41	see notes 21 and 32	see notes 24 and 32	---	---	---	---	see note 32	see note 32	---	see notes 24 and 32
Midwife	N2	---	---	see note 24	---	---	---	---	---	see note 9	---	see notes 24 & 25
Health Visitor	N3	---	---	---	---	---	---	---	see notes 28 & 29	---	---	---
District Nurse / CMHN/CLDN - 1st level	N4	---	---	---	see note 6	---	see note 7	---	see note 8	---	---	---
District Nurse / CMHN/CLDN - 2nd level	N5	---	---	---	see note 6	---	see note 7	---	see note 8	---	---	---
Qualified School Nurse	NB	---	---	---	---	---	---	---	---	---	see note 16	---
Other 1st level (Level 1 - Sub Part 1)	N6			see note 24					see note 40		see note 16	see note 24
Other 2nd level (Level 2 - Sub Part 2)	N7			see note 24						See note 31	see note 16	see note 24

**Nursing Associates and support to NMC Registered Nurses, Midwives and Health Visitors**

Nursing Associate (see notes 35, 36, 38 & 39)	NG									---	---	---
Nursing Assistant Practitioner	NF	see notes 22, 23 & 39	see notes 22, 23 & 39	see notes 22, 23, 24 & 39	see notes 22, 23 & 39	see notes 22, 23 & 39	see notes 22, 23 & 39	see notes 22, 23 & 39	see notes 22, 23 & 39	see notes 22, 23, 34 & 39	see notes 22, 23 & 39	see notes 22, 23, 24 & 39
Trainee <u>Student</u> Nursing Associate (see notes 36, 37, 38 & 39)	NH									---	---	---
Nursery Nurse	N8		Nursery Nurse	see note 24	see note 33		see note 33			---	see note 16	see note 27
Nursing Assistant / Auxiliary	N9			see notes 24 & 42						See note 31	see note 16	see note 24

See notes and definitions on following pages

Details on the Nursing Register can be found on the Nursing and Midwifery Council (NMC) website: <https://www.nmc.org.uk/registration/staying-on-the-register/adding-qualifications/>

□

**PLEASE NOTE: The matrix split is intended to provide a consistent means by which the workforce is split for workforce planning and publication purposes. The top part of the matrix is only for recording individuals whose role requires they are an NMC registered Nurse; Midwife or Health Visitor. The lower part of the matrix is for recording Nursing Associates and individuals who provide support to registered Nurses; Midwives or Health Visitors.**□

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Notes for the main nursing and midwifery and health visiting staff matrix

1. Managers are those who have overall responsibility for budgets, ~~manpower~~ **staffing** or assets or who are held accountable for a significant area of work and who have little or no clinical contact.
2. All managers who **need** to be a qualified nurse, midwife or health visitor should be included in the nursing, midwifery and health visiting staff matrix.
- 3a. All managers who **do not need** to be a qualified nurse, midwife or health visitor should be included in the administration and estates staff matrix (G).
- 3b. Nurse Managers will generally fall within the AfC Pay Band 8 range - typically 8a and above, with some more senior managers in larger organisations on Band 9 and Directors of Nursing potentially being paid on Very Senior Manager (VSM) or Executive Senior Manager (ESM) pay scales. Staff who are at Band 7 or below are unlikely to truly hold managerial focused roles and should only be coded as N0\* if they meet the exact criteria outlined in notes 1-3 regarding an overall responsibility for budgets and an area of care, and have little or no patient contact. For example, regarding the latter, a deputy Director of Nursing (Job Role Nurse Manager) who does one shift a month on a ward, would be considered as having little patient contact.
- 3c. To improve the consistency and accuracy of the wider information related to Nurse Managers, the Nurse Manager Occupation Codes should only be used in combination with the following Staff Group | Job Role values, according to the role they are performing:
  - i) Nursing and Midwifery Registered | Director of Nursing
  - ii) Nursing and Midwifery Registered | Midwife – Manager
  - iii) Nursing and Midwifery Registered | Nurse Manager
4. The term Children's Nurse applies to nurses on parts RN8, RNC or SPC of the NMC register. Please note that the title has been updated to reflect changes to the registered titles for Nurses as per the NMC Register.
5. All codes for education are only to be used for staff and not for learners.
6. Only CMHNs, as defined in the general definitions on the following pages, should be coded N4D and N5D.
7. Only CLDNs, as defined in the general definitions on the following pages should be coded N4F and N5F.
8. Only District nurses, as defined in the general definitions on the following pages, should be coded N4H and N5H.
9. Code N2J is only to be used for midwives teaching midwifery.
10. Special Care Baby Unit (SCBU) staff should no longer be coded to maternity services, but should be included in with the new Neonatal Nursing area (N\*L) irrespective of lines of management accountability (See note 24).
11. Family planning should be included in community services.
12. Stoma care, control of infection, blood transfusion, occupational health, staff nursery and non-clinical management should be coded to acute, elderly and general.
13. Health care assistants should be coded in the HCAs and other support staff matrix (H).
14. GP Practice Nurses should be coded to N\*H (Community Services), at the level appropriate to their grade, but should be identified by selecting 'GENGP' in the 'Position Workplace Organisation Code' field on ESR.
15. Nurses working on NHS 111 'phone lines should be coded at the level relevant to their grade within N\*H (Community Services). The Area of Work 'NHS 111' should be used for these staff.
16. Qualified School Nurse: Only Registered nurses with a specific School Nursing qualification should be coded as NBK, other nurses working in School Nursing but who do not hold a specific qualification should be coded at the level relevant to their grade within N\*K (School Nursing).
17. NC\* opened for Modern Matrons, NCH should be used to code Modern Matrons Working in the Community setting. Include only those nurses who are working specifically as Modern Matrons in their specific area of work - it should not be used to record 'Community Matrons' - please see note 20 and 'General Definitions' overleaf.

*Continued overleaf*

**Notes for the main nursing and midwifery and health visiting staff matrix**

18. Emergency Care Practitioners whose background is as a qualified nurse should be coded as N\*A depending upon their level of experience (for most intents and purposes, this would put them in N6A).
19. Please see the Lookup Guide for coding suggestions for the new roles within mental health, some of which may be fulfilled by registered nurses.
20. NEH opened for Community Matrons. 'Community Matrons' should be returned as this code. Modern Matrons in the Community should be returned as NCH - see note 17 and 'General Definitions' overleaf.
21. N1B is primarily used for Children's Nurses working in Acute settings. However, in addition please code Community Children's Nurses (CCNs), also known as Paediatric Community Nurses / Specialist Practitioner Community Paediatric Nurses, as N1B. Such Nurses should also be identified within ESR by using the Job Role / Area of Work combination of: Job Role: Community Practitioner / Area of Work: Paediatric Community Child Health.
22. NF\* has been opened to accommodate staff who are employed as Assistant Practitioners in Nursing. They are / have undertaken training to an agreed level against a Competence Frame Work (as well as NVQ3 level training according to Agenda for Change), it is not necessarily a nationally recognised qualification (a degree, BTEC or the like), but it will be sufficient to allow them a degree of autonomy. As such Assistant Practitioners should have intermediate qualifications and level of autonomy, putting them between Nursing Assistants (N9\*) to one extreme and Nursing Associates (NG\*) / Registered Nurses (N6\*) to the other. Though this particular role may not be directly relevant in all areas of work at present, it will continue to expand, and this position within the matrix may better suit other similar staff who have previously been coded elsewhere.
23. An Assistant Practitioner in nursing delivers health and social care to patients with a level of knowledge and skill beyond that of the traditional Nursing Assistant, Auxiliary or Healthcare Assistant. Assistant Practitioners cannot be counted as Registered Nurses. They are not legally defined as a staff group. They have formal education which is required for them to be able to do their job - this can be work based or college based or both. The qualifications may or may not be transferable for use at other organisations. As Assistant Practitioners do not have nationally defined training and scope of practice, with linked regulation status from the NMC, they are distinct from the new Nursing Associates, to which those things do apply.
24. Please note - those staff formerly coded as N\*C working in Specialist Neonatal Roles (NICU) or in Special Care Baby Units (SCBUs) should now be coded at the relevant level in the newly created Neonatal Nursing (including SCBUs) column - N\*L.
25. Some staff who hold midwife registration may be working for some of their time in a neonatal unit in a non-midwifery role, if they are also working as a midwife they should be coded to N2C as their primary role.
26. For reference, details on the Nursing Register can be found on the Nursing and Midwifery Council (NMC) website here: <http://www.nmc-uk.org/Registration/Useful-information/Registration-qualifications/>
27. N8L has been opened to identify Nursery Nurses working within Neonatal Nursing, and the movement of Nursery Nurses working in Special Care Baby Units from their former position in N8C (Maternity Services) to N8L Nursery Nurse in Neonatal Nursing (including SCBUs).
28. Please ensure to code the following as Health Visitors:
- qualified nurses/midwives who also hold a qualification as a Registered Health Visitor under the Specialist Community Public Health Nursing part of the NMC Register working directly with children and families;
  - qualified and registered Health Visitors who perform specific activities such as providing breastfeeding advice to parents;
  - family nurses working within the Family Nurse Partnership Programme who are qualified and registered as Health Visitors;
  - Sure Start Children's Centre qualified and registered named Health Visitors;
  - managers within a Health visiting team who hold a health visiting qualification and registration and are involved in clinical work or safeguarding.
- See also 'General Definitions' overleaf.
29. Please ensure that the following employees are **not** coded as Health Visitors:
- any person working in a health visiting team who does not hold a qualification and registration as a Health Visitor;
  - any person who holds a qualification and registration as a Health Visitor but is not employed in a role where this is a requirement;
  - managers within a health visiting team who hold health visiting qualification and registration but are not involved in clinical work or safeguarding.
30. Newly qualified staff and overseas nurses waiting for their NMC PIN numbers should be coded as N9\* Nursing Assistants and moved onto the correct qualified nursing Occupation Code when the number is received.
31. Closure of codes N7J and N9J - Following improvements to the guidance notes with regards to the Nursing workforce an issue with the earlier inclusion of Nurse Education staff at two inappropriate levels has been brought to light. Following further investigation these codes should never have been available within the Education Staff area of work, and have now been removed. There are very limited numbers of staff who have been coded to N7J and N9J and staff should be recoded to a suitable occupation code within the matrix
32. Updated Occupation Code name to reflect changes to the registered titles for Nurses as per the NMC Register. This work will be built upon with more changes in a future version of the Occupation Code Manual to bring all of the values up to date

**Notes for the main nursing and midwifery and health visiting staff matrix**

33. **Nursery Nurse** - undertakes tasks delegated by a registered practitioner supporting the care of young children and babies. Nursery nurses have qualifications in childcare or early years including:

- CACHE Level 3 Diploma in Child Care and Education
- BTEC National Diploma in Children's Care, Learning and Development
- NVQ Level 3 in Children's Care, Learning and Development
- NNEB
- Children's Care Play, Learning and Development (CCPLD), level 3 wef September 2019

As Mental Health and Learning Disabilities are increasingly delivered in the Community, it is important to have Nursery Nurses in these settings to support the care of young children and babies.

34. **Nursing Assistant Practitioner** - assistant practitioner is expected to independently manage their own work and case load, undertake tasks delegated by a registered practitioner with appropriate supervision, within agreed protocols. Assistant Practitioners will have health related qualifications at Level 4 or above. **Nursing Assistant Practitioner in Education** will support the Nursing education for Trainee Nursing Associates and Healthcare Assistants within agreed protocols. Assistant Practitioners will have health related qualifications at Level 4 or above.

35. **Nursing Associate** - Nursing Associate is a new role being introduced into the health and care workforce in England from January 2019. It is a generic role (not defined by a field of nursing) but within the discipline of nursing. Nursing Associates are intended to bridge a gap between health and care assistants, and registered nurses.

They are not nurses; nursing is a graduate entry profession and those joining the nursing part of the NMC register require a degree. Nurses also develop additional skills and knowledge within a specific field of nursing.

Nursing Associates are a new profession, accountable for their practice. These proficiencies set out what pre-registration training will equip Nursing Associates to know, and do. Once they are practising, Nursing Associates can undertake further education and training and demonstrate additional knowledge and skills, enhancing their competence as other registered professionals routinely do. The roles played by Nursing Associates will vary from setting to setting, depending on local clinical frameworks, and it may also be shaped by national guidance.

Nursing Associates are regulated by the NMC, having the Sub-Part entry of **Nursing Associate (NAR)** - 'NAR Registered Nursing Associate' on the NMC Register. Only those staff who hold the relevant qualification and registration to the correct sub-part of the NMC register should be coded as Nursing Associates. Please note, they have a registration of Registered Nursing Associate, they are not Registered Nurses. Only those staff who hold the relevant qualification and registration to the correct sub-part of the NMC register should be coded as Nursing Associates.

The Care Setting for Nursing Associates should be determined by the primary area in which they are working.

36. These occupation Codes should be used in association with their linked Job Roles:

For Nursing Associates use the Staff Group | Job Role value of: Additional Clinical Services | Nursing Associate

For Trainee Nursing Associates use the Staff Group | Job Role value of: Additional Clinical Services | Trainee Nursing Associate

37. **Trainee Nursing Associate** - Trainee Nursing Associates are those staff who are undertaking the two year training programme to qualify as a Nursing Associate, this includes those Nursing Associates undertaking their training through the apprentice route. Only those staff undertaking an approved and accredited Nursing Associate training course should be coded using these codes. The Care Setting for Trainee Nursing Associates should be determined by their main placement and not updated in response to short-term rotations in other settings.

38. Trainee Nursing Associates and Nursing Associates are only applicable in England - this new role has not been introduced in Wales.

39. Nursing Associates are a new role, with nationally defined training and scope of practice linked to regulated status with the NMC. This new role is distinct from existing Assistant Practitioners within the area of nursing. In addition, Assistant Practitioners are not regulated roles, and should not be substituted or mistaken for Nursing Associates or vice versa.

40. This Occupation Code includes Registered Nurses working in NHS 111 contact centres who are providing NHS 111 clinical services over the telephone. The Area of Work 'NHS 111' should be used for these staff.

41. Closure of Occupation Code N1A - This Occupation Code has been closed as a Children's Nurse would not be working in the 'Adult and General' care setting. The appropriate Occupation Code should be used along with the Area of Work value which will identify the area in which a Children's Nurse is working, e.g. Accident and Emergency.

42. N9C includes **Maternity Support Workers** who should be coded using the Maternity Support Worker Job Role within the Additional Clinical Services Staff Group. Maternity Support Workers are individuals who meet the HEE MSW competency education and career development framework at education and competency level 3 or 4.

43. **Multidisciplinary Team Roles** - The general rule is that we code the post and not the person; however, there are some exceptions to the coding rule, for example, when a post can be filled by individuals from multiple professional backgrounds. In which case the Occupation Code, Staff Group and Job Role will be determined by the professional registration of the recruited individual.

## NURSING, MIDWIFERY AND HEALTH VISITING STAFF

### Nursing, Midwifery and Health Visiting Staff - General definitions

**Nurse Consultants:** Those staff who are specifically appointed as such. They are experts within their area of clinical practice; provide professional leadership; work towards research and provide a function for education and professional development within their specialist clinical area. They work (unlike managers) directly with patients, clients or communities for at least 50% of their time. Typically Agenda for Change Band 8a and above.

**Modern Matron:** A senior nurse with high level competencies and extensive clinical, leadership and management experience who has clinical and professional authority and responsibility for standards of professional practice and patient services in one or more service delivery areas. Typically Agenda for Change Band 8a.

**Community Matron:** An experienced clinical nurse with high level competencies and specialist knowledge and skills in the care and management of long term conditions who works as a case manager across health and social care boundaries co-ordinating the treatment, care and management for individuals, groups or communities with complex conditions and high intensity needs. They are distinct from district or practice nurses who may well be involved in the management of patients with long term conditions but don't act as case managers or fulfil the full role of community matrons as defined.

*The difference between a modern matron in the community and a community matron.* Despite very similar names these have two very different roles which can be broadly defined as - Modern Matrons manage staff who work within the community while Community Matrons deal with patients within a community setting.

**Manager:** A nurse, midwife, or health visitor who has overall responsibility for budgets, manpower or assets or who is held accountable for a significant area of work and who has little or no direct clinical involvement; the post occupied would require the person to hold a statutory nursing, midwifery or health visiting qualification. Typically Agenda for Change Band 8 and above.

**Children's Nurse:** An employee who holds the **Registered Children's Nursing Certificate under Level 1 Nurses Sub-part 1 of the Nursing and Midwifery Council Register (NMC)** and who occupies a post where such a qualification is a requirement. Not below Agenda for Change Band 5.

**Registered Midwife:** An employee who holds a qualification as a Registered Midwife and who occupies a post where such a qualification is a requirement. Not below Agenda for Change Band 5 and usually Band 6 or above.

**Health Visitor:** An employee who holds a qualification as a **Registered Health Visitor under the Specialist Community Public Health Nursing part of the NMC Register** and who occupies a post where such a qualification is a requirement. Not below Agenda for Change Band 6.

**District Nurse 1<sup>st</sup> Level:** An employee who has attained the necessary NMC Specialist Practice Standard or who holds a first level nursing registration and also the **District Nurse Specialist Practitioner qualification**; and who occupies a post for which the Specialist Practice Standard or **District Nurse Specialist Practitioner qualification** is a requirement. Not below Agenda for Change Band 6.

**District Nurse 2<sup>nd</sup> Level:** An employee who has attained the necessary NMC Specialist Practice Standard or who holds a second level nursing registration and also the District Enrolled Nurse Certificate; and who occupies a post for which the Specialist Practice Standard or District Enrolled Nurse Certificate is a requirement. **There are likely to be very few 2nd Level nurses within an organisation, as most nurses now hold a 1st level qualification.**

**Qualified School Nurse:** Qualified school nurses hold the **School Nurse qualification under the Specialist Community Public Health Nursing part of the NMC register**

**Community Mental Health nurse (CMHN)/Community learning disabilities nurse (CLDN):** An employee who has a specific recordable community qualification in community psychiatry or community learning disabilities (i.e. specialist practitioner: Community Mental health nursing (SCMH) or specialist practitioner: Community learning disabilities nursing (SCLD) aspects of the NMC register) and who occupies a post for which this qualification is a requirement.

**Other 1st Level (Level 1 - Sub Part 1):** First level nurses are registered nurses who hold a current and valid registration with the NMC **under Level 1 Nurses Sub-part 1 of the register**, but do not fulfil the criteria outlined in notes 1 to 10. Code according to their general area of work. Not below Agenda for Change Band 5.

**Other 2nd Level (Level 2 - Sub Part 2):** Also referred to as 'enrolled' nurses, 2nd level nurse training is no longer provided. **They are registered with the NMC under Level 2 Nurses Sub-part 2 of the register.** There are likely to be few 2nd Level nurses within an organisation, as most nurses now hold a 1st level qualification. Second Level nurses can undertake a conversion course to become 1st Level nurses. More information about nurse registration and conversion courses is available on the NHS Careers website.

**Nursing Assistant Practitioner:** An assistant practitioner in nursing is a worker who competently delivers health and/or social care to and for people. They have a required level of knowledge and skill beyond that of the traditional healthcare assistant or nursing assistant / auxiliary. The assistant practitioner would be able to deliver elements of health and social care and undertake clinical work in domains that have previously only been within the remit of registered professionals.

**Nursery Nurse:** An employee who is employed as a nursery nurse and hold, or working towards, a relevant child care qualification including CACHE Level 3 Diploma in Child Care and Education, BTEC National Diploma in Children's Care, Learning and Development, NVQ Level 3 in Children's Care, Learning and Development. Information on relevant qualifications can be found on the Department of Education website: <https://www.education.gov.uk/eypqd/qualification-search.aspx>

**Nursing Assistant/Auxiliary:** Employees who are not required to hold any of the qualifications specified above who form part of the nursing workforce. This group also includes Cadet Nurses, who would not be accurately recorded as Pre-Registration Learners.

## NURSING, MIDWIFERY AND HEALTH VISITING STAFF

### Nursing, Midwifery and Health Visiting Staff - General definitions

**Nursing Associate:** A Nursing Associate is a new member of the nursing team who will provide care and support for patients and service users. This role is being used and regulated in England and it's intended to address a skills gap between Health and Care Assistants and Registered Nurses.

Nursing Associate is a stand-alone role in its own right and will also provide a progression route into graduate level nursing.

Nursing Associates will be trained to work with people of all ages and in a variety of settings in health and social care. It's intended that the role will enable Registered Nurses to focus on more complex clinical duties.

Nursing Associates are regulated by the NMC, having the Sub-Part entry of **Nursing Associate (NAR)** - 'NAR Registered Nursing Associate' on the NMC Register. Only those staff who hold the relevant qualification and registration to the correct sub-part of the NMC register should be coded as Nursing Associates. Please note, they have a registration of Registered Nursing Associate, they are not Registered Nurses. Only those staff who hold the relevant qualification and registration to the correct sub-part of the NMC register should be coded as Nursing Associates. Typically Agenda for Change Band 4.

Nursing Associates are a new role, with nationally defined training and scope of practice linked to regulated status with the NMC. This new role is distinct from existing Assistant Practitioners within the area of nursing. In addition, Assistant Practitioners are not regulated roles, and should not be substituted or mistaken for Nursing Associates or vice versa.

**Trainee Nursing Associate:** Trainee Nursing Associates are those staff who are undertaking the two year training programme to qualify as a Nursing Associate, this includes those Nursing Associates undertaking their training through the apprentice route. Only those staff undertaking an approved and accredited Nursing Associate training course should be coded using these codes. The Care Setting for Trainee Nursing Associates should be determined by their main placement and not updated in response to short-term rotations in other settings. Typically Agenda for Change Band 2/3.

**Trainee Nursing Associates** and **Nursing Associates** are only applicable in England - this new role has not been introduced in Wales.

## NURSING, MIDWIFERY AND HEALTH VISITING LEARNERS

<b>P</b>	Midwifery	Health Visiting	District Nursing	Diploma Nurse Training	Other Learners
	A	B	C	D	E

**PLEASE NOTE: To better coordinate the split of registered and support codes as in the other matrices the P Code matrix has been re-ordered, so that the registered codes are now at the top of the matrix. This is a display change only and has no material change on the codes or their meaning.**

### Registered Nursing Learners

Post 1 <sup>st</sup> Level Registration Learner	P2					
Post 2 <sup>nd</sup> Level Registration Learner	P3		---			

**The matrix split is intended to provide a consistent means by which the workforce is split for workforce planning and publication purposes. The top part of the matrix is only for recording Nurse Learners whose role requires they are an NMC registered Nurse; Midwife or Health Visitor. The lower part of the matrix is for recording Pre-Registration Nurse Learners only.**

### Un-Registered Nursing Learners

Pre-Registration Learner	P1		---	---		
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#### Notes for the nursing, midwifery and health visiting learners matrix

- For reference details on the Nursing Register can be found on the Nursing and Midwifery Council (NMC) website here: <http://www.nmc-uk.org/Registration/Useful-information/Registration-qualifications/>
- Learners' third character A is only to be used for learners undertaking a course leading to registration on the midwives part of the NMC Register (RM).
- Learners' third character B is only to be used for learners undertaking a course leading to registration on the relevant part of the specialist community public health nursing part of NMC Register (RHV / HV).
- Learners' third character C is only to be used for learners undertaking a course leading to a qualification as a 1<sup>st</sup> level district nurse.
- Learners' third character D is only to be used for learners undertaking Diploma Nurse Training or a branch leading to registration on the nurses part of the NMC register sub part 1 (RN1, RNA, RN3, RNMH, RN5, RMLD, RN8, RNC).
- Learners' third character E is only to be used for learners undertaking courses leading to registration on all other aspects of the NMC Register.
- Following the changes resulting from the NHS Digital consultation on its workforce publications the post-registration learners have been moved into the qualified element of the publication groupings and are no longer included in the support staff grouping along with the pre-registration learners. This change has been reflected in the Analysis Guide included at the end of this manual. To better coordinate the split of registered and support codes as in the other matrices the P Code matrix has been re-ordered, so that the registered codes are now at the top of the matrix. This is a display change only and has no material change on the codes or their meaning. More detail on the outcome of the consultation is available here: <http://digital.nhs.uk/hchs>

Any other learners (e.g. those undertaking post registration continuing registration courses) should not be coded as learners but to their prime area of work in the main nursing matrix.

#### General Definitions

**Pre-registration learners:** Student nurses or midwives who hold no registerable nursing qualification.

**Post 1<sup>st</sup> level registration learners:** Student nurses, midwives or health visitors who already hold a first level nursing registration

**Post 2<sup>nd</sup> level registration learners:** Student nurses or midwives who already hold a second level nursing registration but do not hold a first level registration.

The third character for the code for learners should be allocated according to the course being undertaken by the student, and the registration towards which they are working.

