

digitalhealth

**REWIRED**  
BIRMINGHAM 12-13 MARCH 2024

Headline Sponsors:



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Head of Health and Care,  
BCS, The Chartered Institute for IT



**DIGITAL  
LEADERSHIP  
AND TEAMS  
STAGE**

Stage Sponsor:





## BCS

- Royal Charter
- Accountable, Inclusive, Competent and Ethical professionals
- Part of the Federation for Informatics Professionals (FEDIP)
- Producing industry role profiles against the SFIA framework since 2002
- Working with many Government organisations mapping DDaT and SFIAplus to build roles

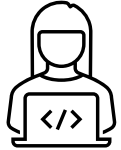
# FEDIP

FEDIP brings together the expertise of our Professional Body members to develop a set of professional standards for informatics professionals in health & care and create a professional register for those who have attained those standards.

This allows FEDIP to offer Health and Care Informatics Professionals an accredited path to professional status.



# Current issues



Recruitment



Development and retention



Consistency and mobility

# What's in progress?

Phased approach to developing standard job role profiles

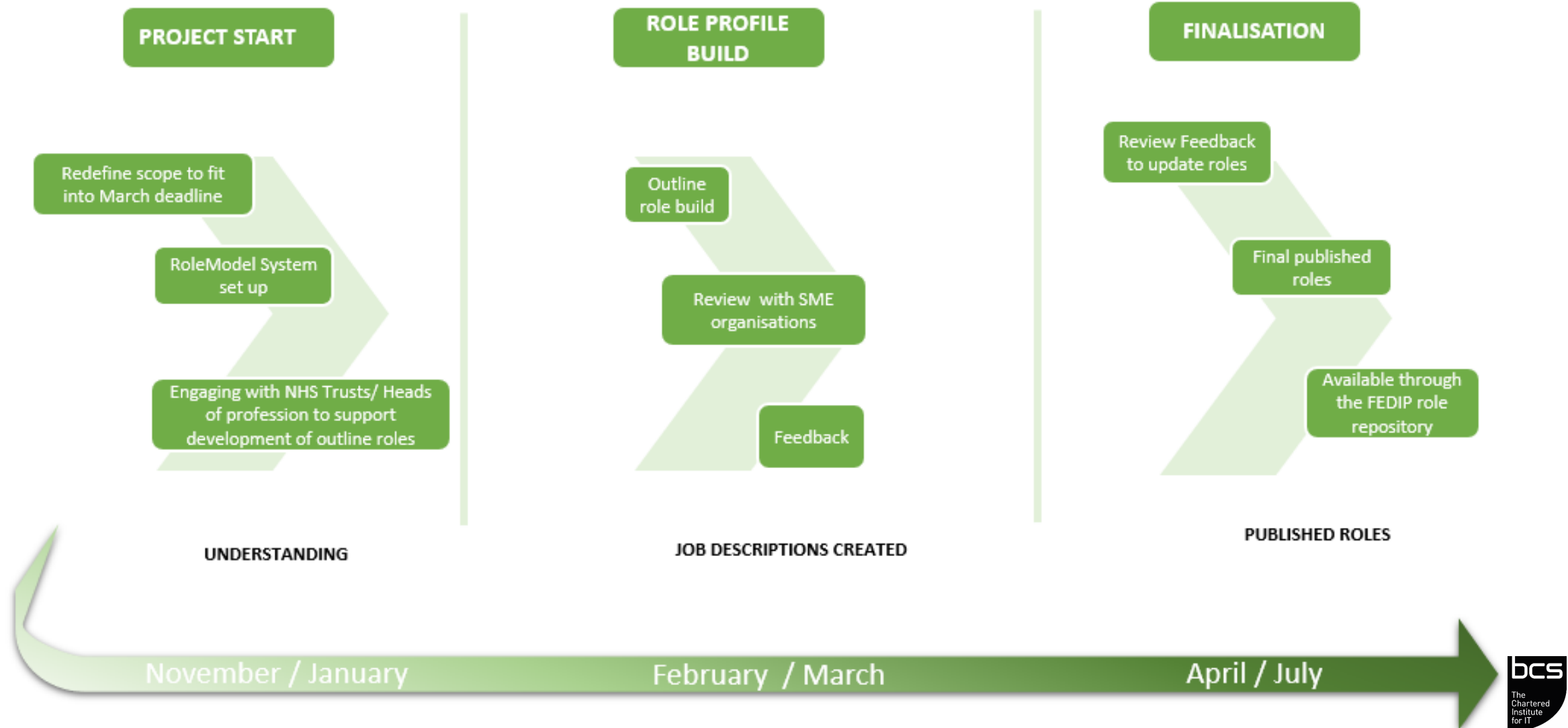
Operations and Technical job families completed, working on Information Governance

