Pay band values

Band	Band Minimum		Target Zone Minimum		Target Zone Maximum		Band Maximum
Band B	£49,000		£52,000		£68,000		£74,000
Band C	£35,800	Lower	£39,500	Target	£48,000	Upper	£52,000
Band D	£27,600	zone	£30,300	zone	£35,600	zone	£37,600
Band E	£21,600		£23,400		£25,900		£27,300
Band F	£19,500		£20,400		£22,200		£22,900

HCPC pay bands – full list of roles

Band A	Band B	Band C	Band D	Band E	Band F
➢ Directors	➢ Head of Financial Accounting ➢ Head of Adjudication ➢ Head of Business Process Improvement ➢ Head of Case Management ➢ Head of Assurance and Development ➢ Head of Registration ➢ Project Portfolio Manager ➢ Head of Educational Development ➢ Head of Investigations ➢ Head of FTP Service Improvement	➢ Adjudication Manager ➢ Case Team Manager (including Advancement) ➢ Education Manager ➢ Events Manager ➢ Facilities Manager ➢ HR Business Partner ➢ IT Infrastructure Support Manager ➢ IT Service Support Manager ➢ Investigations Manager ➢ Partner Manager ➢ Policy Manager ➢ Project Manager ➢ Publishing Manager ➢ Media and PR Manager ➢ Management Accountant ➢ Quality Compliance Manager ➢ Quality Compliance Officer ➢ Procurement Manager ➢ Registration Manager ➢ Service and Complaints Manager ➢ Stakeholder Communications Manager ➢ Transaction Manager ➢ Scheduling Manager ➢ Web and Digital Manager	➢ Administration Manager ➢ Assistant Accountants ➢ Assurance and Development Officer ➢ Case Manager (Including Advancement) ➢ Case Support Manager ➢ Communications Officers ➢ Education Officer ➢ Executive Assistant ➢ Hearings Team Manager ➢ HR Advisor ➢ IT Infrastructure Support Engineer ➢ IT Service Support Analyst ➢ Lead Scheduling Officer ➢ Partner Co-ordinator ➢ PA to Directors ➢ Policy Officer ➢ Registration Team Leader ➢ Secretary to Committees ➢ Registration Trainer	➢ Administration Co-ordinator ➢ Case Support Officer ➢ Education Administrator ➢ Events Administrator ➢ Facilities Supervisor ➢ Finance Administrator ➢ Hearings Officer ➢ HR Officer ➢ Partner Administrator ➢ Purchase Ledger Officer ➢ Registration Advisor ➢ Registration Co-ordinator ➢ Scheduling Officer ➢ Team Administrators ➢ Transaction Officer	➢ Caretaker ➢ Facilities Officer ➢ Receptionist

HCPC –Band descriptions

Band A	Band B	Band C	Band D	Band E	Band F
Roles in this band will :	Roles in this band will have most, but not necessarily all, of the following attributes:	Roles in this band will have most, but not necessarily all, of the following attributes:	Roles in this band will have most, but not necessarily all, of the following attributes:	Roles in this band will have most, but not necessarily all, of the following attributes:	Roles in this band will have most, but not necessarily all, of the following attributes:
➢ Form part of the Executive Management Team ➢ Have overall responsibility for the delivery of the strategy, work-plan, and budgets of the directorate ➢ Lead and take overall responsibility for the performance, service quality, internal and external communications, people management and major projects of the Directorate ➢ Along with other EMT members, have collective responsibility for the culture of the HCPC ➢ Report to the Chief Executive	➢ Either: - Lead and take accountability for a core area of a directorate with responsibility for the operational management and performance of that area; **or** - Lead on and deliver corporate change or decisions that effect the entire organisation and its ability to deliver it's business ➢ Be head of a core part of the business ➢ Be responsible for budgets (sometimes significant) and/or people management, including management of other managers ➢ Report to a band A role ➢ Be broadly comparable with other jobs in the band	➢ Lead the day-to-day implementation of a specific area of the directorate's work, e.g. case management ➢ Solve short & medium-term challenges in that area, necessitating a thorough working knowledge of the area, ➢ Be responsible for, or have influence over, budgets and/or people ➢ Have autonomy/ freedom to act, and be able to suggest, take on, and lead initiatives ➢ Report to band A or B role ➢ Be broadly comparable with other jobs in the band	➢ Either - Be responsible for the supervision or management of a team of operational employees; **or** - Solve problems, or make analyses or recommendations necessitating a high level of technical expertise, knowledge and/or skills; **or** - Provide dedicated executive assistance to a director ➢ Work broadly within guidelines with some freedom to act and interpret, but with guidance readily available ➢ Report to a band A, B or C role ➢ Be broadly comparable with other jobs in the band	➢ Work within established guidelines or with line management support readily available, using skills built up largely through on the job experience ➢ Carry out administrative tasks or provide first line advice and support which is mainly straightforward but will on occasion be complex ➢ May monitor resources or budgets or sign-off expenses, etc. within clear guidelines, without being a formal budget holder ➢ Report to a band A, B, C or D role ➢ Be broadly comparable with other jobs in the band	➢ Provide administrative or operational support to the organisation, carrying out tasks which are generally clear and well defined ➢ Typically would not be part of teams delivering HCPC's core business but would provide support to others doing so ➢ May be customer / public facing, but would typically re-direct queries and visitors ➢ Report to a band C or D role ➢ Be broadly comparable with other jobs in the band