**SCIENTIFIC, THERAPEUTIC AND TECHNICAL STAFF**

<b>S</b>	Chiroprody/ Podiatry	Dietetics	Occupational Therapy	Orthoptics (see note 61)	Physiotherapy	Radiography (diagnostic)	Radiography (therapeutic)	Art/ Music/ Dramatherapy (see note 49)	Prosthetics and Orthotics (see note 47)	Speech & Language Therapy	Operating Theatres - see note 50	Osteopathy - see note 52
	A	B	C	D	E	F	G	H	I	J	T	V

**Qualified Allied Health Professionals**

Consultant Therapist / Scientist	SA	see notes 12 & 32	see notes 12 & 32	see notes 12 & 32	see notes 12 & 32	see notes 12 & 32	see notes 12 & 32	see notes 12 & 32	see notes 12 & 33	see notes 12 & 32	see notes 12 & 32	---	---
Manager (see notes 1- 3)	S0	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see notes 52 & 53
Therapist (see note 55)	S1	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 32	see note 51	see notes 52 & 53
Scientist	S2	---	---	---	<a href="#">see note 63</a>	---	---	---	---	---	---	---	---
Scientific Officer	S3	---	---	---	---	---	---	---	---	---	---	---	---
Technician	S4		---	see note 8		---	see note 16	---	---		---	see note 32	---
Instructor / Teacher	S6	---	---		---	see note 10	---	---	see note 32	---	see note 9	---	---
Tutor	S7		---				see note 4	see note 60	---	---		---	---

**Support to Qualified Allied Health Professionals**

Assistant Practitioner	S5	see notes 14 & 15	see notes 14 & 15	see notes 14 & 15	see notes 14 & 15	see notes 14 & 15	see notes 14 & 15	see notes 14 & 15	see notes 14 & 16	see notes 14 & 15	see notes 14 & 15	see notes 14, 15	see note 52
Student / Trainee	S8								see note 36				see note 52
Assistant	S9				see note 37								see note 52

See notes and definitions on the S matrix pages 3, 4 & 5

**PLEASE NOTE: The matrix splits are intended to provide a consistent means by which the workforce is split for workforce planning and publication purposes, and not necessarily based on the specific registrations or qualifications that an individual may hold for their role. The matrix splits are there as a guide and are not intended to be rigid in their application. Please see the Analysis Guide towards the end of the manual for further information on these splits.**

**SCIENTIFIC, THERAPEUTIC AND TECHNICAL STAFF**

<b>S</b>	Multi Therapies	Applied Psychology (see note 39)	Psychological Therapy (see note 40)	Pharmacy	Dental	Social Services	Optometry (see note 62)	Other STT Staff
	K	L	M	P	R	U	W	X

**Qualified Other Scientific, Therapeutic & Technical**

Consultant Therapist / Scientist	<b>SA</b>	see note 12	see notes 12 & 32	see note 12 & 48	see notes 12 & 23	see note 12	---	see note 38	see notes 12, 18 & 56
Manager (see notes 1-3)	<b>S0</b>		see note 32	see note 48	see note 24		see note 13	see note 38	see note 18
Therapist	<b>S1</b>		see notes 32 & 41	see note 22 & 48	---	see note 33	see note 13	---	see note 18, 57 & 64
Scientist (see note 46)	<b>S2</b>	---	see note 32	see note 48	see notes 25 & 30	---	---	see note 38	see note 18
Scientific Officer	<b>S3</b>	---	see note 6	---	see note 7	---	---	---	see note 18
Technician	<b>S4</b>	---	Closed see note 42	---	see note 26 & 30	see notes 33 & 35	---	see note 38	see note 18
Instructor / Teacher	<b>S6</b>		---	---	---	---	see note 13	---	see note 18
Tutor	<b>S7</b>	---	---	---	---	see note 33	see note 13	---	see note 18

**Support to Qualified Other Scientific, Therapeutic & Technical**

Assistant Practitioner	<b>S5</b>	see notes 14 & 15	see notes 6, 14, 15 & 42	see notes 14, 15 & 43	see note 27	see notes 14, 15	see notes 13, 14 & 15		see notes 14, 15, 18 & 58
Student / Trainee	<b>S8</b>	---	see note 44	see note 45	see notes 28 & 31		see note 13		see note 18
Assistant	<b>S9</b>		see note 54	---	see notes 29 & 31	see notes 33 & 35	see note 13		see note 18

See notes and definitions on S matrix Pages 3, 4 & 5

**PLEASE NOTE: The new matrix splits are intended to provide a consistent means by which the workforce is split for workforce planning and publication purposes, and not necessarily based on the specific registrations or qualifications that an individual may hold for their role. The matrix splits are there as a guide and are not intended to be rigid in their application. Please see the Occupation Code Lookup guide at the end of the manual for further information on these splits.**

## SCIENTIFIC, THERAPEUTIC AND TECHNICAL STAFF

### Notes for the scientific, therapeutic and technical staff matrix

1. Managers are those who have overall responsibility for budgets, manpower staffing or assets or who are held accountable for a significant area of work and who have little or no clinical contact.
2. All managers who need to be a qualified therapist should be included in the scientific, therapeutic and technical staff matrix.
3. All managers who do not need to be a qualified therapist should be included in the administration and estates staff matrix (G).
4. Code S7F should be used for Radiography (diagnostic) tutors; Occupation Code S7G has been opened for Radiography (therapeutic) tutors - see note 60.
5. Health Care Assistants should be coded in the HCAs and other support staff matrix (H).
6. Code assistant psychologists as S5L - Staff previously coded as S3L should now be coded as S5L.
7. Code pre-registration trainee pharmacists as S3P Pharmacists - [MPharm Graduates who are working towards GPhC registration].
8. S4C has now been opened for Occupational Therapy Technicians - please note this should only include those staff who provide technician support for existing equipment. Those who develop new equipment or modify existing equipment should be coded as U4J - Practitioner in Clinical Engineering with the Area of Work of Rehabilitation Engineering.
9. S6J has now been opened for Instructor / Teachers working within Speech and Language Therapy.
10. S6E has now been opened for physiotherapy instructors/teachers.
11. GP Practice staff should be coded to the appropriate level and area of work as staff working in secondary care, but should be identified by selecting 'GENGP' in the 'Position Workplace Organisation Code' field on ESR.
12. Allied Health Professional (AHP) Consultants (Consultant Therapists / Scientists) are those staff who are specifically appointed as such. They are expert within their area of advanced clinical practice and leadership; and they research and provide a focus for education and professional development within a given clinical area. Public Health Dental Consultants who are GDC registered with a Medical and Dental Pay Grade code should be coded within the M Matrix with the Occupation Code 980.
13. Former Local Authority social care staff who may be employed by NHS Organisations, Care Trusts, Community Trusts etc. These are staff who need to be (or work directly with) qualified social services staff to do their jobs within the organisation. For example social or youth workers, day-care advisers, child protection officers, family placement officers, rehabilitation staff, or disability service workers. (Note that this list is not exhaustive). Includes non registered, patient facing Public Health support staff.
14. S5\* has now been opened to accommodate staff who are employed as Assistant Practitioners. They are / have undertaken training to an agreed level against a Competence Frame Work (as well as NVQ3 level training according to Agenda for Change), it is not necessarily a nationally recognised qualification (a degree, BTEC or the like), but it will be sufficient to allow them a degree of autonomy. As such Assistant Practitioners should have intermediate qualifications and level of autonomy, putting them between Assistants (S9\*) to one extreme and Therapists (S1\*) to the other. Some of their remit will involve them in delivering protocol-based clinical care that had previously been in the remit of registered professionals, under the direction and supervision of a state registered practitioner. Though this particular role may not be directly relevant in all areas of work at present, it will be continuing to expand, and this position within the matrix may better suit other similar staff who have previously been coded elsewhere. Includes non GDC registered Public Health Assistant Practitioners working in dental roles.
15. An Assistant Practitioner delivers health and social care to patients with a level of knowledge and skill beyond that of the traditional healthcare assistant or support worker. Assistant Practitioners cannot be counted legally as qualified AHPs. They are not legally defined as a staff group. They have formal education which is required for them to be able to do their job - this can be work based or college based or both. The qualifications may or may not be transferable for use at other organisations. Includes non GDC registered Public Health Assistant Practitioners working in dental roles.
16. S4F has now been closed, staff formerly coded here should now be coded as U4H.
17. S\*N, S\*Q and S\*S have been removed from the matrix as they have been closed for a number of years. Any staff formerly coded there are now coded within the relevant part of the 'U' Matrix.
18. Because of the introduction of the U Matrix, some staff formerly coded as S\*X (Other S,T & T), and elsewhere within the 'S' matrix may now be more accurately coded to the relevant level and area of work within the U matrix.
19. Please note that the names down the left hand side of the matrix, associated with the codes, do not necessarily apply to all code combinations. It is important that the codes are used so that the level of work (second character) denotes the level of qualification or experience required to fulfil the role of the post.
20. Advanced Practitioners should continue to be coded in the relevant area of work as S1\*, as this is the best fit available at present. In ESR they should have the Job Role 'Advanced Practitioner' within the Additional Professional Scientific & Technical Staff Group, or the specific 'Advanced Practitioner' Job Role within the Allied Health Professionals Staff Group, depending upon which group they work in, with more detail provided via the Area of Work which they are associated with. However, S1L and S1M should only be used for Applied Psychologists and High Intensity Therapists working in NHS Talking

## SCIENTIFIC, THERAPEUTIC AND TECHNICAL STAFF

### Notes for the scientific, therapeutic and technical staff matrix - Continued

21. Emergency Care Practitioners - If they neither have a background in Nursing or the Ambulance workforce and don't hold a relevant paramedic qualification, then they should be coded S\*X, where the level is dependant upon their level of qualification ( S1X may be a suitable level of qualification). It is worth bearing in mind that staff coded S\*\* are not limited to AHPs, it is in fact a very diverse group.

22. Code S1M has been opened for High Intensity Therapists in Psychological Therapy in response to the NHS Talking Therapies for anxiety and depression (formerly known as IAPT) Programme. It is to be used for those staff working at this level and in that area only and should be combined with the correct Job Role and Area of Work values. Psychological Wellbeing Practitioners working with NHS Talking Therapies for anxiety and depression (formerly known as IAPT) services should be coded as S5M, and not as S1M as previously advised. The correct Area of Work and Job Role values should also be used. Both Trainee NHS Talking Therapies for anxiety and depression (formerly known as IAPT) High Intensity Therapists and Trainee Psychological Wellbeing Practitioners should be coded as S8M. The correct Area of Work and Job Role values should also be used.

### As the first tranche of the re-development of the Occupation Code definitions and guidance (along with the updated note 7 on the previous page) the following are a series of definitions intended to help with the coding of Pharmacy staff:

23. SAP – Consultant Pharmacists – [Registered Pharmacists working in Consultant Pharmacist Posts]

24. S0P – Chief Pharmacists – [Registered Pharmacists who are Departmental/Service Heads for Acute, Mental Health or Primary Care Trusts and includes “Heads of Medicine Management” who are normally employed within PCTs].

25. S2P – Pharmacists (trained) – [Registered Pharmacists – Note: Consultant and Chief Pharmacists are separately coded].

26. S4P – Pharmacy Technicians (trained)- [Qualified to NVQ3; these post holders will be required to be registered with GPhC from mid 2011].

27. S5P – Assistant Practitioner Pharmacy Technicians - now closed - this is not a valid job role. Any existing staff coded as S5P should in fact be coded S4P (Pharmacy Technician) in accordance with the existing guidance notes.

28. S8P – Pharmacy Technicians (Trainee) – [Trainee Pharmacy Technicians who are working towards qualification at NVQ3, and GPhC registration].

29. S9P – Pharmacy Assistants – [Assistants should be qualified, or working towards it, at NVQ2 level].

### Notes 30 and 31 are additional notes for the coding of the Pharmacy workforce:

30. Both S4P - Pharmacy Technicians (trained) and S2P – Pharmacists (trained) can have managerial responsibility, however that would not mean they would sit within the S0P codes, but remain within the codes relevant to their occupation.

31. Pharmacy Apprentices should be coded to either S8P or S9P dependant on their level, though the majority would fall within S8P.

32. Check for Health and Care Professions Council (HCPC) registration when using this Occupation Code as qualified staff should be registered with the HCPC. More information on protected titles and the HCPC are available from here: <https://www.hcpc-uk.org/about-us/who-we-regulate/the-professions/> and here: <https://www.hcpc-uk.org/check-the-register/>

33. The following groups of Dental Care Professionals (DCP) need to be registered with the General Dental Council (GDC) : Clinical Dental Technician, Dental Hygienist, Dental Nurse, Dental Technician, Dental Therapist, Orthodontic Therapist, Dental Tutor. See <https://olr.gdc-uk.org/SearchRegister> for further details. Includes Public Health Dental Care Professionals registered with the GDC.

34. Newly qualified staff waiting for their HCPC Registration numbers should be coded as S9\* Assistants and moved onto the correct qualified occupation code when registration is received

35. Code Dental Nurse as S4R - due to the up-skilling of this role, the previous advice to use S9R is no longer relevant. Includes Public Health Dental Nurses.

36. S8H is opened for coding of 'Art, Music & Drama Student'.

37. S9D allows the accurate coding of staff such as Retinal Screening Assistants (AfC Band 2) in Diabetic Eye Screening Services, amongst other things.

38. Optometrists and Dispensing Opticians must be registered with the General Optical Council - <https://www.optical.org/>

39. S\*L 'Clinical Psychology' column has been renamed 'Applied Psychology' as this wider description better reflects the intended group of staff to be captured, this includes Clinical Psychology and other branches of Applied Psychology.

40. S\*M 'Psychotherapy' column has been renamed 'Psychological Therapy' as this wider description better reflects the intended group of staff to be captured, this includes Psychotherapists and other Psychological Therapists.

## SCIENTIFIC, THERAPEUTIC AND TECHNICAL STAFF

### Notes for the scientific, therapeutic and technical staff matrix - Continued

41. S1L has been opened for Applied Psychologists working within NHS Talking Therapies for anxiety and depression (formerly known as IAPT) services only. The correct Area of Work and Job Role values should also be used and it should not be used for Applied Psychologists who do not form part of an NHS Talking Therapies for anxiety and depression (formerly known as IAPT) team.
42. Code S4L has been closed, Assistant Psychologists should be coded as S5L. The correct Area of Work and Job Role values should also be used.
43. Psychological Wellbeing Practitioners working with NHS Talking Therapies for anxiety and depression (formerly known as IAPT) services should be coded as S5M, and not as S1M as previously advised. The correct Area of Work and Job Role values should also be used.
44. Student / Trainee Applied Psychologists should be coded S8L. The correct Area of Work and Job Role values should also be used.
45. Both Trainee NHS Talking Therapies for anxiety and depression (formerly known as IAPT) High Intensity Therapists and Trainee Psychological Wellbeing Practitioners should be coded as S8M. The correct Area of Work and Job Role values should also be used.
46. The S2 'Scientist' row should be used for the relevant Applied Psychology and Psychological Therapy staff who would more accurately be described as Therapists, but are not part of an NHS Talking Therapies for anxiety and depression (formerly known as IAPT) service and therefore cannot be coded using either of the values reserved specifically for NHS Talking Therapies for anxiety and depression (formerly known as IAPT) staff (S1L and S1M respectively). The correct Area of Work and Job Role values should also be used. However, Occupation Code **S2M** should be used for Counsellors and Psychotherapists working in NHS Talking Therapies for anxiety and depression (formerly known as IAPT) services who have **not** completed NHS Talking Therapies for anxiety and depression (formerly known as IAPT) approved training and so do not fall into the four NHS Talking Therapies for anxiety and depression (formerly known as IAPT) specific Job-Roles (High Intensity Therapist, Trainee High Intensity Therapist, Psychological Wellbeing Practitioner or Trainee Psychological Wellbeing Practitioner). The Area of Work value of 'Mental Health Primary Care – NHS Talking Therapies' must be used for these staff to ensure they are included in the NHS Talking Therapies for anxiety and depression (formerly known as IAPT) workforce.
47. S\*1 'Prosthetics and Orthotics' - new column has been added to capture information on staff working in Prosthetics and Orthotics.
48. Psychological Therapist Definition - required standards:

1. To have completed one year of recognised full-time (or equivalent part-time) psychological therapy or counselling training leading to a qualification, certification or accreditation recognised by a relevant professional or regulatory body (listed below).

#### Professional bodies:

Association for Cognitive Analytic Therapy  
British Association for Behavioural and Cognitive Psychotherapies  
British Association for Counselling and Psychotherapy  
British Psychoanalytical Council  
British Psychological Society  
British Society of Couple Psychotherapists and Counsellors  
Royal College of Psychiatrists  
United Kingdom Council for Psychotherapy

#### Regulatory bodies:

Health and Care Professions Council – which is responsible for regulating art, music and drama therapists, and clinical and counselling psychologists  
General Medical Council  
Nursing and Midwifery Council

2. To have achieved a competency level that fulfils the requirements of the regulatory, accrediting or professional body.
3. To be a member of a relevant professional or regulatory body, and continue to fulfil any accreditation or membership criteria, including meeting requirements for: continuing professional and personal development regular supervision codes of practice.
4. To have gained the supervised therapy experience required by the regulatory or professional body encompassing assessment, formulation, engagement, developing the therapeutic relationship, using relevant therapeutic interventions, working collaboratively with clients, and working to end therapy.

The functions and services previously provided by the Centre for Workforce Intelligence (CfWI) transferred into the Department of Health and Social Care (DHSC) and Health Education England (HEE) from the 1st of April 2016 onwards. Content from the CfWI website will be archived and remain available, but future request should be directed to the appropriate teams within the DHSC and/or NHS England. This definition was previously agreed by the CfWI in consultation with a wide range of stake holders. The archived content from the CfWI website can be found here:

[https://web.archive.nationalarchives.gov.uk/ukgwa/20230603170958/https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/507554/CfWI\\_Physiological\\_Therapies\\_Workforce\\_in-depth\\_review.pdf](https://web.archive.nationalarchives.gov.uk/ukgwa/20230603170958/https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/507554/CfWI_Physiological_Therapies_Workforce_in-depth_review.pdf)

Further information on roles in the psychological therapies can be found on the NHS Careers website here: <https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies/roles-psychological-therapies>. Additional Psychologist and Psychological Therapies Workforce (PPTW) specific guidance documents e.g. Indicative Job title guide, will be available in due course.

## SCIENTIFIC, THERAPEUTIC AND TECHNICAL STAFF

49. This Occupation Code is to be renamed to comply with the Statutory Instrument related to the Protected Title of Dramatherapist. The HCPC and NHS Careers websites both use Dramatherapy and Dramatherapist and The British Association of Dramatherapists (BADth) is the professional organisation for Dramatherapists in the United Kingdom. No burden on users of ESR, straight renaming of existing value and no action required to update individual records.

50. Operating Department Practitioners are now classed as Allied Health Professionals so their Occupation Codes are now grouped with the other AHP staff. Please review Job Role coding for existing and new ODP staff as this change has resulted in additional Job Roles being created for ODPs at different levels common to all AHP staff.

51. Occupation Code S1T has been opened for Specialist Practitioner / Advanced Roles within Operating Theatres such as Advanced ODPs and Surgical Care Practitioners registered with the HCPC. The correct Job Role values should also be used.

52. New Occupation Codes opened for Osteopaths and Osteopathy Support Staff which have been recognised as AHPs. Please use the appropriate Job Role values according to their level of practice.

53. Registration is required with the General Osteopathic Council which regulates Osteopaths in the UK.

54. The Occupation code S9L has been opened for Peer Support Workers, Senior Peer Support Workers and other Clinical Support staff working in the area of Applied Psychology. The correct Job Role and Area of Work values should be used. Assistant Psychologists should be coded as S5L.

55. The AHP Occupation Codes S1\* are to be used to record AHP Advanced Practitioners along with the corresponding Job Role. All AHPs now have specific Advanced Practitioner Job Roles within each profession. Ensure that all staff recorded as Advanced Practitioners fulfil the following criteria:

Advanced Practitioner role - requiring an experienced registered healthcare practitioner to have acquired an expert knowledge base, complex decision-making skills and clinical capabilities. Their practise is characterised by a high degree of autonomy and is underpinned by a master's level award or equivalent that encompass clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific clinical competence.

The summary aligns to the Multi-professional framework for advanced clinical practice in England (<https://www.hee.nhs.uk/sites/default/files/documents/Multi-professional%20framework%20for%20advanced%20clinical%20practice%20in%20England.pdf>)

56. Public Health Consultants / Specialists who are not registered with the GMC but are registered as a Specialist on the UKPHR (UK Public Health Register) register, should be coded with the Occupation Code SAX. Ensure the UKPHR registration is added to their record in ESR - select the 'Other' category and then input 'UKPHR' only, to avoid spelling inaccuracies. Also ensure the appropriate Job Role and Area of Work values are used.

57. Public Health Practitioners who do not require registration with a statutory body, e.g., NMC, as an essential criterion for their role, but are registered on the UKPHR (UK Public Health Register) register, should be coded with the Occupation Code S1X. Ensure the UKPHR registration is added to their record in ESR - select the 'Other' category and then input 'UKPHR' only, to avoid spelling inaccuracies. Also ensure the appropriate Job Role and Area of Work values are used.

58. Public Health Practitioners who do not require registration with a statutory body, e.g., NMC, as an essential criterion for their role, and are not registered on the UKPHR (UK Public Health Register) register, should be coded with the Occupation Code S5X. Ensure the appropriate Job Role and Area of Work values are used.

59. Multidisciplinary Team Roles - The general rule is that we code the post and not the person; however, there are some exceptions to the coding rule, for example, when a post can be filled by individuals from multiple professional backgrounds. In which case the Occupation Code, Staff Group and Job Role will be determined by the professional registration of the recruited individual.

60. Code S7G has been opened for Tutor in Radiography (therapeutic). These staff provide education for Therapeutic Radiographers

61. The S\*D column heading in the S matrix has been changed from Orthoptics/Optics to Orthoptics, as Optics is an outdated term. Optometrists and Dispensing Opticians who were previously coded within this Occupation Code and within the label of 'Optics', will now be recorded in the new 'Optometry' Occupation Codes S\*W. Orthoptists are registered with the Health and Care Professions Council (HCPC) and are Allied Health Professionals, whereas Optometrists are registered with the General Optical Council (GOC) and are within the Additional Professional Scientific and Technical Staff Group. Therefore the change is a logical one to separate these two professions.

62. Optometrists and Dispensing Opticians who were previously coded within the S\*D Occupation Code within the label of 'Optics', should be recorded in the new 'Optometry' Occupation Codes S\*W.

[63. S2D has been closed. staff formerly coded here should now be coded as S2W.](#)

[64. Physician Associates and Anaesthesia Associates should be coded S1X. The Physician Associate and Anaesthesia Associate Job Roles within the Additional Professional Scientific and Technical Staff Group and correct Area of Work value should also be used.](#)

## SCIENTIFIC, THERAPEUTIC AND TECHNICAL STAFF

### General Definition Notes for the scientific, therapeutic and technical staff matrix

The Following definitions are provided for Historical context as the names may still be used locally, particularly in the context of recruitment.

**ATOs** are Assistant Technical Officers and relates to pre-Agenda for Change Pay Scales. They would generally be scientific staff with less formal training, working mainly in a 'support' capacity, ranging between AfC 1 and 3, with more on the job training than formal training. This is more of a historic grade, but is still used in parts of the NHS.

**MLAs** are Medical Lab Assistants and relates to pre-Agenda for Change Pay Scales. Such roles are similar in scope and level to ATOs as described above, typically they are responsible for supporting biomedical scientists in the delivery of patient care. They may carry out a wide range of functions in pathology laboratories, including preparation of test media, making up and sterilising chemical solutions and separating blood serum and plasma.

Staff currently coded within systems such as ESR with the Job Role of Medical Laboratory Assistant should be recoded to the most relevant current Job Role - please refer to the NWD2.8 Specification Document for more detail.

**MTOs** are Medical Technical Officers and relates to pre-Agenda for Change Pay Scales. Such roles would range between AfC Band 4 for newly qualified staff, to band 7 for senior MTOs. Though this term is still used in parts of the NHS it is predominantly a relic of the pre-Agenda for Change pay structure of the NHS, where there were specific MTO pay grades (from MTO 1 - broadly equivalent to AfC 4 - to MTO 5 - broadly equivalent to AfC 7). These are scientific staff who have undertaken training and are therefore able to hold varying degrees of responsibility in their work, especially for the operation and maintenance of equipment.

**MLSOs** are Medical Laboratory Scientific Officers and relates to pre-Agenda for Change Pay Scales. Such roles are similar in scope and level to MTOs as described above, though at a slightly higher level of qualification, with trained MLSOs tending to start on AfC Band 5. They analyse medical specimens such as blood and tissue to assist doctors with the diagnosis and treatment of disease. All their work is based on a detailed knowledge of biological, biochemical and chemical processes.

## HEALTHCARE SCIENTISTS PREFACE

### Important Notice:

#### **New Workforce Classifications for Healthcare Science and Public Health Science Staff - U Matrix**

To a large extent the transition of codes for Healthcare Science positions from the old 'T' matrix to the new 'U' matrix is near complete.

New Occupation Code and Area of Work values have been added to include emerging scientific specialisms in Healthcare Science and also those of the scientific workforce in Public Health and Bioinformatics.

**Please note: the Public Health Sciences Occupation Codes (U\*L and U\*M) are only for use by UK Health Security Agency/Office for Health Improvement and Disparities, or organisations specifically employing Public Health Scientists.**

NHS England (former NHS Digital) worked with a wide range of stakeholders, to create a new and more accurate way of recording Healthcare Science workforce data on ESR and other HR systems. Using the Healthcare Science career framework as a foundation, a new set of Area of Work values, Job Role values and Occupation Codes was approved by the Data Alliance Partnership Board (DAPB) for use in the National Workforce Data Set (NWD). This means that all Healthcare Science and PH scientific positions need to be examined to ensure that they are coded accurately to reflect both the current workforce and new staff from training programmes.

**Despite the former 'T' Healthcare Science codes having been closed for a number of years, a number of organisations still have positions coded using these out of date codes. Please can you check your workforce information and ensure that any remaining posts associated with the closed 'T' Healthcare Scientist codes are updated in consultation with the Healthcare Science leads within your organisation. For organisations using ESR these invalid codes now impact your WoVen Data Quality score.**

Following an extensive consultation with the Modernising Scientific Careers (MSC) Team at the Department of Health and Social Care (DHSC) and Health Education England, the MSC early adopters network, NHS Employers, Healthcare Science Professional Leads and the Workforce Information Review Group the previous Occupation Codes for Healthcare Science staff (T Matrix) were closed and a new U Matrix was opened to replace them.

Additional changes have been made to other aspects of the National Workforce Data Set (NWD) to better accommodate this aspect of the NHS workforce, including updating the available Job Role and Area of Work values. The latest version of the NWD can be found here: <http://digital.nhs.uk/datasets/nwd>

The new values need to be applied to your current Healthcare Science and Public Health workforce. This involves auditing your current workforce data to ensure the correct records are included in the changes, reviewing the new values and assessing how these apply to your existing records, and then finalising the changes that you want to make to your records. **It is vital that any changes are made in collaboration with Healthcare Science and Public Health leads within your organisation.**

**Detailed guidance notes have been provided with the U Matrix, indicating where possible any information on how to recode existing records.**

If applied correctly, the new Healthcare Science and Public Health values will allow workforce planners, HR teams and directors to better understand and manage their Healthcare Science and Public Health teams, and improve data quality. It is vital for the success of this process that the local ESR system management team collaborates with the local Healthcare Science Lead, Public Health Lead and department managers to verify the chosen values to ensure that they are applied correctly.

NHS England (former NHS Digital) has developed a set of guidance tools and materials to help and assist organisations with this change process. They are available here: <https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/national-workforce-data-set-nwd-guidance-documents>

Users of the Electronic Staff Record (ESR) can raise a Service Request (SR) with the Interface Team to make mass changes to pre-existing Positions on the system. Further information will be made available by the ESR Team via User Notices .

