



Association of Operating Department Practitioners

Advice on the pay bands

February 2005

As people go through job matching it is becoming clear that cash limiting forces are coming into play in some Trusts when evaluating jobs. Although AODP has tended to take a more cautious approach than some other bodies, we still believe that a great many ODPs should be able to demonstrate that their role and responsibilities warrant grading at Band 6.

In order to achieve this there are really only three areas of the Job Statement to focus upon, Knowledge, Training and Experience; Responsibility for Policy/Service Development and; Responsibility for Human Resources.

First and foremost is Knowledge, training and experience. On a Band 5 this scores 120 and on Band 6, 156. The two statements are:

Understanding of a range of work procedures, which requires expertise within a specialism underpinned by theoretical knowledge or relevant practical experience

Theoretical and practical knowledge of theatre procedures acquired through relevant degree or diploma plus experience or an equivalent level of knowledge (Band 5)

and

Specialist knowledge across range of procedures underpinned by theory

Knowledge of a broad range of theatre procedures and instrumentation acquired through degree or diploma plus experience and further study or qualification, or an equivalent level of knowledge (Band 6)

So, consider if you work across different roles, such as anaesthetics, scrub, recovery, crash team and so on. Then, what additional courses or study have you completed. This need not have been certificated if you can show that you have gained the 'equivalent' knowledge to support your broader role.

The second issue relates to Responsibility for Policy/Service Development. This scores 5 and the lower band and 12 at Band 6. The two statements are;



Follows policies in own role

May comment on theatre policies (Band 5)

and

Implements policies and proposes changes to practices, procedures for own area

Implement new theatre procedures

The question has to be do you merely follow policies written by others, or do you help to write and implement them?

Finally, Responsibility for Human Resources. In Band five this scores between 5 - 12 and at Band 6, 12. The statements are;

Demonstrates own activities to new/less experienced employees/ provides clinical supervision

Demonstrates own duties to staff; supervises staff working towards a qualification or professional registration

and

Day to day supervision; professional/clinical supervision; undertakes basic workplace assessments

Allocates, checks work of staff; clinical supervision of junior staff; undertakes basic workplace assessments

Do you supervise support workers and/or are you a worked based assessor?

The JE Score for Band 5 is 353 - 384. The score for Band 6 is 403 - 420. The minimum score required to achieve Band 6 is 396, so assuming you are comfortably achieving the higher score in Band 5 you only have to demonstrate an additional 12 points in your score to reach Band 6.

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