

Job Planning

The national Job Descriptions now include a sample **Job Plan** to ensure that both the Clinical Endoscopist and the employing Health Board have clear expectations for the key deliverables of the role from the outset.

Did you know?

The national job descriptions will support Health Boards by clearly defining advanced practice roles that support a career pathway for nurses and other non-medical professions within endoscopy.

The National Endoscopy Programme recommend that a qualified Clinical Endoscopist is now recognised as a specialist practitioner under Agenda for Change and paid at a Band 8a (*trainees will have Annex 21 applied).

It is recommended that Clinical Endoscopists qualified to undertake bowel screening and additional therapeutic procedures will be paid at a Band 8b. The Consultant Practitioner Clinical Endoscopist has also been nationally matched to a Band 8b.

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National Endoscopy
Programme

Clinical Endoscopists

National Job
Descriptions
(for Wales)



What?

One of the key workforce deliverables set out in the NEP Revised Action Plan (October 2020) was to “review how to address differentials in pay for Clinical Endoscopists” across Wales. One of the ways in which the NEP set out to achieve this was by developing national job descriptions based on best practice.

Why?

A review carried out by the NEP in 2021 showed there to be variation across Wales in relation to the employment of Clinical Endoscopists. This resulted in Clinical Endoscopists not being remunerated fairly across Wales and therefore certain Health Boards were vulnerable in relation to recruitment and retention.

“By describing the level of work that each role undertakes, we can ensure that our Clinical Endoscopists, **who have a vital role to play in the future of Endoscopy Services**, are supported appropriately and equitably across Wales”

Linda Phillips, Senior Project Manager,
National Endoscopy Programme



How?

The National Endoscopy Programme obtained a wide range of Clinical Endoscopist role profiles from across the UK and beyond and worked with key stakeholders within Endoscopy in order to develop a suite of benchmarked job descriptions.

The Clinical Endoscopist community across Wales were heavily involved in developing the original draft job descriptions.

Following this, the NEP undertook wider consultation with Trade Union Regional Leads, Endoscopy Clinical Leads, Bowel Screening Wales and other subject matter experts including existing Consultant Nurse Endoscopists.

The NEP then wrote a report to be distributed to all Clinical Directors, Directors of Nursing, Directors of People and Culture and Finance Leads in the seven Health Boards within Wales.

What next?

To request that Health Boards adopt the recommended national job descriptions to ensure fairness and equity across Wales when employing Clinical Endoscopists.

In the case that they are adopted, they should be checked against the organisation’s own data to ensure consistency. The responsibility for the outcome of this job description then sits with the employing organisation.

It is recommended that the job descriptions are used in their entirety with no changes. However, it is recognised that Health Boards may need to tailor the job descriptions to local service requirements.

In such cases the levels of responsibility should remain consistent and in line with the recommended approach (ie within the same band width).

Should any adjustments require resubmission to a local job matching panel, we would request that the National Endoscopy Programme and the Wales Job Evaluation Unit are made aware.