If you have any questions or require further information, please contact NHS England (former NHS Digital), with 'Healthcare Science Workforce' in the subject line: [enquiries@nhsdigital.nhs.uk](mailto:enquiries@nhsdigital.nhs.uk)

**It is strongly recommended that where an individual holds a protected title registered by the Health and Care Professions Council (HCPC) : <http://www.hcpc-uk.org/aboutregistration/protectedtitles/> this information should be held in the Position (Job) Title Field and Professional Registration fields of the ESR or other HR system to ensure that this information is available.**

HEALTHCARE SCIENTISTS

U	Life Sciences				Physiological Sciences			Physical Sciences & Biomedical Engineering		Clinical Bioinformatics	Public Health Sciences	
	Blood Sciences	Infection Sciences	Cellular Sciences	Genetics	Cardiac, Vascular, Respiratory and Sleep Sciences	Neurosensory Sciences	Gastrointestinal and Urodynamic Sciences	Medical Physics	Clinical Engineering	Clinical Bioinformatics	Social Sciences	Environmental Sciences
	A	B	C	D	E	F	G	H	J	K	L	M
<b>Qualified Healthcare Science and Public Health Scientific Staff</b>												
Consultant Clinical Scientist (see note 46)	UA											
Consultant Healthcare Science Practitioner (see note 40)	UB	---	---	---	---	---	---	---	---	---	---	---
Consultant Biomedical Scientist (see note 41)	UC				---	---	---	---	---	---	---	---
Manager (see notes 1-3)	U0											
Specialist Clinical Scientist (see note 36; 38 & 46)	U1											
Clinical Scientist (see note 46)	U2											
Specialist Biomedical Scientist (see note 38, 42 and 43)	UD				---	---	---	---	---	---	---	---
Biomedical Scientist (see note 44)	UE				---	---	---	---	---	---	---	---
Specialist Healthcare Science Practitioner (see note 37 and 38)	U3											
Healthcare Science Practitioner	U4											

**Support to Qualified Healthcare Science and Public Health Scientific Staff**

Healthcare Science Associate	U5												
Trainee Clinical Scientist (see note 46)	U6												
Trainee Biomedical Scientist (see note 45)	UF				---	---	---	---	---	---	---	---	
Trainee Healthcare Science Practitioner	U7												
Trainee Healthcare Science Associate	U8												
Healthcare Science Assistant	U9												
<b>Area of Work Choices Covering Healthcare Science and Public Health Science Specialisms</b>		Blood Transfusion Clinical Biochemistry Haematology Histocompatibility and Immunogenetics Immunology Phlebotomy Point of Care Testing Pathology Toxicology Blood Sciences *Chemical Pathology *Metabolic Medicine *Pathology External Quality Assurance Haemato-oncology	Decontamination Science Medical Microbiology Medical Virology Pathology Infection Sciences Molecular Pathology	Anatomical Pathology Cervical Cytology Cytopathology Electron Microscopy Histopathology Pathology Cellular Sciences Tissue Banking *Paediatric and Perinatal Pathology *Paediatric Pathology *Forensic Histopathology *Forensic Pathology Histological Dissection Gastrointestinal Pathology Reporting Gynaecological Pathology Reporting Dermatopathology Reporting Reproductive Sciences Andrology Embryology	Clinical Genetics Genetic Counselling Pathology Cancer Genomics Cancer Clinical Genetics Cancer Molecular Genetics	Autonomic Science Cardiac Physiology Clinical Perfusion Critical Care Respiratory Physiology Sleep Physiology Vascular Science Cardiac, Vascular, Respiratory and Sleep Sciences	<del>Audiological Science</del> <a href="#">Audiology and Hearing Services, Adult</a> <a href="#">Audiology and Hearing Services, Paediatric</a> Neurophysiology Ophthalmic and Vision Science Neurosensory Sciences *Diagnostic Neuropathology *Neuropathology	Gastrointestinal Physiology Urodynamics Gastrointestinal and Urodynamic Sciences	Angiography Breast Screening Clinical Pharmaceutical Science Clinical Radiology CT Dental & Maxillofacial Radiology <a href="#">Dental and Maxillofacial Radiology</a> Diagnostic and Interventional Radiology Reconstructive Science Imaging Mammography Medical Illustration MRI Non-ionising Radiation Nuclear Medicine Radiation Safety Radiotherapy Physics Radiopharmacy Ultrasound Medical Physics Ionising Radiation	Clinical Measurement Medical Equipment Management <del>Maxillofacial Prosthetics</del> <a href="#">Maxillofacial Prosthetics</a> Medical Engineering Design Radiation Engineering Reconstructive Science Rehabilitation Engineering Renal Technology Clinical Engineering *Electronics and Biomedical Engineering Simulation Technology	Clinical Engineering Genomics Health Informatics Science Medical Physics Clinical Bioinformatics Imaging *Ultrasound	Nutritional Sciences Behavioural Sciences Field Epidemiology Social Sciences	Radiation Safety Radiation Sciences Toxicology Environmental Sciences

\* Existing Tertiary Area of Work values mapped to the U Matrix to provide current and clear guidance

## Suggested Area of Work Choices Covering Healthcare Science and Public Health Science Specialisms:

U	Life Sciences				Physiological Sciences			Physical Sciences & Biomedical Engineering		Clinical Bioinformatics	Public Health Sciences	
	Blood Sciences	Infection Sciences	Cellular Sciences	Genetics	Cardiac, Vascular, Respiratory and Sleep Sciences	Neurosensory Sciences	Gastrointestinal and Urodynamic Sciences	Medical Physics	Clinical Engineering	Clinical Bioinformatics	Social Sciences	Environmental Sciences
	U*A	U*B	U*C	U*D	U*E	U*F	U*G	U*H	U*J	U*K	U*L	U*M
Suggested Area of Work Choices Covering the Healthcare Science Specialisms	Blood Transfusion	Decontamination Science	Anatomical Pathology	Clinical Genetics	Autonomic Science	<del>Audiological Science</del>	Gastrointestinal Physiology	Angiography	Clinical Measurement	Clinical Engineering	Nutritional Sciences	Radiation Safety
	Clinical Biochemistry	Medical Microbiology	Cervical Cytology	Genetic Counselling	Cardiac Physiology	<a href="#">Audiology and Hearing Services</a>	Urodynamics	Breast Screening	Medical Equipment Management	Genomics	Behavioural Sciences	Radiation Sciences
	Haematology	Medical Virology	Cytopathology	Pathology	Clinical Perfusion	<a href="#">Audiology and Hearing Services Adult</a>	Gastrointestinal and Urodynamic Sciences	Clinical Pharmaceutical Science	<del>Maxillofacial Prosthetics</del>	Health Informatics Science	Field Epidemiology	Toxicology
	Histocompatibility and Immunogenetics	Infection Sciences	Electron Microscopy	Cancer Genomics	Critical Care	<a href="#">Audiology and Hearing Services Paediatric</a>		Clinical Radiology	<a href="#">Maxillo-facial Prosthetics</a>	Medical Physics	Social Sciences	Environmental Sciences
	Immunology	Pathology	Histopathology	Cancer Clinical Genetics	Respiratory Physiology			CT	<del>Maxillo-facial Prosthetics</del>	Clinical Bioinformatics		
	Phlebotomy	Molecular Pathology	Tissue Banking	Cancer Molecular Genetics	Sleep Physiology	Neurophysiology		Dental and Maxillofacial Radiology	Medical Engineering Design	*Imaging		
	Point of Care Testing		Cellular Sciences		Vascular Science	Ophthalmic and Vision Science		<del>Dental and Maxillofacial Radiology</del>	Radiation Engineering	*Ultrasound		
	Blood Sciences		Pathology		Cardiac, Vascular, Respiratory and Sleep Sciences	Cardiac, Vascular, Respiratory and Sleep Sciences		<a href="#">Dental and Maxillo-facial Radiology</a>	Reconstructive Science			
	Toxicology		*Paediatric and Perinatal Pathology			Neurosensory Sciences		Diagnostic and Interventional Radiology	Rehabilitation Engineering			
	Pathology		*Paediatric Pathology			*Diagnostic Neuropathology		Imaging	Renal Technology			
	*Chemical Pathology		*Forensic Histopathology			*Neuropathology		Mammography	Clinical Engineering			
	*Metabolic Medicine		*Forensic Pathology					Medical Illustration	*Electronics and Biomedical Engineering			
	*Pathology External Quality Assurance		Histological Dissection					MRI	Simulation Technology			
	Haemato-oncology		Gastrointestinal Pathology Reporting					Non-ionising Radiation				
			Gynaecological Pathology Reporting					Nuclear Medicine				
			Dermatopathology Reporting					Radiation Safety				
			Reproductive Sciences					Radiotherapy Physics				
		Andrology					Radiopharmacy					
		Embryology					Ultrasound					
							Medical Physics					
							Ionising Radiation					

\* Existing Tertiary Area of Work values mapped to the U Matrix to provide current and clear guidance

## HEALTHCARE SCIENTISTS

### Suggested Level of Qualification for Healthcare Science U Matrix Job Roles

Occupation Code Level	Job Level	Typical Entry Level Qualification	Example Job Titles
UA*	Consultant Clinical Scientist	NHS Higher Specialist Scientific Training (HSST)	Consultant Clinical Scientist
UB*	Consultant Healthcare Science Practitioner		Consultant Healthcare Science Practitioner
UC*	Consultant Biomedical Scientist		Consultant Biomedical Scientist
U0*	Manager (See notes 1-3)	Scientific Qualification (+ management responsibility for a significant area of healthcare science)	Manager
U1*	Specialist Clinical Scientist	Accredited Scientific Practice (AESP)	Advanced Practitioner Clinical Scientist
U2*	Clinical Scientist	Masters degree + Certification of work based competence	Clinical Scientist
UD*	Specialist Biomedical Scientist		Advanced Practitioner Biomedical Scientist
UE*	Biomedical Scientist		Biomedical Scientist,
U3*	Specialist Healthcare Science Practitioner	Accredited Scientific Practice (ASSP), Masters modules or Masters Degree or equivalent	Perfusionist
U4*	Healthcare Science Practitioner	Undergraduate degree + Certification of work based competence	Technician, Clinical Physiologist, Clinical Technologist
U5*	Healthcare Science Associate	Foundation Degree or equivalent	Assistant Practitioner, Cytoscreener, Technician / Technologist in Anatomical Pathology, Clinical Biochemistry, Haematology
U6*	Trainee Clinical Scientist	Relevant undergraduate degree or equivalent	N/A
UF*	Trainee Biomedical Scientist		N/A
U7*	Trainee Healthcare Science Practitioner	A-levels or equivalent (entry to undergraduate)	N/A
U8*	Trainee Healthcare Science Associate	Sufficient to enter Foundation Degree	N/A
U9*	Healthcare Science Assistant	Various e.g. Apprenticeship	Assistant, Cardiographer, MLA, Phlebotomist

## HEALTHCARE SCIENTISTS

### Notes for the new Healthcare Science U matrix

This guidance should be used in combination with the 'Guide to Healthcare Science Workforce Classifications within ESR' and other guidance available with relation to the National Workforce Dataset and the ESR Job Role and Area of Work Guidance documents which can be found here: <https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/national-workforce-data-set-nwd-guidance-documents>

1. Managers (U0\*) are those who are operationally responsible for a healthcare science department. They may have overall responsibility for budgets, manpower **staffing** or assets or who are held accountable for a significant area of work. They may undertake little or no direct healthcare science function (lab or patient investigations).

2. All managers who **need** to be a qualified Healthcare Scientist to undertake the role and fulfil the requirement outlined in point 1 should be included in the Healthcare Science staff matrix (U) as Managers (U0\*) within their relevant area of work.

3. All managers who **do not need** to be a qualified Healthcare Scientist should be included in the administration and estates staff matrix (G).

4. Consultant Clinical Scientists (UA\*) are Clinical Scientists who are typically employed on Agenda for Change pay bands 8c or above and are appointed to the position by a local Consultant appointment panel or other peer assessed appointment system. Under the previous system, they were defined as Clinical Scientist Grade C with or without enhancement points.

5. In order to be considered a Specialist Practitioner (U3\*) the role must require that the post holder has undertaken some additional specialist learning over and above their base-level qualification, it is therefore the Accredited Scientific Practice criteria that shifts a Practitioner to a Specialist Practitioner.

6. Clinical Physiologists and Technologists (sometimes known as Physiological Measurement Technicians (PMTs)) working within Physiological Sciences should be coded as Healthcare Science Practitioner within Physiological Sciences (U4\*E-G) or Specialist Healthcare Science Practitioner (U3\*E-G) within Physiological Sciences.

7. Healthcare Science Associate (U5\*) should accommodate staff who are employed as Associates (also known as Assistant Practitioners). They are / have undertaken training to an agreed level against a Competence Framework (as well as Higher Apprenticeship or NVQ3 level training according to Agenda for Change), it is not necessarily a nationally recognised qualification (a degree, BTEC or equivalent), but it will be sufficient to allow them a degree of autonomy. As such an Associate should have intermediate qualifications and level of autonomy, putting them between Assistants (U9\*) to one extreme and Healthcare Science Practitioners (U4\*) to the other. Though this particular role may not be directly relevant in all areas of work at present, it will continue to expand as this sort of role develops to cover more aspects of the workforce.

8. A Healthcare Science Associate will undertake more advanced and complex investigative tasks and treatment protocol based procedures than assistants, with appropriate supervision, either by a Healthcare Science Practitioner, or a Healthcare Scientist. Associates cannot be counted as qualified staff. They are not legally defined as a staff group. They have formal education that is required for them to be able to do their job, and integrates academic and work based learning. The qualifications may or may not be transferable for use at other organisations.

9. Blood Sciences includes Clinical Biochemistry, Haematology, Blood Transfusion, Histocompatibility and Immunogenetics, Immunology, Phlebotomy, toxicology and Point of Care Testing.

10. Infection Sciences includes Medical Microbiology and Medical Virology.

11. Cellular Sciences includes Anatomical Pathology, Cervical Cytology, Cytopathology, Electron Microscopy, Histopathology, Tissue Banking and Reproductive Science.

12. Cardiac, Vascular, Respiratory and Sleep Science (CVRS) includes Autonomic Science, Cardiac Physiology, Clinical Perfusion, Critical Care, Respiratory Physiology, Sleep Physiology and Vascular Science.

13. Neurosensory Sciences includes Audiological Science, Neurophysiology and Ophthalmic and Vision Science.

14. Gastrointestinal and Urodynamic Sciences includes Gastrointestinal Physiology and Urodynamic Science.

15. Medical Physics includes Non-Ionising Radiation, Medical Illustration, Nuclear Medicine, Diagnostic and Interventional Radiology, Radiation Safety, Radiotherapy Physics and other existing Imaging Area of Work values (Imaging, Clinical Radiology, Ultrasound, CT, MRI, Mammography, Angiography, Breast Screening, Radiopharmacy, Dental and Maxillofacial Radiology).

16. Clinical Engineering includes Medical Equipment Management, Medical Engineering, Rehabilitation Engineering, Radiation Engineering, Clinical Measurement & Development, Renal Technology, Maxillofacial Prosthetics.

*Continued overleaf*

## HEALTHCARE SCIENTISTS

### Notes for the new Healthcare Science U matrix - Continued

17. Code staff working in Pathology as Life Sciences (U\*A-D) with the appropriate value for their area of work and pathway level. The Pathology Area of Work value has now been made available for selection alongside the Life Sciences occupation codes in response to feedback regarding Senior and Support roles which cover multiple areas of Pathology and cannot be otherwise categorised. It should not be used as an 'other', and where possible attempts should be made to use one of the more detailed AoW values available if they better reflect the Specialism of the role being coded.

18. Code staff working in External Quality Assurance as Life Sciences (U\*A-D) with the appropriate value for their specific area of work, e.g. Cervical Cytology, Blood Sciences

19. Information regarding protected titles, which for Healthcare Scientist includes:

Clinical Scientist  
Biomedical Scientist  
Hearing Aid Dispenser

Please see the HCPC website for further information regarding the protected titles themselves: <http://www.hcpc-uk.org/aboutregistration/protectedtitles/>

Please note that when coding posts, Occupation Codes U2\*, U1\*, and UA\* must only be used for those posts requiring the protected title of 'Clinical Scientist' and no other. Occupation Codes UC\*, UD\*, and UE\* must only be used for those posts requiring the protected title of 'Biomedical Scientist' and no other.

Information regarding protected titles should be captured within the Professional Registration elements of HR Systems such as the ESR, and may also be captured within the position (job) title field for reference. More detail is provided within section 4 of the 'Guide to Healthcare Science Workforce Classifications within ESR' guidance document available on the NHS Digital website: <https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/national-workforce-data-set-nwd-guidance-documents>

### Transition from 'T' Occupation Codes to the 'U' Occupation Codes

**Please note that the new U codes do not directly map to the previous T codes, so it is very important to check with the local Healthcare Science lead and apply the correct code for each position.**

20. Code Technician (previously coded as T4\*) as Healthcare Science Practitioner (U4\*). However, some roles, such as Anatomical Pathology Technician and Mortuary Technician, should be coded to Healthcare Science Associate (U5\*), depending on level of qualification.

21. Code Biomedical Scientist (previously coded as T3\*) as Biomedical Scientist (UE\*) - see note 19 regarding the capture of information on protected titles.

22. Code Advanced Biomedical Scientist (previously coded as T2\*) as Specialist Biomedical Scientist (UD\*) - see note 19 regarding the capture of information on protected titles.

23. Code Cytoscreener (previously coded as T5\*) as Cytoscreener, in Cellular Sciences (U5C)

24. Code Perfusionist (previously coded as T6\*) as Specialist Healthcare Science Practitioner in Cardiac, Vascular, Respiratory and Sleep Science (CVRS) (U3E)

25. Specialist Clinical Scientist (U1\*) should be used for Clinical Scientists who are typically Agenda for Change pay band 8 b and below. The post holder has undertaken some additional specialist learning over and above their base-level qualification, it is therefore the Accredited Expert Scientific Practice criteria that shifts a Scientist to a Specialist Scientist. See note 19 regarding the capture of information on protected titles.

26. Staff previously coded to Renal Dialysis (T\*J) should now be coded to Clinical Engineering (U\*J) with an Area of Work value of Renal Technology.

27. Staff previously coded to 'Other' values in T matrix - such as 'Other Life Sciences' (T\*F), 'Other Physiological Sciences' (T\*M), 'Other Physical Sciences' (T\*T) and 'Other Healthcare Science Professions' (T\*U) the most appropriate detailed value - most relevant to their pathway level - should be used. Where this information is not clear, please consult the Healthcare Science lead within your organisation for assistance.

28. The Advanced Practitioner Job Roles should be used with the correct Occupation Codes determined by the type of Healthcare Scientist and specific HCPC registration, e.g. Clinical Scientist Advanced Practitioner - U1\*, Biomedical Scientist Advanced Practitioner - UD\*, Healthcare Science Practitioner Advanced Practitioner - U3\*.

29. The 'Pathology' Area of Work value has now been made available for selection alongside the Life Sciences occupation codes in response to feedback regarding Senior and Support roles which cover multiple areas of Pathology and cannot be otherwise categorised. It should not be used as an 'other', and where possible attempts should be made to use one of the more detailed AoW values available if they better reflect the Specialism of the role being coded.

30. Clinical Bioinformatics (U\*K) includes the Areas of Work Clinical Engineering, Genomics, Health Informatics Science and Medical Physics. The codes U\*K must only be used for posts requiring the post holder to be working in a clinical science context, qualifying through the Scientist Training Programme (STP) or equivalent. U\*K should not be used for posts that encompass a purely IT/data orientated function.

31. The Area of Work 'Genetic Counselling' coded under U\*D should only be used for posts requiring the post holder to have qualified in the new Scientist Training Programme (STP) in that subject. U\*D linked with 'Genetic Counselling' as the AoW should not be used in any other circumstance (the first graduates from this STP will be in 2019).

## HEALTHCARE SCIENTISTS

### Notes for the new Healthcare Science U matrix - Continued

32. Social Sciences (U\*L) includes Nutritional Sciences, Behavioural Sciences, and Field Epidemiology. The codes U\*L must only be used in the coding of UK Health Security Agency/Office for Health Improvement and Disparities scientific posts, they must not be used for NHS Healthcare Science posts. The coding of PHE scientific posts must follow the general criteria for the choice of Job Role as for Healthcare Science positions.

33. Environmental Sciences (U\*M) includes Radiation Safety, Radiation Sciences, and Toxicology. The codes U\*M must only be used for the coding of UK Health Security Agency/Office for Health Improvement and Disparities scientific posts, they must not be used for NHS Healthcare Science posts. The coding of PHE scientific posts must follow the general criteria for the choice of Job Role as for Healthcare Science positions.

34. When coding UK Health Security Agency/Office for Health Improvement and Disparities scientific posts, the entire range of the 'U' matrix (i.e. U\*A-M) is available to use in ensuring the best match between the scientific Division/Theme and Area of Work value. PHE posts are identified by the 'Employer' field rather than the Occupational Code. The coding of PHE scientific posts must follow the general criteria for the choice of Job Role as for Healthcare Science positions.

35. When using the codes U\*B (Infection Sciences) linked with the Area of Work value 'Decontamination Science', the only available Occupational Codes are U5B, U8B, and U9B – the codes for Support Staff or Trainees. The codes UAB-U4B must not be used when linked to this AoW. This is because there are no accredited Healthcare Science training curricula available at the current time to support the development of qualified posts, and therefore no post holders to meet the qualified Job Role criteria.

36. Occupation Codes U1\* are to be used to record Advanced Practitioners who have the protected title of Clinical Scientist. The corresponding Job Role of 'Clinical Scientist Advanced Practitioner' should also be used.

37. Occupation Codes U3\* are to be used to record Healthcare Science Practitioner Advanced Practitioners. The corresponding Job Role of 'Healthcare Science Practitioner Advanced Practitioner' should also be used.

38. Ensure that all staff recorded as Advanced Practitioners fulfil the following criteria:

Advanced Practitioner role - requiring an experienced registered healthcare practitioner to have acquired an expert knowledge base, complex decision-making skills and clinical capabilities. Their practise is characterised by a high degree of autonomy and is underpinned by a master's level award or equivalent that encompass clinical practice, leadership and management, education and research, with demonstration of core capabilities and area specific clinical competence.

The summary aligns to the Multi-professional framework for advanced clinical practice in England (<https://www.hee.nhs.uk/sites/default/files/documents/Multi-professional%20framework%20for%20advanced%20clinical%20practice%20in%20England.pdf>)

39. Staff working in GP Practices e.g. Phlebotomists, should be coded to the appropriate level and area of work as staff working in secondary care, but should be identified by selecting 'GENGP' in the 'Position Workplace Organisation Code' field on ESR.

40. Occupation Codes 'UB (E-M)', are for Healthcare Science Practitioners who are working at Consultant level and are not Clinical Scientists or Biomedical Scientists, both of which have their own specific Occupation Codes.

41. Occupation Codes 'UC (A-D)', are for Consultant Biomedical Scientists. 'Biomedical Scientist' is a protected title and requires HCPC registration. Previously this group of staff were included within the Healthcare Science Practitioner values but now align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

42. Occupation Codes 'UD (A-D)', are for Specialist Biomedical Scientists. 'Biomedical Scientist' is a protected title and requires HCPC registration. Previously this group of staff were included within the Healthcare Science Practitioner values but now align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

43. Occupation Codes 'UD (A-D)', are to be used to record Advanced Practitioners who have the protected title of 'Biomedical Scientist'. The corresponding Job Role of 'Biomedical Scientist Advanced Practitioner' should also be used.

44. Occupation Codes 'UE (A-D)' are for Biomedical Scientists. 'Biomedical Scientist' is a protected title and requires HCPC registration. Previously this group of staff were included within the Healthcare Science Practitioner values but now align with the coding values of 'Clinical Scientist' which is also a protected title and HCPC registered. Therefore, records will need to be updated accordingly.

45. Occupation Codes 'UF (A-D)', are for Trainee Biomedical Scientists. This group of staff were previously included within the Trainee Healthcare Science Practitioner values but now align with the coding values of 'Clinical Scientist' which is a protected title and HCPC registered, as is 'Biomedical Scientist'. Therefore, records will need to be updated accordingly.

46. As part of the NWD 3.5 uplift it was agreed that the Occupation Code levels for the various type of 'Healthcare Scientist' should be changed to 'Clinical Scientist' as these Occupation Codes were used for Clinical Scientists/Trainee Clinical Scientists only. This would provide clarity and help to ensure that the different levels of Clinical Scientist were correctly identified. 'Clinical Scientist' is a protected title and HCPC registered.

*See Qualifications Table before notes for more examples of Healthcare Science Roles and their associated qualification levels.*

## HEALTHCARE SCIENTISTS

### General Definition Notes for the new Healthcare Science U Matrix

The Following definitions are provided for Historical context as the names may still be used locally, particularly in the context of recruitment.

**ATOs** are Assistant Technical Officers and relates to pre-Agenda for Change Pay Scales. They would generally be scientific staff with less formal training, working mainly in a 'support' capacity, ranging between AfC 1 and 3, with more on the job training than formal training. This is more of a historic grade, but is still used in parts of the NHS.

**MLAs** are Medical Lab Assistants and relates to pre-Agenda for Change Pay Scales. Such roles are similar in scope and level to ATOs as described above, typically they are responsible for supporting biomedical scientists in the delivery of patient care. They may carry out a wide range of functions in pathology laboratories, including preparation of test media, making up and sterilising chemical solutions and separating blood serum and plasma.

Staff currently coded within systems such as ESR with the Job Role of Medical Laboratory Assistant should be recoded to the most relevant current Job Role - please refer to the latest NWD Specification Document for more detail.

**MTOs** are Medical Technical Officers and relates to pre-Agenda for Change Pay Scales. Such roles would range between AfC Band 4 for newly qualified staff, to band 7 for senior MTOs. Though this term is still used in parts of the NHS it is predominantly a relic of the pre-Agenda for Change pay structure of the NHS, where there were specific MTO pay grades (from MTO 1 - broadly equivalent to AfC 4 - to MTO 5 - broadly equivalent to AfC 7). These are scientific staff who have undertaken training and are therefore able to hold varying degrees of responsibility in their work, especially for the operation and maintenance of equipment.

**MLSOs** are Medical Laboratory Scientific Officers and relates to pre-Agenda for Change Pay Scales. Such roles are similar in scope and level to MTOs as described above, though at a slightly higher level of qualification, with trained MLSOs tending to start on AfC Band 5. They analyse medical specimens such as blood and tissue to assist doctors with the diagnosis and treatment of disease. All their work is based on a detailed knowledge of biological, biochemical and chemical processes.

## GENERAL PAYMENTS

<b>Z</b>		Macmillan nurses	Marie Curie nurses	Other nursing	Scientific, therapeutic & technical	Administration & non-patient care support	Other
		A	B	C	D	E	F
<b>Non-funded staff</b>	<b>Z1</b>	<i>see note 5</i>	<i>see note 5</i>	<i>see note 5</i>			---
<b>General payments</b>	<b>Z2</b>	---	---	---	---		

### Notes for the general payments matrix

1. Non-funded staff includes staff employed on projects funded by the Department of Health or other outside sources, and staff whose salaries are recharged to another **non-NHS** employer or organisation.
2. Code Z2E includes Chairmen and other non-executive board members. Please do not code these staff to the G matrix.
3. Code Z2F includes bursary payments, pensions and other payments such as relocation expenses.
4. The Medical and General Staff codes, 976 - M&D Retainer Scheme; 977 - Medical Fees LA Services; 978 - GP Bed / Casualty fund; 979 - Payment to Clinical Member of Management Team; 996 - Medical Research Council, were inherited values which pre-dated the development of the current Occupation Code structure in the mid 1990s. The codes were not of national interest, were excluded from published data and have therefore been retired. Medical Research Council was retired as part of the NWD 3.4 uplift, the other four were retired in the NWD 3.3 uplift.
5. Macmillan nurses, Marie Curie Nurses and 'Sure Start' funded nurses should only be included as non-funded staff whilst they are not being paid directly by the NHS. Once their contracts are transferred to the NHS they should be coded in the relevant area of the N-matrix as would be the case for the rest of the nursing workforce.

# National Health Service Occupation Code Manual



Version: 22.1

## Lookup Guides

The following pages contain lookup guides to help users to find the correct Occupation Code.

The Lookup Guides are intended to be used with the guidance contained in each matrix to identify the correct code is applied. They are intended to be used for those who code NHS staff, but also for users who are involved in workforce analysis and planning.

### There are three Lookup Guides:

**Alphabetic by Staff Type / Area of Work / Care Setting** - a comprehensive list of job titles, roles and Area of Work / Care Setting

**Alphabetic by Occupation Code Group** - a comprehensive list of job titles, roles and Area of Work / Care Setting listed by each Occupation Code group

**Occupation Code Lookup** - This lookup guide contains a list of valid and retired Occupation Codes, which are denoted in the 'Valid or Retired' column. The valid Occupation Codes should be used for the current coding of staff and the retired Occupation Codes are included for the purposes of timeseries data analysis.

Also, for the purpose of consistent reporting all the locum codes starting 1 and 2 are converted to 0 or 9 respectively as part of the processing undertaken by NHS England, so that they can be reported alongside their substantive counterparts.

Please note, the use of ampersands (&) are gradually being phased out of workforce data standards. Until this is complete, certain values may differ slightly between NHS England, the NWD and ESR.

### Change to reporting for Post Registration Nursing, midwifery and health visitor learners:

Following the changes resulting from the former NHS Digital 2016 consultation on NHS workforce statistics publications, the post-registration learners have been moved into the qualified element of the publication groupings and are no longer included in the support staff grouping along with the pre-registration learners. This change has been reflected in the Analysis Guides.

Additionally other Occupation Codes have moved between staff groups and staff groups in NHS Digital publications have been updated or created - these changes are also reflected in the Analysis Guides at the end of this manual. More detail on the outcome of the consultation is available here:

<https://assets.publishing.service.gov.uk/media/5a74b90c40f0b61df4777f4e/nhs-staf-2015-over-rep.pdf>

More details on workforce publications can be found here:

<https://digital.nhs.uk/data-and-information/areas-of-interest/workforce>

We have tried to make this guidance as comprehensive and relevant as possible but we welcome feedback and suggestions.

