



Appendix 3 – Job Group and Job Role (ESR-based)

Job Group	Job Role
Additional Clinical Services	Additional Clinical Services (General)
	ACS Associate Practitioner
	ACS Assistant Psychologist
	ACS Counsellor
	ACS Doctors Assistant
	ACS Health Care Assistant
	ACS Health/Education Advisor
	ACS Mental Health Practitioner
	ACS Nursing Associate
	ACS Occupational Therapy Assistant
	ACS ODP
	ACS PALS
	ACS Phlebotomist
	ACS Physician Assistant
	ACS Physiotherapy Assistant
	ACS Play Specialist
	ACS Pre-reg Pharmacist
	ACS Rehabilitation Assistant
	ACS Support Worker (Health)
	ACS Trainee Nurse Associate
ACS Trainee Practitioner	
Administrative & Clerical	Admin and Clerical (General)
	A&C Analyst
	A&C Financial Staff
	A&C HR Staff
	A&C IT Staff
	A&C Library Staff
	A&C Manager
	A&C Operational Staff (inc Medical Secretaries)
	A&C Researcher
	A&C Senior Manager
AHPs & Paramedics	Allied Health Professionals (General)
	AHP Advanced Clinical Practitioner
	AHP Arts Therapist
	AHP Audiologist
	AHP Chiropodist/Podiatrist

Job Group	Job Role
	AHP Dietician/Nutritionist
	AHP Occupational Therapist
	AHP ODP
	AHP Orthoptist/Optomtrist
	AHP Paramedic
	AHP Psychologist
	AHP Psychotherapist
	AHP Physiotherapist
	AHP Radiographer
	AHP Speech & Language Therapist
Estates & Ancillary	Estates and Ancillary (General)
	E&A Carpenter
	E&A Catering and Hospitality
	E&A Electrician
	E&A Engineer
	E&A Housekeeper
	E&A Porter
	E&A Sterile Services
Healthcare Scientists	Healthcare Scientists (General)
	H SCI Audiologist
	H SCI Biomedical Scientist
	H SCI Clinical Biochemist
	H SCI Physiologist
	H SCI Clinical Scientist
	H SCI Technician
	H SCI Therapist
Medical & Dental	Medical and Dental (General)
	M&D Clinical Fellow
	M&D Consultant
	M&D CT1/CT2 Core Training/ IMT1 to IMT3 Internal Medical Trainee
	M&D Dentist
	M&D F1 & F2 Doctor
	M&D General Practitioner
	M&D Locum Doctor
	M&D Military Doctor
	M&D ST1 & ST2 Specialist Training
	M&D ST3 to ST8 Specialist Training
	M&D Trust Grade/Speciality Doctor
Nursing & Midwifery	Nursing and Midwifery (General)
	N&M Advanced Practitioner Nurse

Job Group	Job Role
	N&M Community Nurse
	N&M Community Practitioner Nurse
	N&M Director of Nursing
	N&M Health Visitor
	N&M Mental Health Nurse (Acute Sector)
	N&M Midwife
	N&M Midwife Consultant
	N&M Midwife Manager
	N&M Midwife Specialist Practitioner
	N&M Military Nurse
	N&M Modern Matron
	N&M Nurse Consultant
	N&M Nurse Manager
	N&M Nurse Practitioner
	N&M Practice Nurse
	N&M Sister/Charge Nurse
	N&M Specialist Nurse Practitioner
	N&M Staff Nurse
Other ESR	Other (General)
	Other Affiliated member
	Other Patient/Carer/Relative
	Other Retired
	Other Various
	Other Volunteer
Additional Professional Scientific & Technical	Additional Professional, Scientific & Technical (General)
	APST Advanced Clinical Practitioner
	APST Chaplain
	APST Clinical Psychologist
	APST Technician (Laboratory)
	APST Lecturer/Teacher
	APST Pharmacist
	APST Physician Associate
	APST Psychotherapist
	APST Physiologist
	APST Public Health Non-Medical
	APST Social Worker
	APST Youth Worker
Student	Student (General)
	Student, AHP
	Student, Health Visitor
	Student, Medical (not Drs F1, F2, ST1-5)

Job Group	Job Role
	Student, Midwifery
	Student, Military
	Student, Nursing
	Students, Operating Department Practitioner
	Student, Physician Associate
	Students, Psychology
	Student, Radiography
	Student, Scientific & Technical
