

ICF Support Tool

| Overarching Role Grouping | Indicative Description | Indicators | Designated grade | Considerations for tier 2. On balance, role requires: | Designated grade for tier 2 roles |
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| Senior | <p>The role is primarily clinical/technical but incorporates education and leadership components relevant to the area of specialty, including contributing to quality and service improvements and development of team members and students as well as themselves. Works with clients/service to provide patient and whānau-centred care within an area of specialty, as appropriate. Provides comprehensive assessment and outcome-focussed innovative care/practice, applying evidence-based practice, interventions and education within the area of specialty.</p> <p>Holds designated portfolio/s of responsibility such as clinical/technical practice, staff co-ordination and support, quality improvement or service development as agreed with their Line Manager.</p> | <ul style="list-style-type: none"> * Assigned portfolio on behalf of team | A | <ul style="list-style-type: none"> * Significant additional responsibilities above what is expected of a tier 1 role * Working across multiple settings of care (IP/OP/Comm/Primary) * Works across multiple sites * Works across multiple districts (subregional/regional/national) * Responsible for/oversight of multiple professions | B |
| Clinical/Technical Coach | <p>Acts either in a preceptor or support role, providing guidance, clinical/technical education and feedback.</p> | <ul style="list-style-type: none"> * Mostly focused on the learning needs of individuals | A | <ul style="list-style-type: none"> * Significant additional responsibilities above what is expected of a tier 1 role * Works across multiple settings of care (IP/OP/Comm/Primary) * Works across multiple sites * Works across multiple districts (subregional/regional/national) * Responsible for/oversight of multiple professions | B |

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| Educator | <p>Identifies, facilitates and develops planned education, thereby meeting the learning, and training needs of the team/service.</p> | <ul style="list-style-type: none"> * Focused on the learning and training needs of team/service | B | <ul style="list-style-type: none"> * Significant additional responsibilities above what is expected of a tier 1 role * Works across multiple settings of care (IP/OP/Comm/Primary) * Works across multiple sites * Works across multiple districts (subregional/regional/national) * Responsible for/oversight of multiple professions | C |
| Coordinator | <p>Clinical/Technical Coordinator: Coordinates clinical/technical activities within the team/service on a day to day basis as delegated by the line manager. This role will also be required to provide direct clinical/technical care as appropriate to the needs of the service area.</p> <p>Team Coordinator: Provides support to the line manager by taking on delegated leadership and operational tasks for the team. This role may also be required to provide direct clinical/technical care or support, as appropriate to the needs of the community or service/focus area. This role may have some delegated staff management tasks, though does not have budgetary responsibility (not a cost/responsibility centre holder).</p> <p>Programme Coordinator: Coordinates programme/s or specific activity, which may have a direct or indirect impact on allied health, scientific & technical practice, though will lead to an impact on patient/population health outcomes along the health continuum in partnership with other clinicians. This role requires the post holder to have a health qualification, though may not provide direct clinical/technical care. This role has no delegated staff management.</p> | | B | <ul style="list-style-type: none"> * Significant additional responsibilities above what is expected of a tier 1 role * Works across multiple settings of care (e.g. IP/OP/Comm/Primary) * Works across multiple sites * Works across multiple districts (subregional/regional/national) * Responsible for/oversight of multiple professions * Holds delegated responsibility for aspects of people management | C |

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| Advanced Clinician | <p>Provides an advanced level of clinical care/technical practice and expertise in an area of speciality including the provision of support to other staff. Works with a focus on care delivery/technical practice and will contribute to the profession and the development and implementation of a high quality service through the local application of contemporary, evidence based practice and policy in the area of specialty locally and regionally.</p> <p>This includes</p> <ul style="list-style-type: none"> • Leading the development of local pathways, protocols and guidelines in the specific area of speciality • Providing teaching and support to all relevant stakeholders including patients/clients, family/whanau, staff and students, and other health professionals • Evaluating service requirements and implementing clinical research and audits relevant to the area of speciality • Providing advanced clinical/technical resource within the area of specialty locally and regionally | <ul style="list-style-type: none"> * Advanced knowledge, skill and practice within an area of speciality | B | <ul style="list-style-type: none"> * Significant additional responsibilities above what is expected of a tier 1 role * Works across multiple settings of care (IP/OP/Comm/Primary) * Works across multiple sites * Works across multiple districts (subregional/regional/national) * Responsible for/oversight of multiple professions | C |
| Advanced Practitioner | <p>Uses highly specialist knowledge and skills to manage highly complex presentations. Contributes expert knowledge and skills to the clinical/technical specialty and across the continuum of health care, through, for example: consultation, support, advice, leadership, training, education, service development and improvement, and research, with the aim of improving patient/client care and outcomes. The role may work across primary and secondary care services as well as regionally and/or nationally.</p> | <ul style="list-style-type: none"> * Highly specialised/expert knowledge, skill and practice within an area of speciality * Regional resource | D | <ul style="list-style-type: none"> * Significant additional responsibilities above what is expected of a tier 1 role * Clinical/technical care provided across multiple districts (subregional/regional/national) * Responsibility for standard of care/practice across multiple districts (subregional/regional/national) * Responsible for/oversight of multiple professions | E |

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| Team Leader (may include professional leadership) | <p>Provides day to day leadership, operational management (including cost/responsibility centre holder) and planning for the team in order to deliver a sustainable, high quality service that contributes to the achievement of organisational goals. May also provide professional leadership for profession, with a focus on workforce development, safe and high quality care, outcomes focussed practice and integration that support strategic development and organisational priorities.</p> | <p>* Budgetary responsibility/cost centre holder* Line manager</p> | D | <p>* Significant additional responsibilities above what is expected of a tier 1 role * Leads across multiple settings of care (IP/OP/Comm/Primary) * Leads across multiple sites * Leads across multiple districts (subregional/regional/national) * Leads a sub-regional service * Leads multiple professions * Provides professional leadership</p> | <p>E</p> <p><u>Considerations for</u> <u>DF:</u>* Leads a regional/national service</p> |
| Professional Leader | <p>Provides professional leadership for profession, with a focus on workforce development, safe and high-quality care, outcomes focussed practice and integration that support strategic development and organisational priorities.</p> | | D | <p>* Significant additional responsibilities above what is expected of a tier 1 role * Leads across multiple districts (subregional) * Leads across both physical and mental health</p> | <p>E</p> <p><u>Considerations for</u> <u>DF:</u> *Regional/national</p> |
| Consultant | <p>Brings innovation and influence to clinical/technical leadership and strategic direction in a particular field for the benefit of patients/service. Exercises the highest degree of personal professional autonomy and is recognised nationally as an expert within their own speciality, service or field. A consultant will work beyond the level of practice of Advanced Clinicians and Advanced Practitioners. Plays a pivotal role in the integration of research evidence into practice by implementing new models of care. Uses exceptional skills and advanced levels of clinical/technical judgement, knowledge and experience to underpin and promote the delivery of the clinical governance agenda. This includes enhancing quality in the areas of prevention, assessment, diagnosis, management and evaluation, delivering improved outcomes for patients/clients and extending the parameters of the specialism.</p> | <p>* Leads nationally * Highly autonomous</p> | E | <p>* Significant additional responsibilities above what is expected of a tier 1 role * Clinical/technical care provided across regions * Responsibility for standard of care/practice across regions * Driving system level change and transformation across a region/s</p> | F |