This guidance can also be used in conjunction with other NWD documents which are available here:

<https://digital.nhs.uk/data-and-information/areas-of-interest/workforce/national-workforce-data-set-nwd-guidance-documents>

For more information on how to use Occupation Codes, please contact:	<b>NHS England</b> Tel: 0300 303 5678 Email: <a href="mailto:enquiries@nhsdigital.nhs.uk">enquiries@nhsdigital.nhs.uk</a> Website: <a href="http://digital.nhs.uk/">http://digital.nhs.uk/</a>
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1. **Introduction**  
The purpose of this document is to provide a comprehensive overview of the project's objectives, scope, and deliverables. It serves as a reference for all stakeholders involved in the project.

2. **Project Objectives**  
The primary objectives of this project are to develop a robust system that meets the following criteria:  
- Scalability: The system must be able to handle a large volume of users and data.  
- Security: All data must be protected and encrypted.  
- Reliability: The system must be available 24/7 with minimal downtime.

3. **Scope**  
The project scope includes the development of the core system, integration with existing databases, and deployment to production environments. It does not include hardware procurement or user training.

4. **Deliverables**  
The project will deliver the following items:  
- A fully functional web application.  
- Source code and documentation.  
- A detailed test plan and test results.  
- A deployment guide for production environments.

5. **Timeline**  
The project is scheduled to start on 2023-10-01 and is expected to be completed by 2023-12-31. Key milestones include:  
- Requirement gathering: 2023-10-01 to 2023-10-15  
- Design phase: 2023-10-15 to 2023-11-01  
- Development: 2023-11-01 to 2023-11-30  
- Testing and deployment: 2023-11-30 to 2023-12-31

6. **Conclusion**  
This project is a critical initiative for our organization, and we are committed to ensuring its successful completion. We will maintain regular communication with all stakeholders throughout the project lifecycle.

1. **Introduction**  
The purpose of this document is to provide a comprehensive overview of the project's objectives, scope, and deliverables. It serves as a reference for all stakeholders involved in the project.

2. **Project Objectives**  
The primary objectives of this project are to:

- Develop a robust and scalable software solution.
- Ensure high-quality performance and reliability.
- Meet the project deadline and budget constraints.

3. **Scope of Work**  
The project scope includes the following key areas:

4. **Deliverables**  
The project will produce the following deliverables:

- A fully functional software application.
- Comprehensive user documentation.
- A detailed project report and final presentation.

1. **Introduction**  
The purpose of this document is to provide a comprehensive overview of the project's objectives, scope, and deliverables. It serves as a reference for all stakeholders involved in the project.

2. **Project Objectives**  
The primary objectives of this project are to develop a robust software solution that meets the needs of our customers and to ensure that the project is completed on time and within budget.

3. **Scope**  
The project scope includes the development, testing, and deployment of the software application. It also encompasses the necessary infrastructure and support services.

4. **Deliverables**  
The key deliverables of this project are the software application, user manuals, and training materials. These will be provided to the client upon project completion.

5. **Timeline**  
The project is scheduled to start on [start date] and is expected to be completed by [end date]. A detailed project schedule is attached as an appendix.

6. **Resources**  
The project team consists of [list team members and their roles]. We have also allocated the necessary resources to ensure the project's success.

7. **Risks**  
Potential risks to the project include [list risks and mitigation strategies]. We will monitor these risks closely throughout the project.

8. **Conclusion**  
We are confident that this project will be completed successfully and will provide significant value to our organization and our customers.

9. **Appendix A: Project Schedule**  
The project schedule is as follows:  
- Phase 1: Planning and Requirements Gathering (Weeks 1-4)  
- Phase 2: Design and Development (Weeks 5-12)  
- Phase 3: Testing and Deployment (Weeks 13-16)  
- Phase 4: Post-Deployment Support (Weeks 17-20)

10. **Appendix B: Resource Allocation**  
The resource allocation is as follows:  
- Software Engineer: 100%  
- QA Tester: 50%  
- Project Manager: 100%  
- Business Analyst: 50%

11. **Appendix C: Risk Register**  
The risk register is as follows:  
- Risk 1: Delayed delivery of requirements. Mitigation: Regular communication with stakeholders.  
- Risk 2: Budget overruns. Mitigation: Strict budget control and regular reporting.

12. **Appendix D: Glossary**  
The glossary is as follows:  
- **API**: Application Programming Interface  
- **DB**: Database  
- **UI**: User Interface

13. **Appendix E: Contact Information**  
For more information, please contact [contact details].

By Occupation Code Group

By Occupation Code Group

Staff type/area of work/care setting Medical and Dental	Code	1st chara Notes
Emergency Medicine (Medical and dental staff - hospital)	030	0
Acute Internal Medicine (Clinical Director) (Medical and dental staff - hospital)	035	0
Acute Internal Medicine (Medical and dental staff - hospital)	035	0
Colorectal Surgery (medical and dental staff - hospital)	021	0
Community Sexual and Reproductive Health (Clinical Director) (Medical and dental staff hospital)	041	0
Community Sexual and Reproductive Health (Medical and dental staff hospital)	041	0
Emergency Medicine (Clinical Director) (Medical and dental staff - hospital)	030	0
Oral Surgery (Clinical Director) (Medical and dental staff - hospital)	066	0
Prison In-Reach Worker (Medically Qualified)	05*	0
Sport and Exercise Medicine (Clinical Director) (Medical and dental staff- hospital)	085	0
Sport and Exercise Medicine (Medical and dental staff - hospital)	085	0
Tropical Medicine (Clinical Director) (Medical and dental staff)	032	0
Acute Internal Medicine (locum) (Medical and dental staff - hospital)	135	1
Allergy (locum) (Medical and dental staff - hospital)	133	1
Anaesthetics (locum) (Medical and dental staff - hospital)	191	1
Audio Vestibular Medicine (locum) (Medical and dental staff - hospital)	119	1
Cardiology (locum) (Medical and dental staff - hospital)	107	1
Cardio-thoracic Surgery (locum) (Medical and dental staff - hospital)	129	1
Chemical Pathology (Clinical Biochemist) (locum) (Medical and dental staff - hospital)	172	1
Child and Adolescent Psychiatry (locum) (Medical and dental staff - hospital)	153	1
Clinical Genetics (Medical and dental staff - hospital)	120	1
Clinical Immunology (locum) (Medical and dental staff - hospital)	177	1
Clinical Neurophysiology (locum) (Medical and dental staff - hospital)	114	1
Clinical Oncology (locum) (Medical and dental staff - hospital)	126	1
Clinical Pharmacology and Therapeutics (locum) (Medical and dental staff - hospital)	110	1
Clinical Radiology (locum) (Medical and dental staff - hospital)	180	1
Community Sexual and Reproductive Health (locum) (Medical and dental staff hospital)	141	1
Dermatology (locum) (Medical and dental staff - hospital)	105	1
Endocrinology and Diabetes Mellitus (Hospital Locum)	117	1
Endodontics (locum) (Medical and dental staff - hospital)	167	1
Forensic Psychiatry (locum) (Medical and dental staff - hospital)	154	1
Gastro-enterology (locum) (Medical and dental staff - hospital)	118	1
General (Internal) Medicine (locum) (Medical and dental staff - hospital)	101	1
General Pathology (Locum) (Medical and dental staff - hospital)	171	1
General Psychiatry (locum) (Medical and dental staff - hospital)	152	1
General Surgery (locum) (Medical and dental staff - hospital)	121	1
Genito-urinary Medicine (locum) (Medical and dental staff- hospital)	109	1
Geriatric Medicine (locum) (Medical and dental staff - hospital)	111	1
Gynaecology (locum) (Medical and dental staff - hospital)	140	1
Haematology (locum) (Medical and dental staff - hospital)	173	1
Histopathology (locum) (Medical and dental staff - hospital)	174	1
Immunology (locum) (Medical and dental staff - hospital)	177	1
Infectious Diseases (locum) (Medical and dental staff - hospital)	103	1
Medical Microbiology (locum) (Medical and dental staff - hospital)	175	1
Medical Oncology (locum) (Medical and dental staff - hospital)	112	1
Medical Ophthalmology (locum) (Medical and dental staff - hospital)	196	1
Medical Psychotherapy (locum) (Medical and dental staff - hospital)	155	1
Medical Virology (locum) (Medical and dental staff - hospital)	178	1
Neurology (locum) (Medical and dental staff - hospital)	103	1
Neurosurgery (locum) (Medical and dental staff - hospital)	131	1
Nuclear Medicine (locum) (Medical and dental staff - hospital)	116	1
Obstetrics (locum) (Medical and dental staff - hospital)	140	1
Obstetrics and Gynaecology (locum) (Medical and dental staff - hospital)	140	1
Occupational Medicine (locum) (Medical and dental staff - hospital)	193	1
Old Age Psychiatry (locum) (Medical and dental staff - hospital)	156	1
Ophthalmology (locum) (Medical and dental staff - hospital)	125	1
Oral and Maxillo-facial Surgery (locum) (Medical and dental staff - hospital)	161	1
Orthodontics (locum) (Medical and dental staff - hospital)	162	1
Other Specialities (locum) (Medical and dental staff - hospital)	199	1
Otolaryngology (locum) (Medical and dental staff - hospital)	123	1
Paediatric Cardiology (locum) (Medical and dental staff - hospital)	197	1
Paediatric Dentistry (locum) (Medical and dental staff - hospital)	164	1
Paediatric Surgery (locum) (Medical and dental staff - hospital)	122	1
Paediatrics (locum) (Medical and dental staff - hospital)	102	1
Palliative Medicine (locum) (Medical and dental staff - hospital)	194	1
Periodontics (locum) (Medical and dental staff - hospital)	168	1
Plastic Surgery (locum) (Medical and dental staff - hospital)	128	1
Prosthodontics (locum) (Medical and dental staff - hospital)	169	1
Psychiatry of Learning Disability (locum) (Medical and dental staff - hospital)	151	1
Rehabilitation Medicine (locum) (Medical and dental staff - hospital)	184	1
Renal Medicine (locum) (Medical and dental staff - hospital)	115	1
Respiratory Medicine (locum) (Medical and dental staff - hospital)	127	1
Restorative Dentistry (locum) (Medical and dental staff - hospital)	163	1
Rheumatology (locum) (Medical and dental staff - hospital)	108	1
Traumatic and Orthopaedic Surgery (locum) (Medical and dental staff - hospital)	124	1
Urology (locum) (Medical and dental staff - hospital)	127	1
General Practice (Doctors in Training only)	800	8
Accident and Emergency (Clinical Director) (Medical and dental staff - hospital)	030	0
Allergy (Clinical Director) (Medical and dental staff - hospital)	033	0
Allergy (Medical and dental staff - hospital)	033	0
Anaesthetics (Clinical Director) (Medical and dental staff - hospital)	091	0
Anaesthetics (Medical and dental staff - hospital)	091	0
Audio Vestibular Medicine (Clinical Director) (Medical and dental staff - hospital)	019	0
Audio Vestibular Medicine (Medical and dental staff - hospital)	019	0
Aviation and Space Medicine (Medical and dental staff - hospital)	037	0
Cardiology (Clinical Director) (Medical and dental staff - hospital)	007	0
Cardiology (Medical and dental staff - hospital)	007	0
Cardio-thoracic Surgery (Clinical Director) (Medical and dental staff - hospital)	029	0
Cardio-thoracic Surgery (Medical and dental staff - hospital)	029	0
Chemical Pathology (Clinical Biochemist) (Medical and dental staff - hospital)	072	0
Chemical Pathology (Clinical Biochemist) (Medical and dental staff - hospital)	072	0
Child and Adolescent Psychiatry (Clinical Director) (Medical and dental staff - hospital)	053	0
Child and Adolescent Psychiatry (Medical and dental staff - hospital)	053	0
Clinical Genetics (Medical and dental staff - hospital)	020	0
Clinical Immunology (Clinical Director) (Medical and dental staff - hospital)	077	0
Clinical Immunology (Medical and dental staff - hospital)	077	0
Clinical Neurophysiology (Clinical Director) (Medical and dental staff - hospital)	014	0
Clinical Neurophysiology (Medical and dental staff - hospital)	014	0
Clinical Oncology (Clinical Director) (Medical and dental staff - hospital)	026	0
Clinical Oncology (Medical and dental staff - hospital)	010	0
Clinical Pharmacology and Therapeutics (Clinical Director) (Medical and dental staff - hospital)	010	0
Clinical Pharmacology and Therapeutics (Medical and dental staff - hospital)	010	0
Clinical Radiology (Clinical Director) (Medical and dental staff - hospital)	080	0
Clinical Radiology (Medical and dental staff - hospital)	080	0
Dental and Maxillo-facial Radiology (Clinical Director) (Medical and dental staff - hospital)	045	0
Dental and Maxillo-facial Radiology (Medical and dental staff - hospital)	045	0
Dermatology (Clinical Director)	005	0
Dermatology (Medical and dental staff - hospital)	005	0
Diagnostic Neuropathology (Clinical Director) (Medical and dental staff - hospital)	086	0
Diagnostic Neuropathology (Medical and dental staff - hospital)	086	0
Emergency Medicine (all Medical and dental staff - hospital)	030	0
Endocrinology and Diabetes Mellitus (Clinical Director) (Medical and dental staff - hospital)	017	0
Endocrinology and Diabetes Mellitus (Medical and dental staff - hospital)	017	0
Endodontics (Clinical Director) (Medical and dental staff - hospital)	067	0
Endodontics (Medical and dental staff - hospital)	067	0
Forensic Histopathology (Clinical Director) (Medical and dental staff - hospital)	088	0
Forensic Histopathology (Medical and dental staff - hospital)	088	0
Forensic Psychiatry (Clinical Director) (Medical and dental staff - hospital)	054	0
Forensic Psychiatry (Medical and dental staff - hospital)	054	0
Gastro-enterology (Clinical Director) (Medical and dental staff - hospital)	018	0
Gastro-enterology (Medical and dental staff - hospital)	018	0
General (Internal) Medicine (Clinical Director) (Medical and dental staff - hospital)	001	0
General (Internal) Medicine (Medical and dental staff - hospital)	001	0
General Psychiatry (Clinical Director) (Medical and dental staff- hospital)	052	0
General Psychiatry (Medical and dental staff - hospital)	052	0
General Surgery (Clinical Director) (Medical and dental staff- hospital)	021	0
General Surgery (Medical and dental staff - hospital)	021	0
Genito-urinary Medicine (Clinical Director) (Medical and dental staff- hospital)	009	0
Genito-urinary Medicine (Medical and dental staff - hospital)	009	0
Geriatric Medicine (Clinical Director) (Medical and dental staff- hospital)	011	0
Geriatric Medicine (Medical and dental staff - hospital)	011	0
Gynaecology (Clinical Director) (Medical and dental staff - hospital)	040	0
Gynaecology (Medical and dental staff - hospital)	040	0

By Occupation Code Group

Haematology (Clinical Director) (Medical and dental staff - hospital)	073	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Haematology (Medical and dental staff - hospital)	073	0	
Histopathology (Clinical Director) (Medical and dental staff - hospital)	074	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Histopathology (Medical and dental staff - hospital)	074	0	
Immunology (Clinical Director) (Medical and dental staff - hospital)	077	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Immunology (Medical and dental staff - hospital)	077	0	
Infectious Diseases (Clinical Director) (Medical and dental staff - hospital)	003	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Infectious Diseases (Medical and dental staff - hospital)	003	0	
Intensive Care Medicine (Medical and dental staff - hospital)	034	0	
Medical Microbiology (Clinical Director) (Medical and dental staff - hospital)	075	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Medical Microbiology (Medical and dental staff - hospital)	075	0	
Medical Oncology (Clinical Director) (Medical and dental staff - hospital)	012	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Medical Oncology (Medical and dental staff - hospital)	012	0	
Medical Ophthalmology (Clinical Director) (Medical and dental staff - hospital)	096	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Medical Ophthalmology (Medical and dental staff - hospital)	096	0	
Medical Psychotherapy (Clinical Director) (Medical and dental staff - hospital)	055	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Medical Psychotherapy (Medical and dental staff - hospital)	055	0	
Medical Virology (Clinical Director) (Medical and dental staff - hospital)	078	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Medical Virology (Medical and dental staff - hospital)	078	0	
Neurology (Clinical Director) (Medical and dental staff - hospital)	006	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Neurology (Medical and dental staff - hospital)	006	0	
Neurosurgery (Clinical Director) (Medical and dental staff - hospital)	031	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Neurosurgery (Medical and dental staff - hospital)	031	0	
Nuclear Medicine (Clinical Director) (Medical and dental staff - hospital)	016	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Nuclear Medicine (Medical and dental staff - hospital)	016	0	
Obstetrics (Clinical Director) (Medical and dental staff - hospital)	040	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Obstetrics (Medical and dental staff - hospital)	040	0	
Obstetrics and Gynaecology (Medical and dental staff - hospital)	040	0	
Occupational Medicine (Clinical Director) (Medical and dental staff - hospital)	093	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Occupational Medicine (Medical and dental staff - hospital)	093	0	
Old Age Psychiatry (Clinical Director) (Medical and dental staff - hospital)	056	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Old Age Psychiatry (Medical and dental staff - hospital)	056	0	
Ophthalmology (Clinical Director) (Medical and dental staff - hospital)	025	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Ophthalmology (Medical and dental staff - hospital)	025	0	
Oral and Maxillo-facial Pathology (Clinical Director) (Medical and dental staff - hospital)	046	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Oral and Maxillo-facial Pathology (Medical and dental staff - hospital)	046	0	
Oral and Maxillo-facial Surgery (Clinical Director) (Medical and dental staff - hospital)	061	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Oral and Maxillo-facial Surgery (Medical and dental staff - hospital)	061	0	
Oral Medicine (Clinical Director) (Medical and dental staff - hospital)	048	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Oral Medicine (Medical and dental staff - hospital)	048	0	
Oral Microbiology (Clinical Director) (Medical and dental staff - hospital)	047	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Oral Microbiology (Medical and dental staff - hospital)	047	0	
Oral Surgery (Medical and dental staff - hospital)	066	0	
Orthodontics (Clinical Director) (Medical and dental staff - hospital)	062	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Orthodontics (Medical and dental staff - hospital)	062	0	
Other Specialities (Medical and dental staff - hospital)	099	0	
Other Specialities (Clinical Director) (Medical and dental staff - hospital)	099	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Otolaryngology (Clinical Director) (Medical and dental staff - hospital)	023	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Otolaryngology (Medical and dental staff - hospital)	023	0	
Paediatric and Perinatal Pathology (Clinical Director) (Medical and dental staff - hospital)	087	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Paediatric and Perinatal Pathology (Medical and dental staff - hospital)	087	0	
Paediatric Cardiology (Clinical Director) (Medical and dental staff - hospital)	097	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Paediatric Cardiology (Medical and dental staff - hospital)	097	0	
Paediatric Dentistry (Clinical Director) (Medical and dental staff - hospital)	064	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Paediatric Dentistry (Medical and dental staff - hospital)	064	0	
Paediatric Surgery (Clinical Director) (Medical and dental staff - hospital)	022	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Paediatric Surgery (Medical and dental staff - hospital)	022	0	
Paediatrics (Clinical Director) (Medical and dental staff - hospital)	002	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Paediatrics (Medical and dental staff - hospital)	002	0	
Palliative Medicine (Clinical Director) (Medical and dental staff - hospital)	094	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Palliative Medicine (Medical and dental staff - hospital)	094	0	
Periodontics (Clinical Director) (Medical and dental staff - hospital)	068	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Periodontics (Medical and dental staff - hospital)	068	0	
Plastic Surgery (Clinical Director) (Medical and dental staff - hospital)	028	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Plastic Surgery (Medical and dental staff - hospital)	028	0	
Prosthodontics (Clinical Director) (Medical and dental staff - hospital)	069	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Prosthodontics (Medical and dental staff - hospital)	069	0	
Psychiatry of Learning Disability (Clinical Director) (Medical and dental staff - hospital)	051	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Psychiatry of Learning Disability (Medical and dental staff - hospital)	051	0	
Rehabilitation Medicine (Clinical Director) (Medical and dental staff - hospital)	083	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Rehabilitation Medicine (Medical and dental staff - hospital)	084	0	
Renal Medicine (Clinical Director) (Medical and dental staff - hospital)	015	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Renal Medicine (Medical and dental staff - hospital)	015	0	
Respiratory Medicine (Clinical Director) (Medical and dental staff - hospital)	004	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Respiratory Medicine (Medical and dental staff - hospital)	004	0	
Respiratory Medicine (Medical and dental staff - hospital)	004	0	
Restorative Dentistry (Clinical Director) (Medical and dental staff - hospital)	063	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Restorative Dentistry (Medical and dental staff - hospital)	063	0	
Rheumatology (Clinical Director) (Medical and dental staff - hospital)	001	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Rheumatology (Medical and dental staff - hospital)	008	0	
Special Care Dentistry (Clinical Director) (Medical and dental staff - hospital)	070	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Special Care Dentistry (Medical and dental staff - hospital)	070	0	
Traumatic and Orthopaedic Surgery (Clinical Director) (Medical and dental staff - hospital)	024	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Traumatic and Orthopaedic Surgery (Medical and dental staff - hospital)	024	0	
Tropical Medicine (Medical and dental staff - hospital)	032	0	
Urology (Clinical Director) (Medical and dental staff - hospital)	027	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Urology (Medical and dental staff - hospital)	027	0	
Vascular Surgery (Clinical Director) (Medical and dental staff - hospital)	036	0	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Vascular Surgery (Medical and dental staff - hospital)	036	0	
Accident and Emergency (locum) (Medical and dental staff - hospital)	130	1	The Medical Speciality 'Accident and Emergency' has formally become 'Emergency Medicine'. For further information see: <a href="http://www.gmc-uk.org/education/approved_curricula_systems.asp">http://www.gmc-uk.org/education/approved_curricula_systems.asp</a> and <a href="http://www.legislation.gov.uk/uksi/2012/344/made">http://www.legislation.gov.uk/uksi/2012/344/made</a>
Aviation and Space Medicine (locum) (Medical and dental staff - hospital)	137	1	
Dental and Maxillo-facial Radiology (locum) (Medical and dental staff - hospital)	145	1	
Diagnostic Neuropathology (locum) (Medical and dental staff - hospital)	186	1	
Emergency Medicine (locum) (all Medical and dental staff - hospital)	130	1	The Medical Speciality 'Accident and Emergency' has formally become 'Emergency Medicine'. For further information see: <a href="http://www.gmc-uk.org/education/approved_curricula_systems.asp">http://www.gmc-uk.org/education/approved_curricula_systems.asp</a> and <a href="http://www.legislation.gov.uk/uksi/2012/344/made">http://www.legislation.gov.uk/uksi/2012/344/made</a>
Forensic Histopathology (locum) (Medical and dental staff - hospital)	188	1	
Oral and Maxillo-facial Pathology (locum) (Medical and dental staff - hospital)	146	1	
Oral Medicine (locum) (Medical and dental staff - hospital)	148	1	
Oral Microbiology (locum) (Medical and dental staff - hospital)	147	1	
Oral Surgery (locum) (Medical and dental staff - hospital)	166	1	
Paediatric and Perinatal Pathology (locum) (Medical and dental staff - hospital)	187	1	
Special Care Dentistry (locum) (Medical and dental staff - hospital)	170	1	
Sport and Exercise Medicine (locum) (Medical and dental staff - hospital)	185	1	
Tropical Medicine (locum) (Medical and dental staff - hospital)	132	1	
Vascular Surgery (locum) (Medical and dental staff - hospital)	136	1	
Dental Public Health	980	9	
Dental Public Health (Clinical Director)	980	9	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Dental Public Health (Locum)	280	2	
General Dental Practitioner (Public Health and Community Services)	971	9	
General Medical Practitioner (Public Health and Community Services)	921	9	
Orthodontics (locum) (Community dental staff)	970	9	
Public Health Dental (Clinical Director) (Public Health and Community Health Services)	980	9	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Public Health Dental (Locum) (Public Health & Community Health Services)	280	2	
Public Health Dental (Public Health and Community Health Services)	980	9	
Public Health Consultant / Specialist (GMC)	930	9	GMC registered with a Medical and Dental Pay Grade Code
Public Health Medicine (Clinical Director) (Public Health & Community Health Services)	930	9	Identify Medical Directors / Clinical Directors by selecting relevant Job Role value within the Medical and Dental Staff Group.
Public Health Medicine (Locum) (Public Health & Community Health Services)	230	2	
Public Health Medicine (Public Health & Community Health Services)	930	9	
<b>Ambulance Staff</b>			
Advanced Paramedic	ABA - E	A	
Ambulance Technician / Associate Practitioner	AEA - E	A	
Consultant Paramedic	A4A - D	A	
Emergency Care Assistant (Ambulance)	ABA	A	
Emergency Care Practitioner (Ambulance)	AGA	A	
Paramedic	ABA - E	A	
Paramedic - Advanced Practitioner (Allied Health Professionals)	ASA - E	A	
Patient Transport Service	A1C	A	
Registered Paramedic	ABA	A	
Specialist Practitioner	AGA - E	A	
<b>Administration and Estates Staff</b>			
Accountant	G7A	G	
Administrator	G2*	G	
Adviser	G2*	G	
Ambulance - Clerical and administrative (no patient contact)	G2A	G	
Ambulance - Control assistant	G2E	G	
Ambulance - Management	G1A	G	
Ambulance - Officer	G2E	G	
Ambulance - Training	G2E	G	
Analyst	G2*	G	
Apprentice (Estates & Facilities)	G3B	G	
Architect	G2*	G	
Assistant (Estates & Facilities)	G3B	G	
Audiological Science - Clerical and administrative staff	G2C	G	
Biochemistry - Clerical and administrative staff	G2C	G	
Blood Transfusion Service (Clerical and administrative)	G2A	G	