The first step in the process is to understand and agree the key skills and competencies required for each role

Bandings/gradings will come later, along with links to CPD offerings

Everything is aligned to government GDaD (was DDaT) framework

# Project process



# First phase job roles

## GDaD Professional Capability Framework

Architecture	Data	IT Operations	Product & Delivery	QA Testing	Software Development	User Centred Design
Data Architect	Data Analyst	Applications Operations Engineer	Business Analyst	QA Testing Analyst	Development Operations Engineer	Accessibility Specialist
Enterprise Architect	Data Architect	Business Relationship Manager	Delivery Manager	Test Engineer	Frontend Developer	Content Designer
Network Architect	Data Engineer	Change and Release Manager	Product Manager	Test Manager	Software Developer	Content Strategist
Security Architect	Data Ethicist	Command & Control Centre Manager	Programme Delivery Manager			Interaction Designer
Technical Architect	Data Governance Manager	End User Computing Engineer	Service Owner			Service Designer
Solutions Architect	Data Scientist	Incident Manager				Technical Writer
	Performance Analyst	Infrastructure Operations Engineer				User researcher
		IT Service Manager				
		Problem Manager				
		Service Desk Manager				
		Service Transition Manager				

# What is SFIA?



- 01** FOLLOW
- 02** ASSIST
- 03** APPLY
- 04** ENABLE
- 05** ENSURE & ADVISE
- 06** INITIATE & INFLUENCE
- 07** SET STRATEGY, INSPIRE & MOBILISE



# What is SFIPlus?

## Work activities

## Learning & development suggestions

**Business analysis (BUAN)**

The methodical investigation, analysis, review and documentation of all or part of a business in terms of business goals, objectives, functions and processes, the information used and the data on which the information is based. The definition of requirements for improving processes and systems, reducing their costs, enhancing their sustainability, and the quantification of potential business benefits. The collaborative creation and iteration of viable specifications and acceptance criteria in preparation for the deployment of information and communication systems. The adoption and adaptation of business analysis approaches based on the context of the work and selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches.

**Level**

3 4 5 6

Takes responsibility for investigative work to determine business requirements and specify effective business processes, through improvements in information systems, information management, practices, procedures, and organisation change. Selects, adopts and adapts appropriate business analysis methods, tools and techniques; selecting appropriately from predictive (plan-driven) approaches or adaptive (iterative/agile) approaches. Collaborates with stakeholders at all levels, in the conduct of investigations for strategy studies, business requirements specifications and feasibility studies. Prepares business cases which define potential benefits, options for achieving these benefits through development of new or changed processes, and associated business risks.