By Occupation Code Group

Board Level Director (Executive Board)	G0*	G
Bricklayer	G3B	G
Building Craftsperson	G3B	G
Building Officer	G3B	G
Buyer	G2A	G
<b>Cancer Support Worker</b>	<b>G2D</b>	<b>G</b>
Caretaker/Handy Person	G3B	G
Carpenter	G3B	G
Catering - Clerical and administrative	G2B	G
Chargehand	G3B	G
Chemical Pathology - Clerical and administrative staff	G2C	G
Chief Executive	G0A	G
Chief Information Officer (Administrative and Clerical)	G0A	G
Chief Operating Officer (Administrative and Clerical)	G0A	G
Chief People Officer (Administrative and Clerical)	G0A	G
Chief Strategy Officer (Administrative and Clerical)	G0A	G
Chief Sustainability Officer (Administrative and Clerical)	G0*	G
Childcare Co-ordinator	G2A	G
Chiroprody/Podiatry - Clerical and administrative staff	G2*	G
Clerical Worker	G2*	G
Clinical Coder	G2*	G
Clinical Cytogenetics - Clerical and administrative staff	G2C	G
Clinical Psychology - Clerical and administrative staff	G2C	G
Community Administration	G2A	G
Community Care (Clerical and administrative)	G2D	G
Computing	G1A	G
Contracts Manager	G2A	G
Control Assistant (Ambulance)	G2E	G
CSSD/TSSU - Clerical and administrative	G2B	G
Cytology - Clerical and administrative staff	G2C	G
Dental Hygiene - Clerical and administrative	G2C	G
Deputy Chief Executive (Administrative and Clerical)	G0A	G
Dietetics - Clerical and administrative staff	G2C	G
District General Manager	G0A	G
Domestic Services - Clerical and administrative	G2B	G
Electrician	G3B	G
Engineer	G3B	G
Estates	G*B	G
Estates and Facilities Director (Administrative and Clerical)	G0B	G
Family Planning - Clerical and administrative	G2D	G
Farms	G3B	G
Farms and Gardens (Clerical and administrative)	G2B	G
Finance	G1A	G
Finance Director	G0A	G
Fire Prevention/Safety	G*B	G
Filter	G3B	G
Gardens and Grounds	G3B	G
General Management - Support services	G2A	G
GP Educators	G**	G
GP Practice Staff - Administrative and Clerical	G**	G
Haematology - Clerical and administrative staff	G2C	G
Health Education	G2A	G
Histopathology - Clerical and administrative staff	G2C	G
Home Wardens	G2C	G
Immunology - Clerical and administrative staff	G2C	G
Improvement Director (Administrative and Clerical)	G0*	G
Interpreter	G2D	G
Knowledge and Library Services Paraprofessional (Administrative and Clerical)	G2A	G
Knowledge and Library Services Professional (Administrative and Clerical)	G2A	G
Labourers (Excl Gardens)	G3B	G
Laundry - Clerical services	G2B	G
Legal Services	G2A	G
Library Services	G2A	G
Linen Room - Clerical services	G2B	G
Maintenance Craftsperson	G3B	G
Maintenance Staff - including technically qualified planners etc.	G3B	G
Management Services	G2A	G
Materials Management Officer	G2A	G
Materials Management Officer - Senior	G2A	G
Materials Manager	G2A	G
Mechanic	G3B	G
Medical & Dental Administrative Support	G2D	G
Medical Learning Facilitator	G2A	G
Medical Physics - Clerical and administrative staff	G2C	G
Medical Records	G2D	G
Medical Secretary	G2D	G
Microbiology - Clerical and administrative	G2D	G
NHS Research	G2A	G
Nursing Administrative Support	G2D	G
O & M Work Study	G2A	G
Occupational Medicine (Clerical and administrative)	G2A	G
Occupational Therapy - Clerical and administrative staff	G2C	G
Officer - Administrative and Clerical	G2*	G
Operational Research	G2A	G
Orthoptics - Clerical and administrative staff	G2C	G
Painter or Decorator	G3B	G
Pathology - Clerical and administrative staff	G2C	G
Patient services - Clerical and administrative	G2D	G
PEC Board	G0*	G
Personal Assistant	G2*	G
Personnel	G1A	G
Pharmacy - Clerical and administrative staff	G2C	G
Physiotherapy - Clerical and administrative staff	G2C	G
Planning	G1A	G
Plant Attendant	G3B	G
Plumber	G3B	G
Procurement Departmental Secretary	G2A	G
Procurement Deputy Head	G2A	G
Procurement Head	G1A	G
Procurement Officer	G2A	G
Psychology - clinical - Clerical and administrative staff	G2C	G
Public Health Analyst	G2D	G
Public Health Commissioning Manager	G2D	G
Public Health Consultant (Non Medical)	G1D	G
Public Health Director (Non Medical)	G1D	G
Public Health Practitioner (Admin and Clerical - non patient facing)	G2*	G
Public Relations	G2A	G
Radiography (MRU) - Clerical and administrative staff	G2C	G
Radiography (Therapeutic) - Clerical and administrative staff	G2C	G
Researcher	G2*	G
S&P Support	G2C	G
Secretary	G2*	G
<b>Senior Cancer Support Worker</b>	<b>G2D</b>	<b>G</b>
Senior Manager - Clerical and Administrative	G0*	G
Social Work - Clerical and administrative staff	G2A	G
Speech and language therapy - Clerical and administrative staff	G2C	G
Statistics & Information	G1A	G
Stokers	G3B	G
Supplies	G2A	G
Supply Chain Assistant	G2A	G
Supply Chain Manager	G2A	G
Survivor	G2*	G
Technician - Estates and Facilities	G3B	G
Unit General Manager	G0A	G
Upholsterers	G3B	G
Voluntary Help Organiser	G2A	G
Exercise Referral Officer	G2D or H2F	G / H
<b>Health Care Assistants and Support Staff</b>		
Blood Transfusion Service (Support)	H2A	H
Call Operator	H2*	H
Care Staff (Adult and General)	H2A	H
Care Staff (Children and Young People)	H2B	H
Care Staff (Learning disabilities)	H2E	H
Care Staff (Mental Health)	H2D	H
Catering - Cooks	H2R	H
Catering - Dining room	H2R	H
Catering - Kitchen staff	H2R	H
Chiroprody/Podiatry - HCAs and support staff	H1F	H
Clinical Psychology - HCAs and support staff	H1N	H
Cook or Chef	H2R	H
CSSD/TSSU - Support	H2R	H
Domestics	H2*	H
Dry Cleaning	H2R	H
Forensic Support Worker	H2R	H

If the Cancer Support Worker role is predominantly Administrative and Clerical with little or no patient contact, the suggested coding would be G2D along with the Staff Group/Job Role of Administrative and Clerical Officer / Adviser (whichever is deemed the most appropriate for the role) and the Area of Work value of 'Cancer Support'.

If the Cancer Support Worker role is predominantly Administrative and Clerical with little or no patient contact, the suggested coding would be G2D along with the Staff Group/Job Role of Administrative and Clerical Officer / Adviser (whichever is deemed the most appropriate for the role) and the Area of Work value of 'Cancer Support'.

Code according to level of contact with the public and / or patients. See matrix guidance notes

By Occupation Code Group

HCA	H1*	H	
Health Promotion Counsellor	H2F	H	
Health Trainer	H2F	H	
Healthcare Assistant	H1*	H	
Healthcare Support Worker	H2*	H	
Hearing Support Worker for New Born	H2C	H	
Home Help	H2*	H	
Housekeeper	H2*	H	
Laundry	H2R	H	
Linen Room	H2R	H	
Mortuary Porter	H2P	H	
Occupational Therapy - HCAs and support staff	H1H	H	
Organist	H2P	H	
Orthoptics - HCAs and support staff	H1N	H	
Patient Clothing	H2R	H	
Patient Meal Services	H2R	H	
Patient services - support	H2A	H	
Patrol/Security Staff	H2R	H	
Physiotherapy - HCAs and support staff	H1J	H	
Porter	H2*	H	
Printers	H2P	H	
Psychology - clinical - HCAs and support staff	H1N	H	
Receptionist	H2*	H	
Security	H2R	H	
Sewing/Tailoring	H2R	H	
Shoemaker (Not Orthopaedic)	H2P	H	
Shops	H2R	H	
Social Care Support Worker	H2N	H	
Steriliser Attendant	H2R	H	
Stores	H2R	H	
Support Worker	H2*	H	
Telephonists/Receptionists	H2*	H	
Theatre Porter	H2A	H	
Transport (Inc. Portering)	H2P	H	
Ward Clerks	H2*	H	
Ward Housekeepers/Orderlies	H2R	H	
Exercise Referral Officer	H2F or G2D	H / G	Code according to level of contact with the public and / or patients. See matrix guidance notes
Health Education Advisor	H2F or G2D	H / G	Code according to level of contact with the public and / or patients. See matrix guidance notes
Health Education Advisor	H2F or G2D	H / G	Code according to level of contact with the public and / or patients. See matrix guidance notes
<b>Nursing, Midwifery and Health Visiting Staff</b>			
Accident and Emergency (Children's Nurse)	N1B	N	
Accident and Emergency (Nursery nurse)	N8A	N	
Accident and Emergency (Registered 1st level nurse - Sub Part 1)	N8A	N	
Accident and Emergency (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Accident and Emergency (Unqualified nurse)	N9A	N	
Assistant Director Nurse Education	N0J	N	
Assistant Matron Residential School	N1H	N	
Bank Nursing (Code according to the area of work, and type of nurse)	N*	N	
Blood Donor Attendant	N9A	N	
Blood Transfusion Service (Children's Nurse)	N1B	N	
Blood Transfusion Service (Nursery nurse) (Staff Nursery)	N8A	N	
Blood Transfusion Service (Registered 1st level nurse - Sub Part 1)	N8A	N	
Blood Transfusion Service (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Blood Transfusion Service (Unqualified nurse)	N9A	N	
Cadet Nurse	N9*	N	
<b>Cancer Support Worker</b>	<b>N9*</b>	<b>N</b>	
Cardiology/Cardiac Surgery (Children's Nurse)	N1B	N	
Cardiology/Cardiac Surgery (Nursery nurse)	N8A	N	
Cardiology/Cardiac Surgery (Registered 1st level nurse - Sub Part 1)	N8A	N	
Cardiology/Cardiac Surgery (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Cardiology/Cardiac Surgery (Unqualified nurse)	N9A	N	
Child Psychiatry - hospital (Nursery nurse)	N8E	N	
Child Psychiatry - hospital (Registered 2nd level nurse - Sub Part 2)	N7E	N	
Child Psychiatry - hospital (Unqualified nurse)	N9E	N	
Clinic/Treatment Room (Children's Nurse)	N1H	N	
Clinic/Treatment Room (Nursery nurse)	N8H	N	
Clinic/Treatment Room (Registered 1st level nurse - Sub Part 1)	N8H	N	
Clinic/Treatment Room (Registered 2nd level nurse - Sub Part 2)	N7H	N	
Clinic/Treatment Room (Unqualified nurse)	N9H	N	
Clinical Nurse Specialist (Code in area and to relevant level where they work)	N6*, And above	N	
Clinical Teacher (General) (Registered 1st level nurse - Sub Part 1)	N6J	N	
Clinical Teacher (Learning difficulties) (Registered 1st level nurse - Sub Part 1)	N6J	N	
Clinical Teacher (Mental health) (Registered 1st level nurse - Sub Part 1)	N6J	N	
Clinical Teacher (Paediatrics) (Children's Nurse)	N1J	N	
Clinical Teacher (Registered 1st level nurse - Sub Part 1)	N6J	N	
Combined/Other Duties (Children's Nurse)	N1B	N	
Combined/Other Duties (Nursery nurse)	N8A	N	
Combined/Other Duties (Registered 1st level nurse - Sub Part 1)	N8A	N	
Combined/Other Duties (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Combined/Other Duties (Unqualified nurse)	N9A	N	
Community (Children's Nurse)	N1H	N	
Community (District nurse 1st level)	N4H	N	
Community (District nurse 2nd level)	N5H	N	
Community (Health Visitor)	N3H	N	
Community (Nursery Nurse)	N8H	N	
Community (Registered 1st level nurse - Sub Part 1)	N8H	N	
Community (Registered 2nd level nurse - Sub Part 2)	N7H	N	
Community (Unqualified nurse)	N9H	N	
Community Children's Nurse (CCN)	N1B	N	Job Role: Community Practitioner / Area of Work: Paediatric Community Child Health
Community Education (Children's Nurse)	N1J	N	
Community Education (Registered 1st level nurse - Sub Part 1)	N6J	N	
Community Learning Disabilities (1st level nurse)	N4F	N	
Community Learning Disabilities (2nd level nurse)	N5F	N	
Community Learning Disabilities (Nursery Nurse)	N8F	N	
Community Matron	NEH	N	
Community Mental Health nursing (1st level nurse)	N4D	N	
Community Mental Health nursing (2nd level nurse)	N5D	N	
Community Mental Health nursing (Nursery Nurse)	N8D	N	
Community Mental Health nursing (Unqualified nurse)	N9D	N	
Community Nurse (1st level nurse - Sub Part 1)	N8H	N	
Community Nurse (2nd level nurse - Sub Part 2)	N7H	N	
Community Practitioner	N1H	N	
Community Psychiatric nursing (1st level nurse)	N4D	N	Retained for guidance only - Column D in the N Matrix renamed 'Community Mental Health'
Community Psychiatric nursing (2nd level nurse)	N5D	N	Retained for guidance only - Column D in the N Matrix renamed 'Community Mental Health'
Community Psychiatric nursing (Unqualified nurse)	N9D	N	Retained for guidance only - Column D in the N Matrix renamed 'Community Mental Health'
Contact Tracer (Registered 1st level nurse - Sub Part 1)	N6A	N	
Contact Tracer (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Contact Tracer (Unqualified nurse)	N9A	N	
Control of Infection (Children's Nurse)	N1B	N	
Control of Infection (Registered 1st level nurse - Sub Part 1)	N6A	N	
Control of Infection (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Day Nursery (Children's Nurse)	N1B	N	
Day Nursery (Nursery nurse)	N8A	N	
Day Nursery (Registered 1st level nurse - Sub Part 1)	N6A	N	
Day Nursery (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Day Nursery (Unqualified nurse)	N9A	N	
Director Nurse Education	N0J	N	
Director of Nursing	N0*	N	
District Midwife	N2C	N	
District Nurse (Registered 1st level nurse)	N4H	N	
District Nurse (Registered 2nd level nurse)	N5H	N	
District Nurse Practical Work Teacher	N4H	N	
District Nurse Tutor	N4H	N	
District Nursing (Children's Nurse)	N1H	N	
District Nursing (Nursery nurse)	N8H	N	
District Nursing (Registered 1st level nurse - Sub Part 1)	N8H	N	
District Nursing (Registered 2nd level nurse - Sub Part 2)	N7H	N	
District Nursing (Unqualified nurse)	N9H	N	
Ear, Nose and Throat (Children's Nurse)	N1B	N	
Ear, Nose and Throat (Nursery nurse)	N8A	N	
Ear, Nose and Throat (Registered 1st level nurse - Sub Part 1)	N6A	N	
Ear, Nose and Throat (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Ear, Nose and Throat (Unqualified nurse)	N9A	N	
Education - General (Registered 1st level nurse Sub Part 1)	N6J	N	
Education - Learning disabilities (Registered 1st level nurse - Sub Part 1)	N6J	N	
Education - Nursing Assistant Practitioner	NFJ	N	
Education - Paediatrics (Children's Nurse)	N1J	N	
Education - Paediatrics (Registered 1st level nurse - Sub Part 1)	N6J	N	
Education - Psychiatry (Registered 1st level nurse - Sub Part 1)	N6J	N	
Enrolled nurse	N7*	N	
Family Planning (Registered 1st level nurse - Sub Part 1)	N8H	N	
Family Planning (Registered 2nd level nurse - Sub Part 2)	N7H	N	
Family Planning (Unqualified nurse)	N9H	N	
Geriatrics - Acute (Registered 1st level nurse - Sub Part 1)	N6A	N	
Geriatrics - Acute (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Geriatrics - Acute (Unqualified nurse)	N9A	N	

By Occupation Code Group

Geriatrics - Continuing care (Registered 1st level nurse - Sub Part 1)	N6A	N	
Geriatrics - Continuing care (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Geriatrics - Continuing care (Unqualified nurse)	N9A	N	
Geriatrics - Day hospital (Registered 1st level nurse - Sub Part 1)	N6A	N	
Geriatrics - Day hospital (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Geriatrics - Day hospital (Unqualified nurse)	N9A	N	
Geriatrics - Out-patient (Registered 1st level nurse - Sub Part 1)	N6A	N	
Geriatrics - Out-patient (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Geriatrics - Out-patient (Unqualified nurse)	N9A	N	
Geriatrics/YCD (Registered 1st level nurse - Sub Part 1)	N6A	N	
Geriatrics/YCD (Nursery nurse) (Staff Nursery)	N6A	N	
Geriatrics/YCD (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Geriatrics/YCD (Unqualified nurse)	N9A	N	
GP Practice Staff - Nursing	N**	N	
Gynaecology (Nursery nurse) (Staff Nursery)	N8A	N	
Gynaecology (Registered 1st level nurse - Sub Part 1)	N6A	N	
Gynaecology (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Gynaecology (Unqualified nurse)	N9A	N	
Head Nurse (BTS)	N6A	N	
Health Protection Nurse	N6A	N	
Health Visiting (Children's Nurse)	N1H	N	
Health Visiting (Nursery nurse)	N8H	N	
Health Visiting (Registered 1st level nurse - Sub Part 1)	N6H	N	
Health Visiting (Registered 2nd level nurse - Sub Part 2)	N7H	N	
Health Visiting (Unqualified nurse)	N9H	N	
Health Visitor	N3H	N	
Health Visitor - School Health	N3H	N	
Health Visitor Field Work Instructor	N3H	N	
In Service Education (Registered 1st level nurse - Sub Part 1)	N6J	N	
Intensive/Coronary Care (Children's Nurse)	N1B	N	
Intensive/Coronary Care (Nursery nurse)	N8A	N	
Intensive/Coronary Care (Registered 1st level nurse - Sub Part 1)	N6A	N	
Intensive/Coronary Care (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Intensive/Coronary Care (Unqualified nurse)	N9A	N	
Learning disabilities (Nursery nurse)	N8G	N	
Learning Disabilities (Registered 1st level nurse - Sub Part 1)	N6G	N	
Learning disabilities (Registered 2nd level nurse - Sub Part 2)	N7G	N	
Learning disabilities (Unqualified nurse)	N9G	N	
Maternity (Children's Nurse)	N1C	N	
Maternity (Nursery nurse)	N8C	N	
Maternity (Registered 1st level nurse - Sub Part 1)	N6C	N	
Maternity (Registered 2nd level nurse - Sub Part 2)	N7C	N	
Maternity (Registered midwife)	N2C	N	
Maternity (Unqualified nurse)	N9C	N	
Maternity Support Worker	N9C	N	
Matron - Residential School (Children's Nurse)	N1H	N	
Matron - Residential School (Registered 1st level nurse - Sub Part 1)	N6H	N	
Medical nursing (Children's Nurse)	N1B	N	
Medical nursing (Nursery nurse)	N8A	N	
Medical nursing (Registered 1st level nurse - Sub Part 1)	N6A	N	
Medical nursing (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Medical nursing (Unqualified nurse)	N9A	N	
Mental Health nursing (not community) (Nursery nurse)	N8E	N	
Mental Health nursing (not community) (Registered 1st level nurse - Sub Part 1)	N6E	N	
Mental Health nursing (not community) (Registered 2nd level nurse - Sub Part 2)	N7E	N	
Mental Health nursing (not community) (Unqualified nurse)	N9E	N	
Midwife	N2C	N	
Midwife - Advanced Practitioner (Nursing and Midwifery Registered)	N2*	N	
Midwife - Community	N2C	N	
Midwife Tutor	N2J	N	
Midwifery Sister	N2C	N	
Modern Matron	N0*	N	
Neonatal Nursing (including SCBUs) - Children's Nurse	N1L	N	
Neonatal Nursing (including SCBUs) - Modern Matron	NCL	N	
Neonatal Nursing (including SCBUs) - Nurse Consultant	NAL	N	
Neonatal Nursing (including SCBUs) - Nurse Manager	NDL	N	
Neonatal Nursing (including SCBUs) - Nursery Nurse	N8L	N	
Neonatal Nursing (including SCBUs) - Nursing Assistant / Auxiliary	N9L	N	
Neonatal Nursing (including SCBUs) - Nursing Assistant Practitioner	NFL	N	
Neonatal Nursing (including SCBUs) - Other First Level Registered Nurse (Level 1 - Sub Part 1)	N6L	N	
Neonatal Nursing (including SCBUs) - Other Second Level Registered Nurse (Level 2 - Sub Part 2)	N7L	N	
Neurology/Neuro Surgery (Children's Nurse)	N1B	N	
Neurology/Neuro Surgery (Nursery nurse)	N8A	N	
Neurology/Neuro Surgery (Registered 1st level nurse - Sub Part 1)	N6A	N	
Neurology/Neuro Surgery (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Neurology/Neuro Surgery (Unqualified nurse)	N9A	N	
NHS 111 Nurse	N*H	N	
Nurse - Advanced Practitioner (Nursing and Midwifery Registered)	N**	N	The Occupation Code depends on the type of nurse - NEH / N1B /N1C / N1H / N1J / N1L / N3H / N4D / N4F / N4H / N6A - N6L / NBK
Nurse Consultant	NA*	N	
Nurse Education (Registered 1st level nurse - Sub Part 1)	NEJ	N	
Nurse Manager	NO*	N	
Nursing Assistant Practitioner	NF*	N	
Occupational Medicine (Registered 1st level nurse - Sub Part 1)	N6A	N	
Occupational Medicine (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Occupational Medicine (Unqualified nurse)	N9A	N	
Ophthalmology (Children's Nurse)	N1B	N	
Ophthalmology (Nursery nurse)	N8A	N	
Ophthalmology (Registered 1st level nurse - Sub Part 1)	N6A	N	
Ophthalmology (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Ophthalmology (Unqualified nurse)	N9A	N	
Orthopaedic nursing (Children's Nurse)	N1B	N	
Orthopaedic nursing (Nursery nurse)	N8A	N	
Orthopaedic nursing (Registered 1st level nurse - Sub Part 1)	N6A	N	
Orthopaedic nursing (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Orthopaedic nursing (Unqualified nurse)	N9A	N	
Paediatric Community Nurse	N1B	N	Job Role: Community Practitioner / Area of Work: Paediatric Community Child Health
Paediatric Nursing (Registered 1st level nurse - Sub Part 1)	N6B	N	
Paediatric Psychiatry - Hospital (Registered 1st level nurse - Sub Part 1)	N6E	N	Paediatric Psychiatry - is an obsolete term retained for guidance only
Paediatrics (Children's Nurse)	N1B	N	
Paediatrics (Nursery nurse)	N8B	N	
Paediatrics (Registered 2nd level nurse - Sub Part 2)	N7B	N	
Paediatrics (Unqualified nurse)	N9B	N	
Prison Healthcare Nurse	N9E	N	To be used for nurses performing general healthcare outside of mental health in a prison
Prison In-Reach Workers (Qualified Nurse)	N6E	N	
Psychiatric nursing (not community) (Nursery nurse)	N8E	N	Retained for guidance only - Column E in the N Matrix renamed 'Other Mental Health'
Psychiatric nursing (not community) (Registered 1st level nurse - Sub Part 1)	N6E	N	Retained for guidance only - Column E in the N Matrix renamed 'Other Mental Health'
Psychiatric nursing (not community) (Registered 2nd level nurse - Sub Part 2)	N7E	N	Retained for guidance only - Column E in the N Matrix renamed 'Other Mental Health'
Psychiatric nursing (not community) (Unqualified nurse)	N9E	N	Retained for guidance only - Column E in the N Matrix renamed 'Other Mental Health'
Psychotherapy Day Unit (Nursery nurse)	N8E	N	
Psychotherapy Day Unit (Registered 1st level nurse - Sub Part 1)	N6E	N	
Psychotherapy Day Unit (Registered 2nd level nurse - Sub Part 2)	N7E	N	
Psychotherapy Day Unit (Unqualified nurse)	N9E	N	
Public Health Nurse	N6H	N	
Public Health Nurse (Health Visitor)	N3H	N	
Qualified School Nurse	NBK	N	
Renal Nursing (Children's Nurse)	N1B	N	
Renal nursing (Nursery nurse)	N8A	N	
Renal nursing (Registered 1st level nurse - Sub Part 1)	N6A	N	
Renal nursing (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Renal nursing (Unqualified nurse)	N9A	N	
Residential School (Children's Nurse)	N1H	N	
Residential School (Nursery nurse)	N8H	N	
Residential School (Registered 1st level nurse - Sub Part 1)	N6H	N	
Residential School (Registered 2nd level nurse - Sub Part 2)	N7H	N	
Residential School (Unqualified nurse)	N9H	N	
SCBU (Children's Nurse)	N1L	N	Recoded from N1C following move of SCBU to new Neonatal Nursing code
SCBU (Nursery nurse)	N8L	N	
SCBU (Registered 1st level nurse - Sub Part 1)	N6L	N	Recoded from N6C following move of SCBU
SCBU (Registered 2nd level nurse - Sub Part 2)	N7L	N	Recoded from N7C following move of SCBU to new Neonatal Nursing code
SCBU (Unqualified nurse)	N9L	N	Recoded from N9C following move of SCBU to new Neonatal Nursing code
School Nurse (Registered Qualified School Nurse)	NBK	N	
School Nursing - Qualified School Nurse	NBK	N	
School Nursing (Children's Nurse)	N1K	N	
School Nursing (Nursery nurse)	N8K	N	
School Nursing (Registered 1st level nurse - Sub Part 1)	N6K	N	
School Nursing (Registered 2nd level nurse - Sub Part 2)	N7K	N	
School Nursing (Unqualified nurse)	N9K	N	
Senior Cancer Support Worker	N9*	N	If the Cancer Support Worker role has a significant amount of patient contact and deemed support to nursing staff, the suggested coding would be N9* along with the Staff Group/Job Role of Additional Clinical Services/Health Care Support Worker and the Area of Work value of 'Cancer Support'
Senior Midwife Tutor	N2J	N	
Senior Special School Nurse (Children's Nurse)	N1K	N	
Senior Special School Nurse (RGN) (Registered 1st level nurse - Sub Part 1)	N6K	N	
Sister or Charge Nurse	N**	N	
Sonographer (Nursing and Midwifery Registered)	N*C	N	NAC / N0C / N1C / N2C / N6C / N7C
Specialist Nurse Practitioner	N**	N	
Specialist Practitioner Community Paediatric Nurse	N1B	N	Job Role: Community Practitioner / Area of Work: Paediatric Community Child Health

By Occupation Code Group

Staff Midwife	N2C	N	
Staff Nurse	N6*	N	
Staff Nursery (Children's Nurse)	N1B	N	
Staff Nursery (Nursery nurse)	N8A	N	
Staff Nursery (Registered 1st level nurse - Sub Part 1)	N6A	N	
Staff Nursery (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Staff Nursery (Unqualified nurse)	N9A	N	
STD Nursing Assistant	NGA	N	
STD Nursing Supervisor	NGA	N	
STD/GUM (Children's Nurse)	N1B	N	
STD/GUM (Nursery nurse)	N6A	N	
STD/GUM (Registered 1st level nurse - Sub Part 1)	N6A	N	
STD/GUM (Registered 2nd level nurse -Sub Part 2)	N7A	N	
STD/GUM (Unqualified nurse)	N7A	N	
Stoma Care (Children's Nurse)	N1B	N	
Stoma Care (Nursery nurse)	N6A	N	
Stoma Care (Registered 1st level nurse - Sub Part 1)	N6A	N	
Stoma Care (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Stoma Care (Unqualified nurse)	N9A	N	
Surgical Day Unit (Children's Nurse)	N1B	N	
Surgical Day Unit (Nursery nurse)	N6A	N	
Surgical Day Unit (Registered 1st level nurse - Sub Part 1)	N6A	N	
Surgical Day Unit (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Surgical Day Unit (Unqualified nurse)	N9A	N	
Surgical nursing (Children's Nurse)	N1B	N	
Surgical nursing (Nursery nurse)	N8A	N	
Surgical nursing (Registered 1st level nurse - Sub Part 1)	N6A	N	
Surgical nursing (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Surgical nursing (Unqualified nurse)	N9A	N	
TB Visitor + HV Certificate	N3H	N	
TB Visitor No HV Certificate (Children's Nurse)	N1H	N	
Theatres/Recovery Room (Children's Nurse)	N6H	N	
Theatres/Recovery Room (Nursery nurse)	N1B	N	
Theatres/Recovery Room (Registered 1st level nurse - Sub Part 1)	N6A	N	
Theatres/Recovery Room (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Theatres/Recovery Room (Unqualified nurse)	N9A	N	
Top Nursing Posts in SHA/PGTH	N0A	N	
Trainee Advanced Practitioner (Nursing and Midwifery Registered)	N**	N	
Treatment Room Nurse (Registered 1st level nurse - Sub Part 1)	N6*	N	
Younger Chronic Disabled (Children's Nurse)	N1B	N	
Younger Chronic Disabled (Nursery nurse)	N6A	N	
Younger Chronic Disabled (Registered 1st level nurse Sub Part 1)	NGA	N	
Younger Chronic Disabled (Registered 2nd level nurse - Sub Part 2)	N7A	N	
Younger Chronic Disabled (Unqualified nurse)	N9A	N	
<b>Nursing, midwifery and health visiting learners</b>			
Child Branch - nurse learner (Post 1st level registration learner)	P2D	P	
Child Branch - nurse learner (Post 2nd level registration)	P3D	P	
Child Branch - nurse learner (Pre-registration)	P1D	P	
Common Foundation Programme - nurse learner (Post 1st level registration learner)	P2D	P	
Common Foundation Programme - nurse learner (Post 2nd level registration)	P3D	P	
Common Foundation Programme - nurse learner (Pre-registration)	P1D	P	
Diploma Nurse Training (Post 1st level registration learner)	P2D	P	
Diploma Nurse Training (Post 2nd level registration learner)	P3D	P	
Diploma Nurse Training (Pre-registration learner)	P1D	P	
District Nurse Trainee (Post 1st level registration learner)	P2C	P	
District Nurse Trainee (Post 2nd level registration learner)	P3C	P	
Health Visitor Student	P2B	P	
Learning disabilities Branch - Nurse learner (Post 1st level registration learner)	P2D	P	
Learning disabilities Branch - Nurse learner (Post 2nd level registration learner)	P3D	P	
Learning disabilities Branch - Nurse learner (Pre-registration)	P1D	P	
Mental Health Branch - Nurse learner (Post 1st level registration learner)	P2D	P	
Mental Health Branch - Nurse learner (Post 2nd level registration learner)	P3D	P	
Mental Health Branch - Nurse learner (Pre-registration)	P1D	P	
Ophthalmic Trainee Nurse	P1E	P	
Orthopaedic Trainee nurse	P1E	P	
Post Enrolled Pupil (General)	P3E	P	
Post Enrolled Pupil (Learning disabilities)	P3E	P	
Post Enrolled Pupil (Mental health)	P3E	P	
Post Enrolled Student (General)	P3E	P	
Post Enrolled Student (Learning disabilities)	P3E	P	
Post Enrolled Student (Mental health)	P3E	P	
Post Enrolled Student (Paediatrics)	P3E	P	
Post Registration Student (General)	P2E	P	
Post Registration Student (Learning disabilities)	P2E	P	
Post Registration Student (Mental health)	P2E	P	
Post Registration Student (Paediatrics)	P2E	P	
Student Midwife (Post 1st level registration learner)	P2A	P	
Student Midwife (Post 2nd level registration learner)	P3A	P	
Student Midwife (Pre-registration learner)	P1A	P	
Student Nurse - General (Post 1st level registration learner)	P2E	P	
Student Nurse - General (Pre registration)	P1E	P	
Student Nurse - Learning disabilities (Post 1st level registration learner)	P2E	P	
Student Nurse - Learning disabilities (Post 2nd level registration learner)	P3E	P	
Student Nurse - Learning disabilities (Pre registration)	P1E	P	
Student Nurse - Mental health (Post 1st level registration learner)	P2E	P	
Student Nurse - Mental health (Post 2nd level registration learner)	P3E	P	
Student Nurse - Mental health (Pre registration)	P1E	P	
Student Nurse - Paediatrics (Post 1st level registration learner)	P2E	P	
Student Nurse - Paediatrics (Post 2nd level registration learner)	P3E	P	
Student Nurse - Paediatrics (Pre registration)	P1E	P	
<b>Scientific, Therapeutic and Technical Staff</b>			
Advanced Practitioner (Scientific, Therapeutic and Technical)	S1*	S	S1L and S1M should only be used for Applied Psychologists and High Intensity Therapists working in NHS Talking Therapies for anxiety and depression (formerly known as IAPT) services.
Alcohol and substance misuse worker (with qualifications)	S5U	S	
Alcohol and substance misuse worker (without qualifications)	S9U	S	
Anaesthesia Associate	S1X	S	
Animal House Attendant	S9X	S	
Animal Technician	S4X	S	
Applied Psychologist	S2L	S	Applied Psychology includes Clinical; Counselling; Educational; Forensic; Health; Occupational; Sports and Exercise and Neuropsychology.
Applied Psychology - Scientific staff	S*L	S	Applied Psychology includes Clinical; Counselling; Educational; Forensic; Health; Occupational; Sports and Exercise and Neuropsychology.
Approved Social Worker	S1U	S	
Art Instructor	S9H	S	
Art Therapist	S1H	S	
Art Therapist Advanced Practitioner (Allied Health Professionals)	S1H	S	
Art Therapist Consultant	SAH	S	
Art Therapist Manager	S9H	S	
Art Therapist Specialist Practitioner	S1H	S	
Art, Music, Drama Student	S8H	S	New Occ Code added at NWD2.8 to link to Job role
Artificial Kidney Assistant	S9X	S	
Artist (medical)	S4X	S	
Assistant (Scientific, Therapeutic and Technical)	S9*	S	
Assistant Orthotics /Optics	S9D	S	
Assistant Practitioner in Scientific, Therapeutic and Technical	S5*	S	
Assistant Psychologist	S5L	S	
Assistant Psychotherapist	S5M	S	
Audio-Visual Technician	S4X	S	
Bursary Paid Student (Physiotherapy)	S8E	S	
Bursary Paid Student Radiographer (Diagnostic)	S8F	S	
Bursary Paid Student Radiographer (MRU)	S8F	S	
Bursary Paid Student Radiographer (Therapeutic)	S8G	S	
<b>Cancer Support Worker</b>	<b>S9X</b>	<b>S</b>	<b>If the Cancer Support Worker role has a significant amount of patient contact and deemed support to Other Scientific, Therapeutic and Technical, the suggested coding would be S9X along with the Staff Group/Job Role of Additional Clinical Services/Assistant and the Area of Work value of 'Cancer Support'.</b>
Carer Support Worker	S9U	S	
Case Manager, Conditions Management	S9U	S	
CBSCS (Pharmacist)	S8P	S	
CBSCS Technical Department	S8X	S	
Chaplain	S1X	S	
Chaplain's Assistant	S9X	S	
Charist (medical)	S4X	S	
Child and Adolescent Psychotherapist	S2M	S	
Child and Adolescent Psychotherapist (Trainee)	S8M	S	
Child Therapist - unqualified	S5M	S	
Chiropodist or Podiatrist Advanced Practitioner (Allied Health Professionals)	S1A	S	
Chiropodist or Podiatrist	S1A	S	
Chiropodist or Podiatrist Consultant	SAA	S	
Chiropodist or Podiatrist Manager	S0A	S	
Chiropodist or Podiatrist Specialist Practitioner	S1A	S	
Chiropody/Podiatry	S'A	S	
Chiropody/Podiatry - Therapeutic staff	S1A	S	
Chiropody/Podiatry - technician	S4A	S	
Clinical Associate in Psychology	S5L	S	
Clinical Associate in Psychology (Trainee)	S8L	S	

By Occupation Code Group

Cognitive Behaviour Therapist - qualified (NHS Talking Therapies for anxiety and depression (formerly known as IAPT))	S1M	S	The correct Area of Work value should also be used
Cognitive Behaviour Therapist - qualified (Non NHS Talking Therapies for anxiety and depression (formerly known as IAPT))	S2M	S	Staff Group: Additional Professional Scientific and Technical / Job Role: Psychotherapist
Cognitive Behaviour Therapist (Trainee)	S8M	S	
Cognitive Behaviour Therapist - unqualified	S5M	S	Staff Group: Additional Clinical Services / Job Role: Assistant Psychotherapist
Community Development Worker	SSU	S	
Complementary Therapist	S1X	S	
Consultant AHP	SA*	S	
Consultant therapist	SA*	S	
Contact Lens Technician	S4D	S	
Counselling Psychologist - qualified	S2L or S2M	S	
Counselling Psychologist - unqualified	SSL or S5M	S	
Counsellor (Qualified)	S2M	S	Suggested code for counsellor within S Matrix
Counsellor (Trainee)	S8M	S	
Dental Hygiene - Scientific staff	S1R	S	
Dental Hygiene - Support staff	S9R	S	
Dental Nurse	S4R	S	Please refer to S Matrix guidance notes
Dental Surgery Assistant	S9R	S	
Dental Technician	S4R	S	
Dental Technician - Maxillo-facial	S4R	S	
Dental Technician - Orthodontic	S4R	S	
Dental Technician - Restorative	S4R	S	
Dental Technician - Student	S8R	S	
Dental Technician - Tutor	S7R	S	
Dental Therapist	S1R	S	
Dialysis Assistant/Orderly	S9X	S	
Dietetics - Scientific and Therapeutic staff	S*B	S	
Dietetics - Support staff	S9B	S	
Dietitian	S1B	S	
Dietitian Consultant	SAB	S	
Dietitian Manager	S0B	S	
Dietitian Specialist Practitioner	S1B	S	
Dietitian Advanced Practitioner (Allied Health Professionals)	S1B	S	
Dispensing Optician	S2W	S	
Drama Therapist	S1H	S	
Drama Therapist Consultant	SAH	S	
Drama Therapist Manager	S0H	S	
Drama Therapist Specialist Practitioner	S1H	S	
Dramatherapist Advanced Practitioner (Allied Health Professionals)	S1H	S	
Electrolyst	S9X	S	
Family Therapist	S2M	S	
Family Therapist (Trainee)	S8M	S	
Foot Care Assistant	S9A	S	
Glaucoma Technician	S4D	S	
Graphics Designer	S4X	S	
Handicraft Teacher	S6C	S	
Health Improvement Specialist	S1X	S	
High Intensity Therapist (NHS Talking Therapies for anxiety and depression (formerly known as IAPT))	S1M	S	The 'Mental Health Primary Care - NHS Talking Therapies' for anxiety and depression (formerly known as IAPT) Area of Work value should be used
Industrial therapy helper	S9C	S	
Instructor Art/Music/Drama	S6H	S	
Instructor Other	S6X	S	
Instructor Technical (OT)	S6C	S	
Laboratory aide / assistant (Scientific, Therapeutic and Technical)	S9*	S	
Lip Reading Instructor	S6J	S	
Locum Pharmacist	S2P	S	
Manager - Occupational therapy	S0C	S	
Manager - physiotherapy	S0E	S	
Manager - Speech and language therapy	S0J	S	
Medical Artist	S4X	S	
Medical Charist	S4X	S	
Medical Support Worker	S5X	S	
Mental Health and Wellbeing Practitioner	S5M	S	Staff Group/Job Role - Additional Clinical Services/Assistant or Associate Practitioner
Mental Health and Wellbeing Practitioner (Trainee)	S8M	S	
Mental Health Practitioner	S5J	S	
Multi Therapist	S1K	S	
Multi Therapist Advanced Practitioner (Allied Health Professionals)	S1K	S	
Multi Therapist Consultant	SAK	S	
Multi Therapist Manager	S0K	S	
Multi Therapist Specialist Practitioner	S1K	S	
Music Instructor	S6H	S	
Music Therapist	S1H	S	
Music Therapist Advanced Practitioner (Allied Health Professionals)	S1H	S	
Music Therapist Consultant	SAH	S	
Music Therapist Manager	S0H	S	
Music Therapist Specialist Practitioner	S1H	S	
Nutritionist (not on voluntary register)	S9B	S	
Nutritionist (on voluntary register)	S9B	S	
Occupational Therapist	S1C	S	
Occupational Therapist Advanced Practitioner (Allied Health Professionals)	S1C	S	
Occupational Therapist Consultant	SAC	S	
Occupational Therapist Manager	S0C	S	
Occupational Therapist Specialist Practitioner	S1C	S	
Occupational Therapy - Therapeutic staff	S*C	S	
Operating Department Practitioner	S4T	S	An Operating Department Practitioner can be dual registered; however, 'Operating Department Practitioner' is a protected title which is regulated by the HCPC. Therefore an individual MUST be HCPC registered to be recorded with Occupation Code S4T
Operating Department Practitioner Advanced Practitioner (Allied Health Professionals)	S1T	S	An Operating Department Practitioner can be dual registered; however, 'Operating Department Practitioner' is a protected title which is regulated by the HCPC. Therefore an individual MUST be HCPC registered to be recorded with Occupation Code S1T
Operating Department Practitioner Specialist Practitioner	S1T	S	An Operating Department Practitioner can be dual registered; however, 'Operating Department Practitioner' is a protected title which is regulated by the HCPC. Therefore an individual MUST be HCPC registered to be recorded with Occupation Code S1T
Operating Theatre Attendant	S9T	S	
Operating Theatre Entrant	S9T	S	
Operating Theatre Sterilisation ATO	S9T	S	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Operating Theatre Sterilisation MTO	S4T	S	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Ophthalmic Optician	S6B S2W	S	
Optometrist	S2W	S	
Orthopaedic Appliances Fitter/Technician	S4X	S	
Orthopaedic Appliances Makers/Trainees	S*X	S	
Orthotics - Therapeutic staff	S*D	S	
Orthotist	S1D	S	
Orthotist Advanced Practitioner (Allied Health Professionals)	S1D	S	
Orthotist Consultant	SAD	S	
Orthotist Manager	S0D	S	
Orthotist Specialist Practitioner	S1D	S	
Orthotics Technician (ATO)	S4I	S	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Orthotist	S1I	S	
Orthotist Advanced Practitioner (Allied Health Professionals)	S1I	S	
Osteopath	S1V	S	
Osteopath Advanced Practitioner (Allied Health Professionals)	S1V	S	
Part-time Chaplain	S1X	S	
Peer Support Worker	S9L	S	
Pharmacist	S2P	S	
Pharmacist, Pre-Registration	S3P	S	
Pharmacy - Scientific staff	S*P	S	
Physician Associate	S1X	S	The specific area in which they work should be shown in their Area of Work value on ESR, also utilise the Job Role of Physician Associate within the Additional Professional Scientific and Technical Staff Group for further identification
Physiotherapist	S1E	S	
Physiotherapist Advanced Practitioner (Allied Health Professionals)	S1E	S	
Physiotherapist Consultant	SAE	S	
Physiotherapist Manager	S0E	S	
Physiotherapist Specialist Practitioner	S1E	S	
Physiotherapy - Instructor/teacher	S6E	S	
Physiotherapy - Therapeutic staff	S*E	S	
Plaster Orderlies	S9X	S	
Plaster Technician	S4X	S	
Play Specialist	S*X	S	
Play Therapist	S1X	S	
Pre-registration Pharmacist	S3P	S	
Prison In-Reach Worker (Therapist / Social Worker)	S1U	S	
Prosthetics Technician / Engineer	S4I	S	
Prosthetist	S1I	S	
Prosthetist Advanced Practitioner (Allied Health Professionals)	S1I	S	
Prosthetist Consultant	SAI	S	
Prosthetist Manager	S0I	S	
Prosthetist Specialist Practitioner	S1I	S	
Psychological Cognitive Behaviour Therapist (qualified)	S2M	S	
Psychological Cognitive Behaviour Therapist (unqualified)	S5M	S	
Psychological Therapist (unqualified)	S5M	S	
Psychologist	S2L	S	
Psychology - clinical - Consultant AHP	SAL	S	
Psychology - clinical - Scientific staff	S*L	S	
Psychology Counsellor (Not Clinical Psychologist)	S1X	S	

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Psychotherapist	S2M	S	
Psychotherapy Consultant AHP	SAM	S	
Psychotherapy Scientific staff	S'M	S	
Psychotherapy Student / Trainee	S8M	S	
Public Health Consultant (Non Medical)	SAX	S	Must be on the UK Public Health Register (UKPHR)
Public Health Practitioner (UKPHR registered)	S1X	S	
Public Health Practitioner (Not UKPHR registered)	SSX	S	
Quality Control Technician	S4X	S	
Radiographer - Diagnostic	S1F	S	
Radiographer - Diagnostic - Consultant	SAF	S	
Radiographer - Diagnostic - Manager	S0F	S	
Radiographer - Diagnostic - Specialist Practitioner	S1F	S	
Radiographer - Diagnostic Advanced Practitioner (Allied Health Professionals)	S1F	S	
Radiographer - Therapeutic	S1G	S	
Radiographer - Therapeutic - Consultant	SAG	S	
Radiographer - Therapeutic - Manager	S0G	S	
Radiographer - Therapeutic - Specialist Practitioner	S1G	S	
Radiographer - Therapeutic Advanced Practitioner (Allied Health Professionals)	S1G	S	
Radiography - (Diagnostic) Imaging Staff	S'F	S	
Radiography (Diagnostic) - Support Staff (Imaging)	S9F	S	
Radiography (MRU) - Therapeutic staff	S'G	S	
Radiography (Therapeutic) - Support staff	S9G	S	
Radiography (Therapeutic) - Therapeutic staff	S'G	S	
Retinal Screening Assistant	S9D	S	Typically AIC Band 2 in Diabetic Eye Screening Services.
Secure Service Step Down Staff	S1U	S	
<a href="#">Senior Cancer Support Worker</a>	<a href="#">S9X</a>	<a href="#">S</a>	<a href="#">If the Cancer Support Worker role has a significant amount of patient contact and deemed support to Other Scientific, Therapeutic and Technical, the suggested coding would be S9X along with the Staff Group/Job Role of Additional Clinical Services/Assistant and the Area of Work value of 'Cancer Support'.</a>
Senior Peer Support Worker	S9L	S	
Social Services	S'U	S	
Social Worker	S1U	S	
Sonographer (Additional Professional Scientific and Technical)	S'X	S	SAX / S0X / S1X / S2X
Sonographer (Allied Health Professionals)	S'G / S'E / S'F	S	S'G / S'G
Specialist Practitioner (Scientific, Therapeutic and Technical staff)	S1*	S	SAC / S0C / S1C / SAE / S0E / S1E / SAF / S0F / S1F / SAG / S0G / S1G
Speech and Language Therapist	S1J	S	
Speech and Language Therapist Advanced Practitioner (Allied Health Professionals)	S1J	S	
Speech and Language Therapist Consultant	SAJ	S	
Speech and Language Therapist Manager	S0J	S	
Speech and Language Therapist Specialist Practitioner	S1J	S	
Speech and language therapy - Support staff	SSJ	S	
Speech and language therapy - Therapeutic staff	S'J	S	
Steriliser Attendant (Pharmacy)	SSP	S	
Student / Trainee in Prosthetics and Orthotics	S8I	S	
Student Chiroprapist	S8A	S	
Student Dental Hygienist	S8R	S	
Student Dental Technician	S8B	S	
Student Dietitian	S8B	S	
Student Occupational Therapist	S8C	S	The specific area in which they work should be shown in their Area of Work value on ESR, also utilise the Job Role of Physician Associate within the Additional Professional Scientific & Technical Staff Group for further identification
Student Orthoptist	S8D	S	
Student Physiotherapist	S8E	S	
Student Psychotherapist / trainee	S8M	S	
Student Radiographer (Diagnostic)	S8F	S	
Student Radiographer (MRU)	S8F	S	
Student Radiographer (Therapeutic)	S8G	S	
Student Speech and Language Therapist	S8J	S	
Student Technician (Scientific, Therapeutic and Technical)	S8*	S	
Student Trainee Art, Music & Drama Therapy	S8H	S	New Occ Code added at NWD2.8 to link to Job role
Substance Misuse Worker - qualified	S5U	S	
Substance Misuse Worker - unqualified	S8U	S	
Support Time and Recovery (STR) Workers	S5U	S	
Surgical Instrument Staff	S'X	S	
Teacher of Handicrafts	S6C	S	
Teacher of the Deaf	S6J	S	
Technician Other (Scientific, Therapeutic and Technical)	S4X	S	
Theatre Orderly	S9T	S	
Therapist (Scientific, Therapeutic and Technical)	S1*	S	
Therapist in Psychotherapy (NHS Talking Therapies for anxiety and depression (formerly known as IAPT))	S1M	S	S1L and S1M should only be used for Applied Psychologists and High Intensity Therapists working in NHS Talking Therapies for anxiety and depression (formerly known as IAPT) services. S1A - S1J / S1T / S1V / ABA - ABE
Trainee Advanced Practitioner (Additional Professional Scientific and Technical)	S1* or AB*	S	
Trainee Advanced Practitioner (Allied Health Professionals)	S1* or AB*	S	
Trainee Dental Surgery Assistant	S8R	S	
Trainee Practitioner (Scientific, Therapeutic and Technical)	S8*	S	
Tutor Speech and Language Therapy	S7J	S	
Tutorial Chiroprapist	S7A	S	
Tutorial Dental Hygiene	S7R	S	
Tutorial Dental Technician	S7R	S	
Tutorial Occupational Therapist	S7C	S	
Tutorial Orthoptists	S7D	S	
Tutorial Physiotherapist	S7E	S	
Tutorial Radiographer	S7F	S	
Youth Intensive Psychological Practitioner	S8M	S	
Youth Intensive Psychological Practitioner (Trainee)	S8M	S	
Youth Worker	S'U	S	
Gateway Worker	S1U or N6D	S / N	
Graduate Primary Care Mental Health Worker	S1U or N6D	S / N	
Personality Disorder Worker	S8U or N'D	S / N	
Surgical Care Practitioner	S1T / N**	S / N	Code as S1T when registered with the HCPC Code in the N matrix when registered with the NMC Code as S1T when registered with the HCPC Code in the N matrix when registered with the NMC
Surgical Care Practitioner	S1T / N**	S / N	
Healthcare Science			
Abdominal Aortic Aneurysm Screening Technician	U4H	U	
Advanced Practitioner Biomedical Scientist in Cervical Cytology	UDC	U	
Allergy - Healthcare Scientific staff	U'A	U	
Allergy - Support staff (MLA / ATO / Assistant)	U9A	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Allergy - Technician	U4A	U	
Anatomical Pathology (technologist)	U'C	U	
Anatomical Pathology Technician	U'C	U	
Assistant Practitioner in Healthcare Science	U5*	U	
Assistant Technical Officer (ATO)	U9*	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Associate Audiological Practitioner	U9F	U	
Associate Technologist	U4*	U	
Audiological Science - Support staff (MLA / ATO / Assistants)	U9F	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Audiological technician	U4F	U	
Audiologist	U4F	U	
Audiology (Clinical Scientist)	U2F	U	
Audiology (Consultant Clinical Scientist)	UAF	U	
Audiology Manager	U0F	U	
Audiocave Operator (MLA's)	U9B	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Biochemistry - Healthcare Scientific staff	U'A	U	
Biochemistry - Support staff (MLA / ATO / Assistants)	U9A	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Biomechanical engineer (clinical scientist) in Equipment Management and Development	U2J	U	
Biomechanical engineer (clinical scientist) in Rehabilitation Engineering	U2J	U	
Biomechanical engineer (consultant clinical scientist) in Equipment Management and Development	UAJ	U	
Biomechanical engineer (consultant clinical scientist) in Rehabilitation Engineering	UAJ	U	
Biomechanical engineer (technical) in Equipment Management and Development	UAJ	U	
Biomechanical engineer (technical) in Other Physical Sciences	UAJ	U	
Biomechanical engineer (technical) in Rehabilitation Engineering	UAJ	U	
Biomedical engineer (clinical scientist) in Equipment Management and Development	U2J	U	
Biomedical engineer (clinical scientist) in Rehabilitation Engineering	U2J	U	
Biomedical engineer (consultant clinical scientist) in Equipment Management and Development	UAJ	U	
Biomedical engineer (consultant clinical scientist) in Rehabilitation Engineering	UAJ	U	
Biomedical engineer (technical) in Equipment Management and Development	UAJ	U	
Biomedical engineer (technical) in Rehabilitation Engineering	UAJ	U	
Biomedical Scientist in Clinical Biochemistry (MLSSOs)	UEC	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Biomedical Scientist in Histopathology (MLSSOs)	UEC	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Biomedical Scientists in Genetics (MLSSOs)	UED	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Biomedical Scientists in Haematology including transfusion science (MLSSOs)	UEA	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Biomedical Scientists in Microbiology (MLSSOs)	UEB	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Blood Bank Manager	U0A	U	
Blood Bank Support Worker	U9A	U	
Blood transfusion & transplantation science (Biomedical Scientist)	UEA	U	
Blood transfusion and transplantation science (Clinical Scientist)	U2A	U	
Blood transfusion and transplantation science (MLA/ATO)	U9A	U	MLA / ATO / MTO / MLSSO - are obsolete terms retained for guidance only
Blood transfusion and transplantation science (technologist)	U4A	U	
Bone Density Technician	U4H	U	Corrects error in previous guidance - the new code provides a more accurate fit for this role
Bone Scanning Technician	U4H	U	Corrects error in previous guidance - the new code provides a more accurate fit for this role
Business and Quality Manager (Healthcare Science)	U0*	U	
Cardiac Technician	U4E	U	
Cardiographer	U9E	U	
Cardiographer assistant	U9E	U	
Cardiology - Healthcare Scientific Staff	U'E	U	
Cardiology Perfusionist	U3E	U	
Cardiology Technician	U4E	U	