Background **Work Activity** Knowledge / Skills Training PDAs Qualifications

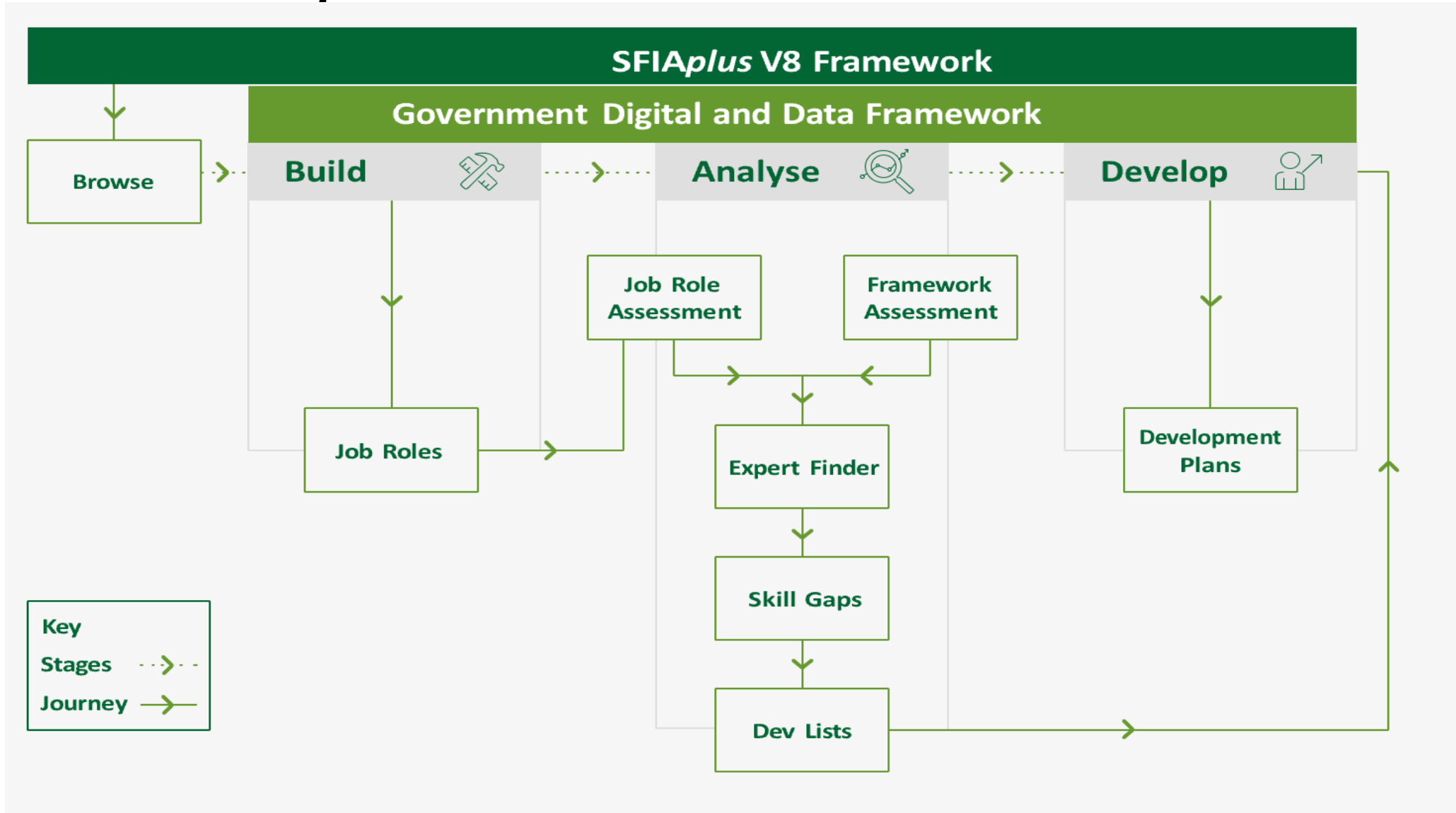
Title	Description	Optional	Code
Improvement investigation and specification	Takes responsibility for work to investigate business problems and opportunities, and specify required changes to business processes, people skills, information, technology and organisation structures and roles. Selects, applies and monitors the use of modelling and analysis techniques, methods and standards in an informed and proficient way.		BUAN501
Business analysis leadership	Works effectively with senior business and IT stakeholders, conducting investigations at a strategic level and assuring the feasibility of proposed solutions. Ensures that a holistic view is taken of the business situations investigated, and that stakeholder perspectives are identified and analysed with a view to achieving consensus. Ensures that business objectives and requirements are understood and provide a context with which recommended solutions are aligned. Advises senior stakeholders on business change priorities within the context of the organisational strategy and objectives.		BUAN502

Used through RoleModelplus, our skills and capability tool

Descriptions of each skill

Required qualifications

# RoleModelplus



# Using the role profiles

- Adapting role profiles for your organisation
- Looking at skills across your team/department/organisation/ICS
- Mapping your job roles to the job role profiles to identify gaps and areas of expertise
- Individuals using the job role profiles to identify development needs
- Closing the skills gap:
  - Continuing professional development
  - Professional registration
  - Apprenticeships
  - T-levels



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## THE FEDIP JOB PROFILE DATABASE IS LIVE

FEDIP Launches a Centralised Database for Standardised Job Roles – Your Chance to Shape the Future!

[Learn More](#)

<https://www.fedip.org/>



Thank you

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