By Occupation Code Group

Chemical Pathology - Healthcare Scientific staff	U'A	U	
Chemical Pathology - Support staff (MLA / ATO / Assistants)	U9A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Chemical Pathology - Technician	U4A	U	
Clinical biochemistry (inc. paediatric) (Biomedical Scientist)	UEA	U	
Clinical biochemistry (inc. paediatric) (Clinical Scientist)	U2A	U	
Clinical biochemistry (inc. paediatric) (MLA/ATO)	U9A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Clinical biochemistry (inc. paediatric) (technologist)	U4A	U	
Clinical Cytogenetics (Biomedical Scientist)	UED	U	
Clinical Cytogenetics (Clinical Scientist)	U2D	U	
Clinical Cytogenetics (MLA/ATO)	U9D	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Clinical Cytogenetics (technologist)	U4D	U	
Clinical Cytogenetics - Healthcare Scientific staff	U'D	U	
Clinical Cytogenetics - Support staff (MLA / ATO / Assistant)	U9D	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Clinical Cytogenetics - Technician	U4D	U	
Clinical embryology (Clinical Scientist)	U2C	U	
Clinical embryology (technologist)	U4C	U	
Clinical engineer (clinical scientist)	U2J	U	
Clinical engineer (consultant clinical scientist)	U4J	U	
Clinical engineer (technical)	U4J	U	
Clinical Immunology - Healthcare Scientific staff	U'A	U	
Clinical Immunology - Support staff (MLA / ATO / Assistant)	U9A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Clinical Immunology - Technician	U4A	U	
Clinical Immunology (Biomedical Scientist)	UEA	U	
Clinical Immunology (Clinical Scientist)	U2A	U	
Clinical immunology (MLA/ATO)	U9A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Clinical immunology (technologist)	U4A	U	
Clinical measurement engineer (Clinical Scientist)	U2J	U	
Clinical measurement engineer (consultant clinical scientist)	U4J	U	
Clinical measurement physicist (Clinical Scientist)	U2J	U	
Clinical measurement physicist (consultant clinical scientist)	U4J	U	
Clinical measurement Technician	U4J	U	
Clinical measurement Technologist	U4J	U	
Clinical Neurophysiology - Scientific/Technical	U4F	U	
Clinical Physiologist (Cardiology)	U4E	U	
Clinical Physiologist (Critical Care)	U4E	U	
Clinical Physiologist (Gastro-intestinal)	U4G	U	
Clinical Physiologist (Neurophysiology)	U4F	U	
Clinical Physiologist (Respiratory Physiology)	U4E	U	
Clinical Physiologist (Sleep Studies)	U4E	U	
Clinical Physiologist (Urodynamics)	U4G	U	
Clinical Physiologist (Vascular)	U4E	U	
Clinical Physiologist (Vision Science)	U4F	U	
Clinical Physiology - Support staff (MLA / ATO / Assistant)	U9*	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only. Not in HCS Coding guidance
Clinical Physiology - Technician	U4*	U	
Clinical Physiology (Cardiology) Assistant/Associate	U9E	U	
Clinical Physiology (Critical Care) Assistant/Associate	U9E	U	
Clinical Physiology (Gastro-intestinal) Assistant/Associate	U9G	U	
Clinical Physiology (Neurophysiology) Assistant/Associate	U9F	U	
Clinical Physiology (Respiratory Physiology) Assistant/Associate	U9E	U	
Clinical Physiology (Sleep Studies) Assistant/Associate	U9E	U	
Clinical Physiology (Urodynamics) Assistant/Associate	U9G	U	
Clinical Physiology (Vascular) Assistant/Associate	U9E	U	
Clinical Physiology (Vision Science) Assistant/Associate	U9F	U	
Clinical Radiology - Healthcare Scientific staff	U'H	U	
Clinical Radiology - Support staff (MLA / ATO / Assistant)	U9H	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Clinical Radiology - Technician	U4H	U	
Clinical Scientist (Grade A or B) Audiology	U2F	U	
Clinical Scientist (Grade A or B) Cardiology	U2E	U	
Clinical Scientist (Grade A or B) Critical Care	U2E	U	
Clinical Scientist (Grade A or B) Embryology	U2C	U	
Clinical Scientist (Grade A or B) Gastro-intestinal	U2G	U	
Clinical Scientist (Grade A or B) Neurophysiology	U2F	U	
Clinical Scientist (Grade A or B) Respiratory Physiology	U2E	U	
Clinical Scientist (Grade A or B) Sleep Sciences	U2E	U	
Clinical Scientist (Grade A or B) Urodynamics	U2G	U	
Clinical Scientist (Grade A or B) Vascular	U2E	U	
Clinical Scientist (Grade A or B) Vision Sciences	U2F	U	
Consultant Clinical Scientist	U'A*	U	
Critical Care Technologist	U4E	U	
Cytology - Healthcare Scientific staff	U'C	U	
Cytology - Support staff (MLA / ATO / Assistant)	U9C	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Cytology - Technician	U4C	U	
Cytopathology (inc. cervical cytology) (Biomedical Scientist)	UEC	U	
Cytopathology (inc. cervical cytology) (MLA/ATO)	U9C	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Cytoscreener in Cyto / Histopathology	U9C	U	
Decontamination / Sterile Services Staff	U'B	U	
Diagnostic radiology physicist (clinical scientist)	U2H	U	
Diagnostic radiology physicist (consultant clinical scientist)	U4H	U	
Diagnostic radiology technologist	U4H	U	
Dosimetrist	U4H	U	
ECG Technician	U4E	U	
Echocardiographer	U4E	U	
Echocardiography Assistant	U9E	U	
EEG Technician	U4F	U	
Electron microscopy (Biomedical Scientist)	UEC	U	
Electron microscopy (Clinical Scientist)	U2C	U	
Electronics Engineer	U4J	U	
Electronics Technician (Medical physics technician)	U4J	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Equipment management ATO	U9J	U	
Equipment management engineer (clinical scientist)	U2J	U	
Equipment management engineer (consultant clinical scientist)	U4J	U	
Equipment management engineer (technical)	U4J	U	
Equipment management technologist	U4J	U	
External Quality Assurance (Biomedical Scientist)	UE*	U	
External Quality Assurance (Clinical Scientist)	U2*	U	
Gastro-intestinal (Clinical Physiologist - Scientific Staff)	U4G	U	
Haematology - Healthcare Scientific staff	U'A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Haematology - Support staff (MLA / ATO / Assistant)	U9A	U	
Haematology - Technician	U4A	U	
Haematology (Biomedical Scientist)	UEA	U	
Haematology (Clinical Scientist)	U2A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Haematology (MLA/ATO)	U9A	U	
Haematology (technologist)	U4A	U	
Haemostasis and thrombosis (Biomedical Scientist)	UEA	U	
Haemostasis and thrombosis (Clinical Scientist)	U2A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Haemostasis and thrombosis (MLA/ATO)	U9A	U	
Healthcare Science Practitioner Advanced Practitioner (Healthcare Scientists)	U3*	U	Clinical Scientists only
Clinical Scientist Advanced Practitioner (Healthcare Scientists)	U1*	U	
Clinical Scientist Trainee	U6*	U	
Hearing Screener	U9F	U	
Hearing Therapist	U4F	U	
Heart (Cardiology) Technician	U4E	U	
Histocompatibility and Immunogenetics (Biomedical Scientist)	UEA	U	
Histocompatibility and Immunogenetics (Clinical Scientist)	U2A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Histocompatibility and immunogenetics (MLA/ATO)	U9A	U	
Histopathology - Healthcare Scientific staff	U'C	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Histopathology - Support staff (MLA / ATO / Assistant)	U9C	U	
Histopathology - Technician	U4C	U	
Histopathology (Biomedical Scientist)	UEC	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Histopathology (MLA/ATO)	U9C	U	
Infection Control Technician	U4B	U	
Laboratory aide / assistant (Healthcare Science)	U9*	U	
Lung (Respiratory) Technician	U4E	U	
Magnetic Resonance physicist (Clinical Scientist)	U2H	U	
Magnetic Resonance physicist (consultant clinical scientist)	U4H	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Maxillo-facial Prosthetics Support staff (MLA / ATO / Assistant)	U9J	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Maxillo-facial Prosthetics Technician (MTO)	U4J	U	
Maxillo-facial prosthetics technologist	U4J	U	
Maxillo-facial Prosthetist	U4J	U	
Medical / Surgical Equipment Support Worker	U9J	U	
Medical electronics & instrumentation engineer (clinical scientist)	U2J	U	
Medical electronics & instrumentation engineer (consultant clinical scientist)	U4J	U	
Medical electronics & instrumentation physicist (clinical scientist)	U2J	U	
Medical electronics & instrumentation physicist (consultant clinical scientist)	U4J	U	
Medical electronics & instrumentation technologist	U4J	U	
Medical engineering design engineer (clinical scientist)	U2J	U	
Medical engineering design engineer (consultant clinical scientist)	U4J	U	
Medical engineering design technologist	U4J	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Medical illustration & clinical photography ATO	U9H	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Medical Laboratory Assistant (MLA)	U9*	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Medical Laboratory Scientific Officer (MLSO)	U4*	U	
Medical Photographer	U4H	U	
Medical Physics - Healthcare Scientific staff	U'H	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Medical Physics - Support staff (MLA / ATO / Assistant)	U9H	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Medical Technical Officer (MTO)	U4*	U	
Microbiology - Healthcare Scientific staff	U'B	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Microbiology - Support workers (MLA / ATO / Assistant)	U9B	U	
Microbiology - Technician	U4B	U	
Microbiology (Biomedical Scientist)	UEB	U	

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Microbiology (Clinical Scientist)	U2B	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Microbiology (MLA/ATO)	U9B	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
MLSO	U4*	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
MLSO in GUM	U4B	U	
Molecular genetics (Biomedical Scientist)	UED	U	
Molecular genetics (Clinical Scientist)	UZD	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Molecular genetics (MLA/ATO)	USD	U	
Molecular genetics (technologist)	U4D	U	
Mortuary Attendant	U9C	U	
Mortuary Manager	U0C	U	
Mortuary Technician	U5C	U	
Neuropathology scientific staff	U1C	U	
Neurophysiologist	U4F	U	
Neurophysiology Technician (Clinical Physiologist / Technologist)	U4F	U	
Newborn Hearing Screener	U9F	U	
Nuclear Medicine and Diagnostic Radiology (Healthcare Scientific staff)	U1H	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Nuclear Medicine and Diagnostic Radiology Support staff (MLA / ATO / Assistant)	U9H	U	
Nuclear Medicine and Diagnostic Radiology Technician	U4H	U	
Nuclear Medicine physicist (clinical scientist)	UZH	U	
Nuclear Medicine physicist (consultant clinical scientist)	U4H	U	
Nuclear medicine technologist	U4H	U	
Ophthalmic Science Practitioner	U4F	U	
Ophthalmic Scientific Manager	U0F	U	
Ophthalmic Technologist & Retinopathy Grader	U4F	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Pathology - Support staff (MLA / ATO / Assistant)	U9*	U	
Perfusionist	U3E	U	
Phlebotomist	U9A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Phlebotomy (MLA/ATO)	U9A	U	
Physiological Measurement Technician	U4*	U	
Poisons Unit Advisor	U1A	U	
Pulmonary Function Technician	U4E	U	
Radiation Control	U1H	U	
Radiation Protection	U1H	U	
Radiation protection physicist (clinical scientist)	UZH	U	
Radiation protection physicist (consultant clinical scientist)	U4H	U	
Radiation protection technologist	U4H	U	
Radiography (Diagnostic) - Healthcare Scientific Staff	U1H	U	
Radiography (Diagnostic) - Technician	U4H	U	
Radiochemist (clinical scientist)	UZH	U	
Radiochemist (consultant clinical scientist)	U4H	U	
Radiochemistry technologist	U4H	U	
Radiotherapy engineer	U4J	U	
Radiotherapy physicist (clinical scientist)	UZH	U	
Radiotherapy physicist (consultant clinical scientist)	U4H	U	
Radiotherapy physics Dosimetrist	U4H	U	
Radiotherapy Physics Technician	U4H	U	
Rehabilitation engineer (clinical scientist)	UZJ	U	
Rehabilitation engineer (consultant clinical scientist)	U4J	U	
Rehabilitation Engineering - Healthcare Scientific staff	U1J	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Rehabilitation Engineering - Support Staff (MLA / ATO / Assistant)	U9J	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Rehabilitation Engineering - Technician (MTO)	U4J	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Rehabilitation engineering ATO	U9J	U	
Rehabilitation engineering technologist	U4J	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Renal dialysis ATO	U9J	U	
Renal dialysis engineer (clinical scientist)	UZJ	U	
Renal dialysis engineer (Consultant Clinical Scientist)	U4J	U	
Renal dialysis engineer (technical)	U4J	U	
Renal dialysis technologist	U4J	U	
Renal Transplant Practitioner	U4J	U	
Respiratory Function Technician	U4E	U	
Sleep Physiologist (Clinical Scientist)	U2E	U	
Sleep Physiologist (Consultant Clinical Scientist)	U4E	U	
Sleep Physiologist Assistant	U9E	U	
Sleep Physiologist Manager	U0E	U	
Sleep Physiologist Technician	U4E	U	U4H / U1H / U2H - MUST be Clinical Scientists UCH / UDH / UEH - MUST be Biomedical Scientists
Sonographer (Healthcare Scientists)	U1H	U	
Sterile Services / Decontamination Staff	U*B	U	
Technician (Healthcare Science)	U4*	U	
Tissue banking (Biomedical Scientist)	UEC	U	
Tissue banking (Clinical Scientist)	UZC	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only
Tissue banking (MLA/ATO)	U9C	U	
Tissue banking (technologist)	U4C	U	
Toxicology (Biomedical Scientist)	UEA	U	
Toxicology (Clinical Scientist)	U2A	U	MLA / ATO / MTO / MLSO - are obsolete terms retained for guidance only U2* - Clinical Scientists only UE* - Biomedical Scientists only U4* - Healthcare Science Practitioners
Toxicology (MLA/ATO)	U9A	U	
Trainee Advanced Practitioner (Healthcare Scientists)	UZ* / U4* / UE*	U	
Ultrasound and non-ionising radiation engineer (clinical scientist)	UZH	U	
Ultrasound and non-ionising radiation engineer (consultant clinical scientist)	U4H	U	
Ultrasound and non-ionising radiation technologist	U4H	U	
Venepuncturist	U9A	U	
Vision Sciences Technologist	U4F	U	
Vision Screener	U9F	U	
X-Ray Technician	U4H	U	
<b>General Payments</b>			
Agency payments	Z2F	Z	
Board Level Director (Non Executive Board)	Z2E	Z	
Chairperson	Z2E	Z	
Community Programme payments	Z2F	Z	
Endowment/Recharge - Administration and estates	Z1E	Z	
Endowment/Recharge - Nursing	Z1C	Z	
Endowment/Recharge - Scientific, therapeutic and technical	Z1D	Z	
Lecture Fees	Z2F	Z	
Macmillan Nurse	Z1A	Z	
Marie Curie Nurse	Z1B	Z	
Non Executive Director	Z2E	Z	
Non Executive Member (incl. Chairman)	Z2E	Z	
Pension (payments)	Z2F	Z	
Subsistence (Payments)	Z2F	Z	
Travel Expenses (Payments)	Z2F	Z	
Widow's initial pension	Z2F	Z	

Occupation Code Lookup

Valid or Retired	Occupation Code	Occupation Code Name	Main Occupation Code Staff Group	Broad Occupation Code Staff Group	Detailed Occupation Code Staff Group	Occupation Code Level	Occupation Code Care Setting/Specialty
Valid	001	HCHS doctors in General (internal) medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General (internal) medicine
Valid	002	HCHS doctors in Paediatrics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatrics
Valid	003	HCHS doctors in Infectious diseases	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Infectious diseases
Valid	004	HCHS doctors in Respiratory medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Respiratory medicine
Valid	005	HCHS doctors in Dermatology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Dermatology
Valid	006	HCHS doctors in Neurology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Neurology
Valid	007	HCHS doctors in Cardiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Cardiology
Valid	008	HCHS doctors in Rheumatology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Rheumatology
Valid	009	HCHS doctors in Genito-urinary medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Genito-urinary medicine
Valid	010	HCHS doctors in Clinical pharmacology and therapeutics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical pharmacology and therapeutics
Valid	011	HCHS doctors in Geriatric medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Geriatric medicine
Valid	012	HCHS doctors in Medical oncology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical oncology
Valid	014	HCHS doctors in Clinical neurophysiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical neurophysiology
Valid	015	HCHS doctors in Renal medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Renal medicine
Valid	016	HCHS doctors in Nuclear medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Nuclear medicine
Valid	017	HCHS doctors in Endocrinology and diabetes mellitus	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Endocrinology and diabetes mellitus
Valid	018	HCHS doctors in Gastro-enterology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Gastro-enterology
Valid	019	HCHS doctors in Audio vestibular medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Audio vestibular medicine
Valid	020	HCHS doctors in Clinical genetics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical genetics
Valid	021	HCHS doctors in General surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General surgery
Valid	022	HCHS doctors in Paediatric surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatric surgery
Valid	023	HCHS doctors in Otolaryngology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Otolaryngology
Valid	024	HCHS doctors in Trauma and orthopaedic surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Trauma and orthopaedic surgery
Valid	025	HCHS doctors in Ophthalmology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Ophthalmology
Valid	026	HCHS doctors in Clinical oncology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical oncology
Valid	027	HCHS doctors in Urology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Urology
Valid	028	HCHS doctors in Plastic surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Plastic surgery
Valid	029	HCHS doctors in Cardio-thoracic surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Cardio-thoracic surgery
Valid	030	HCHS doctors in Emergency medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Emergency medicine
Valid	031	HCHS doctors in Neurosurgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Neurosurgery
Valid	032	HCHS doctors in Tropical medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Tropical medicine
Valid	033	HCHS doctors in Allergy	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Allergy
Valid	034	HCHS doctors in Intensive care medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Intensive care medicine
Valid	035	HCHS doctors in Acute internal medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Acute internal medicine
Valid	036	HCHS doctors in Vascular surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Vascular surgery
Valid	037	HCHS doctors in Aviation and space medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Aviation and space medicine
Valid	040	HCHS doctors in Obstetrics and gynaecology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Obstetrics and gynaecology
Valid	041	HCHS doctors in Community sexual and reproductive health	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Community sexual and reproductive health
Valid	045	HCHS doctors in Dental and maxillo-facial radiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Dental and maxillo-facial radiology
Valid	046	HCHS doctors in Oral and maxillo-facial pathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral and maxillo-facial pathology
Valid	047	HCHS doctors in Oral microbiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral microbiology
Valid	048	HCHS doctors in Oral medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral medicine
Valid	051	HCHS doctors in Psychiatry of learning disability	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Psychiatry of learning disability
Valid	052	HCHS doctors in General psychiatry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General psychiatry
Valid	053	HCHS doctors in Child and adolescent psychiatry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Child and adolescent psychiatry
Valid	054	HCHS doctors in Forensic psychiatry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Forensic psychiatry
Valid	055	HCHS doctors in Medical psychotherapy	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical psychotherapy
Valid	056	HCHS doctors in Old age psychiatry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Old age psychiatry
Valid	061	HCHS doctors in Oral and maxillo-facial surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral and maxillo-facial surgery
Valid	062	HCHS doctors in Orthodontics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Orthodontics
Valid	063	HCHS doctors in Restorative dentistry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Restorative dentistry
Valid	064	HCHS doctors in Paediatric dentistry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatric dentistry
Valid	066	HCHS doctors in Oral surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral surgery
Valid	067	HCHS doctors in Endodontics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Endodontics
Valid	068	HCHS doctors in Periodontics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Periodontics
Valid	069	HCHS doctors in Prosthodontics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Prosthodontics
Valid	070	HCHS doctors in Special care dentistry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Special care dentistry
Valid	072	HCHS doctors in Chemical pathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Chemical pathology
Valid	073	HCHS doctors in Haematology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Haematology
Valid	074	HCHS doctors in Histopathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Histopathology
Valid	075	HCHS doctors in Medical microbiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical microbiology
Valid	077	HCHS doctors in Immunology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Immunology
Valid	078	HCHS doctors in Medical virology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical virology
Valid	080	HCHS doctors in Clinical radiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical radiology
Valid	084	HCHS doctors in Rehabilitation medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Rehabilitation medicine
Valid	085	HCHS doctors in Sport and exercise medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Sport and exercise medicine
Valid	086	HCHS doctors in Diagnostic neuropathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Diagnostic neuropathology
Valid	087	HCHS doctors in Paediatric and perinatal pathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatric and perinatal pathology
Valid	088	HCHS doctors in Forensic histopathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Forensic histopathology
Valid	091	HCHS doctors in Anaesthetics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Anaesthetics
Valid	093	HCHS doctors in Occupational medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Occupational medicine
Valid	094	HCHS doctors in Palliative medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Palliative medicine
Valid	096	HCHS doctors in Medical ophthalmology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical ophthalmology
Valid	097	HCHS doctors in Paediatric cardiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatric cardiology
Valid	099	HCHS doctors in Other specialities	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Other specialities
Valid	101	HCHS doctors in General (internal) medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General (internal) medicine
Valid	102	HCHS doctors in Paediatrics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatrics
Valid	103	HCHS doctors in Infectious diseases	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Infectious diseases
Valid	104	HCHS doctors in Respiratory medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Respiratory medicine
Valid	105	HCHS doctors in Dermatology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Dermatology
Valid	106	HCHS doctors in Neurology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Neurology
Valid	107	HCHS doctors in Cardiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Cardiology
Valid	108	HCHS doctors in Rheumatology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Rheumatology
Valid	109	HCHS doctors in Genito-urinary medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Genito-urinary medicine
Valid	110	HCHS doctors in Clinical pharmacology and therapeutics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical pharmacology and therapeutics
Valid	111	HCHS doctors in Geriatric medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Geriatric medicine
Valid	112	HCHS doctors in Medical oncology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical oncology
Valid	114	HCHS doctors in Clinical neurophysiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical neurophysiology
Valid	115	HCHS doctors in Renal medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Renal medicine
Valid	116	HCHS doctors in Nuclear medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Nuclear medicine
Valid	117	HCHS doctors in Endocrinology and diabetes mellitus	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Endocrinology and diabetes mellitus

## Occupation Code Lookup

Valid	118	HCHS doctors in Gastro-enterology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Gastro-enterology
Valid	119	HCHS doctors in Audio vestibular medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Audio vestibular medicine
Valid	120	HCHS doctors in Clinical genetics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical genetics
Valid	121	HCHS doctors in General surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General surgery
Valid	122	HCHS doctors in Paediatric surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatric surgery
Valid	123	HCHS doctors in Otolaryngology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Otolaryngology
Valid	124	HCHS doctors in Trauma and orthopaedic surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Trauma and orthopaedic surgery
Valid	125	HCHS doctors in Ophthalmology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Ophthalmology
Valid	126	HCHS doctors in Clinical oncology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical oncology
Valid	127	HCHS doctors in Urology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Urology
Valid	128	HCHS doctors in Plastic surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Plastic surgery
Valid	129	HCHS doctors in Cardio-thoracic surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Cardio-thoracic surgery
Valid	130	HCHS doctors in Emergency medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Emergency medicine
Valid	131	HCHS doctors in Neurosurgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Neurosurgery
Valid	132	HCHS doctors in Tropical medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Tropical medicine
Valid	133	HCHS doctors in Allergy	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Allergy
Valid	134	HCHS doctors in Intensive care medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Intensive care medicine
Valid	135	HCHS doctors in Acute internal medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Acute internal medicine
Valid	136	HCHS doctors in Vascular surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Vascular surgery
Valid	137	HCHS doctors in Aviation and space medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Aviation and space medicine
Valid	140	HCHS doctors in Obstetrics and gynaecology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Obstetrics and gynaecology
Valid	141	HCHS doctors in Community sexual and reproductive health	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Community sexual and reproductive health
Valid	145	HCHS doctors in Dental and maxillo-facial radiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Dental and maxillo-facial radiology
Valid	146	HCHS doctors in Oral and maxillo-facial pathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral and maxillo-facial pathology
Valid	147	HCHS doctors in Oral microbiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral microbiology
Valid	148	HCHS doctors in Oral medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral medicine
Valid	151	HCHS doctors in Psychiatry of learning disability	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Psychiatry of learning disability
Valid	152	HCHS doctors in General psychiatry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General psychiatry
Valid	153	HCHS doctors in Child and adolescent psychiatry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Child and adolescent psychiatry
Valid	154	HCHS doctors in Forensic psychiatry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Forensic psychiatry
Valid	155	HCHS doctors in Medical psychotherapy	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical psychotherapy
Valid	156	HCHS doctors in Old age psychiatry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Old age psychiatry
Valid	161	HCHS doctors in Oral and maxillo-facial surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral and maxillo-facial surgery
Valid	162	HCHS doctors in Orthodontics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Orthodontics
Valid	163	HCHS doctors in Restorative dentistry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Restorative dentistry
Valid	164	HCHS doctors in Paediatric dentistry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatric dentistry
Valid	166	HCHS doctors in Oral surgery	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Oral surgery
Valid	167	HCHS doctors in Endodontics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Endodontics
Valid	168	HCHS doctors in Periodontics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Periodontics
Valid	169	HCHS doctors in Prosthodontics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Prosthodontics
Valid	170	HCHS doctors in Special care dentistry	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Special care dentistry
Valid	172	HCHS doctors in Chemical pathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Chemical pathology
Valid	173	HCHS doctors in Haematology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Haematology
Valid	174	HCHS doctors in Histopathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Histopathology
Valid	175	HCHS doctors in Medical microbiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical microbiology
Valid	177	HCHS doctors in Immunology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Immunology
Valid	178	HCHS doctors in Medical virology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical virology
Valid	180	HCHS doctors in Clinical radiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Clinical radiology
Valid	184	HCHS doctors in Rehabilitation medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Rehabilitation medicine
Valid	185	HCHS doctors in Sport and exercise medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Sport and exercise medicine
Valid	186	HCHS doctors in Diagnostic neuropathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Diagnostic neuropathology
Valid	187	HCHS doctors in Paediatric and perinatal pathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatric and perinatal pathology
Valid	188	HCHS doctors in Forensic histopathology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Forensic histopathology
Valid	191	HCHS doctors in Anaesthetics	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Anaesthetics
Valid	193	HCHS doctors in Occupational medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Occupational medicine
Valid	194	HCHS doctors in Palliative medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Palliative medicine
Valid	196	HCHS doctors in Medical ophthalmology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical ophthalmology
Valid	197	HCHS doctors in Paediatric cardiology	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Paediatric cardiology
Valid	199	HCHS doctors in Other specialities	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Other specialities
Valid	221	HCHS doctors in General medical practitioner	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General medical practitioner
Valid	230	HCHS doctors in Public health medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Public health medicine
Valid	271	HCHS doctors in General dental practitioner	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General dental practitioner
Valid	280	HCHS doctors in Dental public health	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Dental public health
Valid	800	HCHS doctors in General practice (GP) 6 month training	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General practice (GP) 6 month training
Valid	921	HCHS doctors in General medical practitioner	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General medical practitioner
Valid	930	HCHS doctors in Public health medicine	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Public health medicine
Valid	971	HCHS doctors in General dental practitioner	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General dental practitioner
Valid	980	HCHS doctors in Dental public health	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Dental public health
Valid	A0A	Ambulance Manager in Emergency Care	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Ambulance Manager	Emergency Care
Valid	A0B	Ambulance Manager in Hazardous Area Response Team	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Ambulance Manager	Hazardous Area Response Team
Valid	A0D	Ambulance Manager in Education	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Ambulance Manager	Education
Valid	A0E	Ambulance Manager in Call Handling	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Ambulance Manager	Call Handling
Valid	A4A	Consultant Paramedic in Emergency Care	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Consultant Paramedic	Emergency Care
Valid	A4B	Consultant Paramedic in Hazardous Area Response Team	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Consultant Paramedic	Hazardous Area Response Team
Valid	A4C	Consultant Paramedic in Patient Transport Service	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Consultant Paramedic	Patient Transport Service
Valid	A4D	Consultant Paramedic in Education	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Consultant Paramedic	Education
Valid	A5A	Advanced Paramedic in Emergency Care	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Advanced Paramedic	Emergency Care
Valid	A5B	Advanced Paramedic in Hazardous Area Response Team	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Advanced Paramedic	Hazardous Area Response Team
Valid	A5C	Advanced Paramedic in Patient Transport Service	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Advanced Paramedic	Patient Transport Service
Valid	A5D	Advanced Paramedic in Education	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Advanced Paramedic	Education
Valid	A5E	Advanced Paramedic in Call Handling	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Advanced Paramedic	Call Handling
Valid	A6A	Specialist Practitioner in Emergency Care	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Specialist Practitioner	Emergency Care
Valid	A6B	Specialist Practitioner in Hazardous Area Response Team	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Specialist Practitioner	Hazardous Area Response Team
Valid	A6C	Specialist Practitioner in Patient Transport Service	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Specialist Practitioner	Patient Transport Service
Valid	A6D	Specialist Practitioner in Education	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Specialist Practitioner	Education
Valid	A6E	Specialist Practitioner in Call Handling	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Specialist Practitioner	Call Handling
Valid	A7A	Assistant Practitioner in Emergency Care	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Assistant Practitioner	Emergency Care
Valid	A7B	Assistant Practitioner in Hazardous Area Response Team	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Assistant Practitioner	Hazardous Area Response Team
Valid	A7C	Assistant Practitioner in Patient Transport Service	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Assistant Practitioner	Patient Transport Service
Valid	A8A	Emergency/Urgent Care Support Worker in Emergency Care	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Emergency/Urgent Care Support Worker	Emergency Care
Valid	A8B	Emergency/Urgent Care Support Worker in Hazardous Area Response Team	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Emergency/Urgent Care Support Worker	Hazardous Area Response Team
Valid	A8C	Emergency/Urgent Care Support Worker in Patient Transport Service	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Emergency/Urgent Care Support Worker	Patient Transport Service

Occupation Code Lookup

Valid	A8E	Emergency/Urgent Care Support Worker in Call Handling	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Emergency/Urgent Care Support Worker	Call Handling
Valid	A9C	Ambulance Care Assistant in Patient Transport Service	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Ambulance Care Assistant	Patient Transport Service
Valid	ABA	Paramedic in Emergency Care	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Paramedic	Emergency Care
Valid	ABB	Paramedic in Hazardous Area Response Team	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Paramedic	Hazardous Area Response Team
Valid	ABC	Paramedic in Patient Transport Service	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Paramedic	Patient Transport Service
Valid	ABD	Paramedic in Educational Staff	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Paramedic	Educational Staff
Valid	ABE	Paramedic in Call Handling	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Paramedic	Call Handling
Valid	AEA	Ambulance Technician/Associate Practitioner in Emergency Care	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Ambulance Technician/Associate Practitioner	Emergency Care
Valid	AEB	Ambulance Technician/Associate Practitioner in Hazardous Area Response Team	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Ambulance Technician/Associate Practitioner	Hazardous Area Response Team
Valid	AEC	Ambulance Technician/Associate Practitioner in Patient Transport Service	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Ambulance Technician/Associate Practitioner	Patient Transport Service
Valid	AED	Ambulance Technician/Associate Practitioner in Education	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Ambulance Technician/Associate Practitioner	Education
Valid	AEE	Ambulance Technician/Associate Practitioner in Call Handling	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Ambulance Technician/Associate Practitioner	Call Handling
Valid	G0A	Senior Manager in Central Functions	NHS infrastructure support	Senior managers	Senior managers	Senior Manager	Central Functions
Valid	G0B	Senior Manager in Hotel, Property & Estates	NHS infrastructure support	Senior managers	Senior managers	Senior Manager	Hotel, Property & Estates
Valid	G0C	Senior Manager in Scientific, Therapeutic & Technical Support	NHS infrastructure support	Senior managers	Senior managers	Senior Manager	Scientific, Therapeutic & Technical Support
Valid	G0D	Senior Manager in Clinical Support	NHS infrastructure support	Senior managers	Senior managers	Senior Manager	Clinical Support
Valid	G0E	Senior Manager in Ambulance Service Support	NHS infrastructure support	Senior managers	Senior managers	Senior Manager	Ambulance Service Support
Valid	G1A	Manager in Central Functions	NHS infrastructure support	Managers	Managers	Manager	Central Functions
Valid	G1B	Manager in Hotel, Property & Estates	NHS infrastructure support	Managers	Managers	Manager	Hotel, Property & Estates
Valid	G1C	Manager in Scientific, Therapeutic & Technical Support	NHS infrastructure support	Managers	Managers	Manager	Scientific, Therapeutic & Technical Support
Valid	G1D	Manager in Clinical Support	NHS infrastructure support	Managers	Managers	Manager	Clinical Support
Valid	G1E	Manager in Ambulance Service Support	NHS infrastructure support	Managers	Managers	Manager	Ambulance Service Support
Valid	G2A	Clerical & Administrative in Central Functions	NHS infrastructure support	Central functions	Clerical & administrative	Clerical & Administrative	Central Functions
Valid	G2B	Clerical & Administrative in Hotel, Property & Estates	NHS infrastructure support	Hotel, property & estates	Clerical & administrative	Clerical & Administrative	Hotel, Property & Estates
Valid	G2C	Clerical & Administrative in Scientific, Therapeutic & Technical Support	Support to clinical staff	Support to ST&T staff	Clerical & administrative	Clerical & Administrative	Scientific, Therapeutic & Technical Support
Valid	G2D	Clerical & Administrative in Clinical Support	Support to clinical staff	Support to doctors, nurses & midwives	Clerical & administrative	Clerical & Administrative	Clinical Support
Valid	G2E	Clerical & Administrative in Ambulance Service Support	Support to clinical staff	Support to ambulance staff	Clerical & administrative	Clerical & Administrative	Ambulance Service Support
Valid	G3B	Estates (Maintenance & Works) in Hotel, Property & Estates	NHS infrastructure support	Hotel, property & estates	Estates (maintenance & works)	Estates (Maintenance & Works)	Hotel, Property & Estates
Valid	G3C	Estates (Maintenance & Works) in Scientific, Therapeutic & Technical Support	Support to clinical staff	Support to ST&T staff	Estates (maintenance & works)	Estates (Maintenance & Works)	Scientific, Therapeutic & Technical Support
Valid	G3D	Estates (Maintenance & Works) in Clinical Support	Support to clinical staff	Support to doctors, nurses & midwives	Estates (maintenance & works)	Estates (Maintenance & Works)	Clinical Support
Valid	G3E	Estates (Maintenance & Works) in Ambulance Service Support	Support to clinical staff	Support to ambulance staff	Estates (maintenance & works)	Estates (Maintenance & Works)	Ambulance Service Support
Valid	H1A	Healthcare Assistant in Adult and General	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Healthcare Assistant	Adult and General
Valid	H1B	Healthcare Assistant in Children and Young People	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Healthcare Assistant	Children and Young People
Valid	H1C	Healthcare Assistant in Maternity Services	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Healthcare Assistant	Maternity Services
Valid	H1D	Healthcare Assistant in Other Mental Health	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Healthcare Assistant	Other Mental Health
Valid	H1E	Healthcare Assistant in Other Learning Disabilities	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Healthcare Assistant	Other Learning Disabilities
Valid	H1F	Healthcare Assistant in Community Services	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Healthcare Assistant	Community Services
Valid	H1G	Healthcare Assistant in Chiropody/Podiatry	Support to clinical staff	Support to ST&T staff	Support to AHPs	Healthcare Assistant	Chiropody/Podiatry
Valid	H1H	Healthcare Assistant in Occupational Therapy	Support to clinical staff	Support to ST&T staff	Support to AHPs	Healthcare Assistant	Occupational Therapy
Valid	H1J	Healthcare Assistant in Physiotherapy	Support to clinical staff	Support to ST&T staff	Support to AHPs	Healthcare Assistant	Physiotherapy
Valid	H1K	Healthcare Assistant in Radiography (diagnostic)	Support to clinical staff	Support to ST&T staff	Support to AHPs	Healthcare Assistant	Radiography (diagnostic)
Valid	H1L	Healthcare Assistant in Speech & Language Therapy	Support to clinical staff	Support to ST&T staff	Support to AHPs	Healthcare Assistant	Speech & Language Therapy
Valid	H1M	Healthcare Assistant in Other Life Sciences	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Healthcare Assistant	Other Life Sciences
Valid	H1N	Healthcare Assistant in Other ST&T Staff	Support to clinical staff	Support to other ST&T staff	Support to other ST&T staff	Healthcare Assistant	Other ST&T Staff
Valid	H1P	Healthcare Assistant in Central functions	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Healthcare Assistant	Central functions
Valid	H1R	Healthcare Assistant in Hotel, Property & Estates	NHS infrastructure support	Hotel, property & estates	Healthcare assistants & support workers	Healthcare Assistant	Hotel, Property & Estates
Valid	H2A	Support Worker in Adult and General	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Support Worker	Adult and General
Valid	H2B	Support Worker in Children and Young People	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Support Worker	Children and Young People
Valid	H2C	Support Worker in Maternity Services	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Support Worker	Maternity Services
Valid	H2D	Support Worker in Other Mental Health	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Support Worker	Other Mental Health
Valid	H2E	Support Worker in Other Learning Disabilities	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Support Worker	Other Learning Disabilities
Valid	H2F	Support Worker in Community Services	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Support Worker	Community Services
Valid	H2G	Support Worker in Chiropody/Podiatry	Support to clinical staff	Support to ST&T staff	Support to AHPs	Support Worker	Chiropody/Podiatry
Valid	H2H	Support Worker in Occupational Therapy	Support to clinical staff	Support to ST&T staff	Support to AHPs	Support Worker	Occupational Therapy
Valid	H2J	Support Worker in Physiotherapy	Support to clinical staff	Support to ST&T staff	Support to AHPs	Support Worker	Physiotherapy
Valid	H2K	Support Worker in Radiography (diagnostic)	Support to clinical staff	Support to ST&T staff	Support to AHPs	Support Worker	Radiography (diagnostic)
Valid	H2L	Support Worker in Speech & Language Therapy	Support to clinical staff	Support to ST&T staff	Support to AHPs	Support Worker	Speech & Language Therapy
Valid	H2M	Support Worker in Other Life Sciences	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Support Worker	Other Life Sciences
Valid	H2N	Support Worker in Other ST&T Staff	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Support Worker	Other ST&T Staff
Valid	H2P	Support Worker in Central functions	Support to clinical staff	Support to doctors, nurses & midwives	Nursing support staff	Support Worker	Central functions
Valid	H2R	Support Worker in Hotel, Property & Estates	NHS infrastructure support	Hotel, property & estates	Healthcare assistants & support workers	Support Worker	Hotel, Property & Estates
Valid	N0A	Nurse Manager in Adult and General	Professionally qualified clinical staff	Nurses & health visitors	Nurses - adult	Nurse Manager	Adult and General
Valid	N0B	Nurse Manager in Children and Young People	Professionally qualified clinical staff	Nurses & health visitors	Nurses - children's	Nurse Manager	Children and Young People
Valid	N0C	Nurse Manager in Maternity Services	Professionally qualified clinical staff	Nurses & health visitors	Nurses - adult	Nurse Manager	Maternity Services
Valid	N0D	Nurse Manager in Community Mental Health	Professionally qualified clinical staff	Nurses & health visitors	Nurses - mental health	Nurse Manager	Community Mental Health
Valid	N0E	Nurse Manager in Other Mental Health	Professionally qualified clinical staff	Nurses & health visitors	Nurses - mental health	Nurse Manager	Other Mental Health
Valid	N0F	Nurse Manager in Community Learning Disabilities	Professionally qualified clinical staff	Nurses & health visitors	Nurses - learning disabilities / difficulties	Nurse Manager	Community Learning Disabilities
Valid	N0G	Nurse Manager in Other Learning Disabilities	Professionally qualified clinical staff	Nurses & health visitors	Nurses - learning disabilities / difficulties	Nurse Manager	Other Learning Disabilities
Valid	N0H	Nurse Manager in Community Services	Professionally qualified clinical staff	Nurses & health visitors	Nurses - community health	Nurse Manager	Community Services
Valid	N0J	Nurse Manager in Education Staff	Professionally qualified clinical staff	Nurses & health visitors	Nurses - adult	Nurse Manager	Education Staff
Valid	N0K	Nurse Manager in School Nursing	Professionally qualified clinical staff	Nurses & health visitors	Nurses - community health	Nurse Manager	School Nursing
Valid	N0L	Nurse Manager in Neonatal Nursing (including SCBUs)	Professionally qualified clinical staff	Nurses & health visitors	Nurses - children's	Nurse Manager	Neonatal Nursing (including SCBUs)
Valid	N1B	Children's Nurse in Children and Young People	Professionally qualified clinical staff	Nurses & health visitors	Nurses - children's	Children's Nurse	Children and Young People
Valid	N1C	Children's Nurse in Maternity Services	Professionally qualified clinical staff	Nurses & health visitors	Nurses - adult	Children's Nurse	Maternity Services
Valid	N1H	Children's Nurse in Community Services	Professionally qualified clinical staff	Nurses & health visitors	Nurses - community health	Children's Nurse	Community Services
Valid	N1J	Children's Nurse in Education Staff	Professionally qualified clinical staff	Nurses & health visitors	Nurses - adult	Children's Nurse	Education Staff
Valid	N1L	Children's Nurse in Neonatal Nursing (including SCBUs)	Professionally qualified clinical staff	Nurses & health visitors	Nurses - children's	Children's Nurse	Neonatal Nursing (including SCBUs)
Valid	N2C	Midwives in Maternity Services	Professionally qualified clinical staff	Midwives	Midwives	Midwives	Maternity Services
Valid	N2J	Midwives in Education Staff	Professionally qualified clinical staff	Midwives	Midwives	Midwives	Education Staff
Valid	N2L	Midwives in Neonatal Nursing (including SCBUs)	Professionally qualified clinical staff	Midwives	Midwives	Midwives	Neonatal Nursing (including SCBUs)
Valid	N3H	Health Visitor in Community Services	Professionally qualified clinical staff	Nurses & health visitors	Health visitors - community health	Health Visitor	Community Services
Valid	N4D	Community Mental Health Nurse - 1st Level in Community Mental Health	Professionally qualified clinical staff	Nurses & health visitors	Nurses - mental health	Community Mental Health Nurse - 1st Level	Community Mental Health
Valid	N4F	Community Learning Disabilities Nurse - 1st Level in Community Learning Disabilities	Professionally qualified clinical staff	Nurses & health visitors	Nurses - learning disabilities / difficulties	Community Learning Disabilities Nurse - 1st Level	Community Learning Disabilities
Valid	N4H	District Nurse - 1st Level in Community Services	Professionally qualified clinical staff	Nurses & health visitors	Nurses - community health	District Nurse - 1st Level	Community Services
Valid	N5D	Community Mental Health Nurse - 2nd Level in Community Mental Health	Professionally qualified clinical staff	Nurses & health visitors	Nurses - mental health	Community Mental Health Nurse - 2nd Level	Community Mental Health
Valid	N5F	Community Learning Disabilities Nurse - 2nd Level in Community Learning Disabilities	Professionally qualified clinical staff	Nurses & health visitors	Nurses - learning disabilities / difficulties	Community Learning Disabilities Nurse - 2nd Level	Community Learning Disabilities
Valid	N5H	District Nurse - 2nd Level in Community Services	Professionally qualified clinical staff	Nurses & health visitors	Nurses - community health	District Nurse - 2nd Level	Community Services
Valid	N6A	Other 1st Level Nurse in Adult and General	Professionally qualified clinical staff	Nurses & health visitors	Nurses - adult	Other 1st Level Nurse	Adult and General
Valid	N6B	Other 1st Level Nurse in Children and Young People	Professionally qualified clinical staff	Nurses & health visitors	Nurses - children's	Other 1st Level Nurse	Children and Young People
Valid	N6C	Other 1st Level Nurse in Maternity Services	Professionally qualified clinical staff	Nurses & health visitors	Nurses - adult	Other 1st Level Nurse	Maternity Services
Valid	N6D	Other 1st Level Nurse in Community Mental Health	Professionally qualified clinical staff	Nurses & health visitors	Nurses - mental health	Other 1st Level Nurse	Community Mental Health
Valid	N6E	Other 1st Level Nurse in Other Mental Health	Professionally qualified clinical staff	Nurses & health visitors	Nurses - mental health	Other 1st Level Nurse	Other Mental Health











Occupation Code Lookup

Retired	902	HCHS doctors in Information services	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Information services
Retired	903	HCHS doctors in Personnel	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Personnel
Retired	904	HCHS doctors in Health care planning	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Health care planning
Retired	905	HCHS doctors in Child care	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Child care
Retired	907	HCHS doctors in Environmental health	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Environmental health
Retired	910	HCHS doctors in Family planning	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Family planning
Retired	911	HCHS doctors in Family planning	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Family planning
Retired	920	HCHS doctors in Community health service medical	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Community health service medical
Retired	940	HCHS doctors in Community dentistry admin	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Community dentistry admin
Retired	941	HCHS doctors in Community dentistry (clinical)	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Community dentistry (clinical)
Retired	942	HCHS doctors in Dental health education	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Dental health education
Retired	944	HCHS doctors in General dental practice	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	General dental practice
Retired	945	HCHS doctors in Orthodontics (945)	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Orthodontics
Retired	946	HCHS doctors in Restorative dentistry (946)	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Restorative dentistry
Retired	960	HCHS doctors in School health	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	School health
Retired	961	HCHS doctors in School health	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	School health
Retired	965	HCHS doctors in Other medical	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Other medical
Retired	966	HCHS doctors in Other dental	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Other dental
Retired	970	HCHS doctors in Community health service dental	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Community health service dental
Retired	976	HCHS doctors in M&D retainer scheme	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	M&D retainer scheme
Retired	977	HCHS doctors in Medical fees LA services	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical fees LA services
Retired	978	HCHS doctors in GP bed/casualty fund	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	GP bed/casualty fund
Retired	979	HCHS doctors in Payment to clinical member of management team	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Payment to clinical member of management team
Retired	996	HCHS doctors in Medical research council	Professionally qualified clinical staff	HCHS doctors	HCHS doctors	HCHS doctors	Medical research council
Retired	ADA	Ambulance Manager in Ambulance Service	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Ambulance Manager	Ambulance Service
Retired	A1A	Ambulance Paramedic in Ambulance Service	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Ambulance Paramedic	Ambulance Service
Retired	A2A	Ambulance Personnel in Ambulance Service	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Ambulance Personnel	Ambulance Service
Retired	A3A	Trainee Ambulance Personnel in Ambulance Service	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Trainee Ambulance Personnel	Ambulance Service
Retired	AAA	Emergency Care Practitioner in Ambulance Service	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Emergency Care Practitioner	Ambulance Service
Retired	ABA	Ambulance Paramedic in Ambulance Service	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Ambulance Paramedic	Ambulance Service
Retired	AEA	Ambulance Technician in Ambulance Service	Professionally qualified clinical staff	Ambulance staff	Ambulance staff	Ambulance Technician	Ambulance Service
Retired	AGA	Trainee Ambulance Technician in Ambulance Service	Support to clinical staff	Support to ambulance staff	Ambulance personnel & trainees	Trainee Ambulance Technician	Ambulance Service
Retired	H1S	Healthcare Assistant in Ambulance Service	Support to clinical staff	Support to ambulance staff	Healthcare assistants & support workers	Healthcare Assistant	Ambulance Service
Retired	H2S	Support Worker in Ambulance Service	Support to clinical staff	Support to ambulance staff	Healthcare assistants & support workers	Support Worker	Ambulance Service
Retired	N1A	Children's Nurse in Adult and General	Professionally qualified clinical staff	Nurses & health visitors	Nurses - adult	Children's Nurse	Adult and General
Retired	N7J	Other 2nd Level Nurse in Education Staff	Professionally qualified clinical staff	Nurses & health visitors	Nurses - adult	Other 2nd Level Nurse	Education Staff
Retired	N9J	Nursing Assistant/Auxiliary in Education Staff	Support to clinical staff	Nursing support staff	Nursing support staff	Nursing Assistant/Auxiliary	Education Staff
Retired	S0D	AHP Manager in Orthoptics/Optics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Allied health professionals	AHP Manager	Orthoptics/Optics
Retired	S0N	Other ST&T Manager in Medical Physics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Other ST&T Manager	Medical Physics
Retired	S0Q	Other ST&T Manager in Pathology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Other ST&T Manager	Pathology
Retired	S0S	Other ST&T Manager in Physiological Measurement	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Other ST&T Manager	Physiological Measurement
Retired	S0T	Other ST&T Manager in Operating Theatres	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Other ST&T Manager	Operating Theatres
Retired	S1D	Therapist in Orthoptics/Optics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Allied health professionals	Therapist	Orthoptics/Optics
Retired	S2D	Scientist in Orthoptics/Optics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Allied health professionals	Scientist	Orthoptics/Optics
Retired	S2D	Scientist in Orthoptics/Optics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Allied health professionals	Scientist	Orthoptics/Optics
Retired	S2N	Scientist in Medical Physics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Scientist	Medical Physics
Retired	S2Q	Scientist in Pathology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Scientist	Pathology
Retired	S2S	Scientist in Physiological Measurement	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Scientist	Physiological Measurement
Retired	S3L	Scientific Officer in Applied Psychology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Scientific Officer	Applied Psychology
Retired	S3A	Scientific Officer in Pathology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Scientific Officer	Pathology
Retired	S4D	Technician in Orthoptics/Optics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Allied health professionals	Technician	Orthoptics/Optics
Retired	S4F	Technician in Radiography (diagnostic)	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Allied health professionals	Technician	Radiography (diagnostic)
Retired	S4L	Technician in Applied Psychology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Technician	Applied Psychology
Retired	S4N	Technician in Medical Physics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Technician	Medical Physics
Retired	S4Q	Technician in Pathology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Technician	Pathology
Retired	S4S	Technician in Physiological Measurement	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Technician	Physiological Measurement
Retired	S4T	Technician in Operating Theatres	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Technician	Operating Theatres
Retired	S5D	Assistant Practitioner in Orthoptics/Optics	Support to clinical staff	Support to ST&T staff	Support to AHPs	Assistant Practitioner	Orthoptics/Optics
Retired	S5P	Assistant Practitioner in Pharmacy	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Assistant Practitioner	Pharmacy
Retired	S5T	Assistant Practitioner in Operating Theatres	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Assistant Practitioner	Operating Theatres
Retired	S7D	Tutor in Orthoptics/Optics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Allied health professionals	Tutor	Orthoptics/Optics
Retired	S8D	Student/Trainee in Orthoptics/Optics	Support to clinical staff	Support to ST&T staff	Support to AHPs	Student/Trainee	Orthoptics/Optics
Retired	S8N	Student/Trainee in Medical Physics	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Student/Trainee	Medical Physics
Retired	S8Q	Student/Trainee in Pathology	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Student/Trainee	Pathology
Retired	S8S	Student/Trainee in Physiological Measurement	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Student/Trainee	Physiological Measurement
Retired	S8T	Student/Trainee in Operating Theatres	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Student/Trainee	Operating Theatres
Retired	S9D	Assistant in Orthoptics/Optics	Support to clinical staff	Support to ST&T staff	Support to AHPs	Assistant	Orthoptics/Optics
Retired	S9N	Helper/Assistant in Medical Physics	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Helper/Assistant	Medical Physics
Retired	S9Q	Helper/Assistant in Pathology	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Helper/Assistant	Pathology
Retired	S9S	Helper/Assistant in Physiological Measurement	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Helper/Assistant	Physiological Measurement
Retired	S9T	Assistant in Operating Theatres	Support to clinical staff	Support to ST&T staff	Support to other ST&T staff	Assistant	Operating Theatres
Retired	SAD	Consultant Therapist/Scientist in Orthoptics/Optics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Allied health professionals	Consultant Therapist/Scientist	Orthoptics/Optics
Retired	SAN	Consultant Therapist/Scientist in Medical Physics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Consultant Therapist/Scientist	Medical Physics
Retired	SAQ	Consultant Therapist/Scientist in Pathology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Consultant Therapist/Scientist	Pathology
Retired	SAT	Consultant Therapist/Scientist in Operating Theatres	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Consultant Therapist/Scientist	Operating Theatres
Retired	SAU	Consultant Therapist/Scientist in Social Services	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Other scientific, therapeutic & technical staff	Consultant Therapist/Scientist	Social Services
Retired	T0A	Healthcare Scientist Manager in Clinical Biochemistry	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Clinical Biochemistry
Retired	T0B	Healthcare Scientist Manager in Cyto/Histopathology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Cyto/Histopathology
Retired	T0C	Healthcare Scientist Manager in Genetics (TOC)	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Genetics
Retired	T0D	Healthcare Scientist Manager in Haematology including Transfusion Science	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Haematology including Transfusion Science
Retired	T0E	Healthcare Scientist Manager in Microbiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Microbiology
Retired	T0F	Healthcare Scientist Manager in Other Life Sciences	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Other Life Sciences
Retired	T0G	Healthcare Scientist Manager in Audiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Audiology
Retired	T0H	Healthcare Scientist Manager in Cardiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Cardiology
Retired	T0J	Healthcare Scientist Manager in Renal Dialysis	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Renal Dialysis
Retired	T0K	Healthcare Scientist Manager in Respiratory Physiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Respiratory Physiology
Retired	T0L	Healthcare Scientist Manager in Neuro-physiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Neuro-physiology
Retired	T0M	Healthcare Scientist Manager in Other Physiological Sciences	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Other Physiological Sciences
Retired	T0N	Healthcare Scientist Manager in Rehabilitation Engineering	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Rehabilitation Engineering
Retired	T0P	Healthcare Scientist Manager in Nuclear Medicine & Diagnostic Radiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Nuclear Medicine & Diagnostic Radiology
Retired	T0Q	Healthcare Scientist Manager in Radiotherapy Physics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Radiotherapy Physics
Retired	T0R	Healthcare Scientist Manager in Equipment Management & Development	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Healthcare Scientist Manager	Equipment Management & Development



Occupation Code Lookup

Retired	T8Q	Student/Trainee in Radiotherapy Physics	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Student/Trainee	Radiotherapy Physics
Retired	T8R	Student/Trainee in Equipment Management & Development	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Student/Trainee	Equipment Management & Development
Retired	T8S	Student/Trainee in Maxillofacial Prosthetics	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Student/Trainee	Maxillofacial Prosthetics
Retired	T8T	Student/Trainee in Other Physical Sciences	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Student/Trainee	Other Physical Sciences
Retired	T8U	Student/Trainee in Other Healthcare Science Professions	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Student/Trainee	Other Healthcare Science Professions
Retired	TAA	Consultant Clinical Scientist (Grade C) in Clinical Biochemistry	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Clinical Biochemistry
Retired	TAB	Consultant Clinical Scientist (Grade C) in Cyto/Histopathology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Cyto/Histopathology
Retired	TAC	Consultant Clinical Scientist (Grade C) in Genetics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Genetics
Retired	TAD	Consultant Clinical Scientist (Grade C) in Haematology including Transfusion Science	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Haematology including Transfusion Science
Retired	TAE	Consultant Clinical Scientist (Grade C) in Microbiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Microbiology
Retired	TAF	Consultant Clinical Scientist (Grade C) in Other Life Sciences	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Other Life Sciences
Retired	TAG	Consultant Clinical Scientist (Grade C) in Audiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Audiology
Retired	TAH	Consultant Clinical Scientist (Grade C) in Cardiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Cardiology
Retired	TAJ	Consultant Clinical Scientist (Grade C) in Renal Dialysis	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Renal Dialysis
Retired	TAK	Consultant Clinical Scientist (Grade C) in Respiratory Physiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Respiratory Physiology
Retired	TAL	Consultant Clinical Scientist (Grade C) in Neuro-physiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Neuro-physiology
Retired	TAM	Consultant Clinical Scientist (Grade C) in Other Physiological Sciences	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Other Physiological Sciences
Retired	TAN	Consultant Clinical Scientist (Grade C) in Rehabilitation Engineering	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Rehabilitation Engineering
Retired	TAP	Consultant Clinical Scientist (Grade C) in Nuclear Medicine & Diagnostic Radiology	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Nuclear Medicine & Diagnostic Radiology
Retired	TAQ	Consultant Clinical Scientist (Grade C) in Radiotherapy Physics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Radiotherapy Physics
Retired	TAR	Consultant Clinical Scientist (Grade C) in Equipment Management & Development	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Equipment Management & Development
Retired	TAS	Consultant Clinical Scientist (Grade C) in Maxillofacial Prosthetics	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Maxillofacial Prosthetics
Retired	TAT	Consultant Clinical Scientist (Grade C) in Other Physical Sciences	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Other Physical Sciences
Retired	TAU	Consultant Clinical Scientist (Grade C) in Other Healthcare Science Professions	Professionally qualified clinical staff	Scientific, therapeutic & technical staff	Healthcare scientists	Consultant Clinical Scientist (Grade C)	Other Healthcare Science Professions
Retired	TBA	Assistant Practitioner in Clinical Biochemistry	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Clinical Biochemistry
Retired	TBB	Assistant Practitioner in Cyto/Histopathology	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Cyto/Histopathology
Retired	TBC	Assistant Practitioner in Genetics	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Genetics
Retired	TBD	Assistant Practitioner in Haematology including Transfusion Science	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Haematology including Transfusion Science
Retired	TBE	Assistant Practitioner in Microbiology	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Microbiology
Retired	TBF	Assistant Practitioner in Other Life Sciences	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Other Life Sciences
Retired	TBG	Assistant Practitioner in Audiology	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Audiology
Retired	TBH	Assistant Practitioner in Cardiology	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Cardiology
Retired	TBJ	Assistant Practitioner in Renal Dialysis	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Renal Dialysis
Retired	TBK	Assistant Practitioner in Respiratory Physiology	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Respiratory Physiology
Retired	TBL	Assistant Practitioner in Neuro-physiology	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Neuro-physiology
Retired	TBM	Assistant Practitioner in Other Physiological Sciences	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Other Physiological Sciences
Retired	TBN	Assistant Practitioner in Rehabilitation Engineering	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Rehabilitation Engineering
Retired	TBP	Assistant Practitioner in Nuclear Medicine & Diagnostic Radiology	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Nuclear Medicine & Diagnostic Radiology
Retired	TBQ	Assistant Practitioner in Radiotherapy Physics	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Radiotherapy Physics
Retired	TBR	Assistant Practitioner in Equipment Management & Development	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Equipment Management & Development
Retired	TBS	Assistant Practitioner in Maxillofacial Prosthetics	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Maxillofacial Prosthetics
Retired	TBT	Assistant Practitioner in Other Physical Sciences	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Other Physical Sciences
Retired	TBU	Assistant Practitioner in Other Healthcare Science Professions	Support to clinical staff	Support to ST&T staff	Support to healthcare scientists	Assistant Practitioner	Other Healthcare Science Professions