

## NHS Pensions - Capacity codes list

This list is **strictly for general guidance only**, where there is uncertainty employers can ask for an assessment by sending a job description to NHS Pensions.

Accountant	4
Administrative Assistant	4
Administrator (all grades)	4
Adviser (depends on qualifications/job role)	-
Ambulance Technician	4
Analyst	4
Animal technician	5
Apprentice (depends on qualifications/job role)	-
Architect	4
Art, Music & Drama Student	4
Art Therapist	4
Art Therapist Consultant	4
Art Therapist Manager	4
Art Therapist Specialist Practitioner	4
Associate Practitioner	3
Associate Specialist	3
Audiology Scientist	4
Auditor	4
Biochemist	4
Biomedical Scientist	4
Blood Donor Attendant (Nursing Auxiliary)	4
Bricklayer	5
Building Craftsperson	5
Building Officer	5
Call Operator	4
Care Assistant (depends on qualifications/job role)	-
Carpenter	5
CCG (administrative staff)	4
CCG (GPs under contract for services)	3
CCG (GP under a contract of Services)	4
CCG Nurses (after consideration of retention criteria)	1

Chair	4
Chaplain	4
Charge Nurse	1
Chargehand (depends on qualifications/job role)	-
Chief Executive	4
Child Protection Officer (nurse grade)	1
Childcare Co-ordinator	4
Chiropodist	4
Chiropodist/Podiatrist	4
Chiropodist/Podiatrist Consultant	4
Chiropodist/Podiatrist Manager	4
Chiropodist/Podiatrist Specialist Practitioner	4
Chiropody Helper	4
Clerical Worker	4
Clerk	4
Clerk Receptionist	4
Clerk Typist	4
Clinical Assistant	3
Clinical Coder	4
Clinical Director	3
Clinical Director – Dental	8
Clinical Director – Medical	3
Clinical Medical Officer	3
Clinical Nurse Specialist	1
Clinical Psychologist	4
Clinical Scientist	4
Community Nurse	1
Community Practitioner (Nurse)	1
Consultant Dental	8
Consultant Medical	3
Consultant Healthcare Specialist	4
Cook (All grades)	5
Counsellor	4
Dental Officer	8
Dental Surgeon acting as Hospital Consultant	8
Dental Surgery Assistant	4
Dental Technician	4
Dietetics Helper	4
Dietician	4
Dietician Consultant	4
Dietician Manager	4

Dietician Specialist Practitioner	4
Director of Nursing	4
Director of Public Health	4
District Nurse	1
Domestic	5
Drama Therapist	4
Drama Therapist Consultant	4
Drama Therapist Manager	4
Drama Therapist Specialist Practitioner	4
Driver	5
Electrician	5
Electronics Technician	5
Engineer (qualified)	4
Enrolled Nurse	1
Family Planning Nurse	1
Finance Director	4
Finance Officer (all grades)	4
Fitter	5
Foundation House Officer 1	3
Foundation House Officer 2	3
Gardener – Head or Senior	4/5
Gardener/Grounds person	5
General Dental Practitioner	8
General Medical Practitioner	3
Geneticist	4
Health Care Assistant (nursing role)	4
Health Visitor	1
Healthcare Scientist	4
Healthcare Support Worker (nursing role)	1
House Officer – Post Reg (Doctor/Dental)	3/8
House Officer – Pre Reg (Doctor/Dental)	3/8
Housekeeper	5
Interpreter	4
Junior Sister	1
Kitchen Manager	4/5

Kitchen staff	5
Labourer	5
Laundry Assistant Manager/Manager	4
Laundry Worker	5
Lawyer	4
Legal Advisor	4
Librarian	4
Maintenance Craftsperson	5
Maintenance Supervisor	4
Manager	4
Medical Director	3
Medical Laboratory Assistant	4
Medical Physics Technician	4
Medical Secretary	4
Medical Technical Officer	4
Midwife	1
Midwife Consultant	1
Midwife Manager (Nursing)	1
Midwife – Sister/Charge Nurse	1
Midwife – Specialist Practitioner	1
Modern Matron	1
Mortuary Technician (depends on qualifications)	4/5
Multi Therapist	4
Multi Therapist Consultant	4
Multi Therapist Manager	4
Multi Therapist Specialist Practitioner	4
Music Therapist	4
Music Therapist Consultant	4
Music Therapist Manager	4
Music Therapist Specialist Practitioner	4
Non Executive Director	4
Nurse Consultant	1
Nurse Manager	1
Nurse Practitioner	1
Nurse Practitioner – Advanced	1
Nursery Nurse	4
Nursing Assistant	1
Nursing Auxiliary	1
Nursing Sister	1

Occupational Therapist	4
Occupational Therapist Consultant	4
Occupational Therapist Manager	4
Occupational Therapy Specialist Practitioner	4
Operating Department Practitioner	4
Optometrist	10
Orderly	5
Orthoptist	4
Orthoptist Consultant	3
Orthoptist Manager	4
Orthoptist Specialist Practitioner	3
Orthotist	4
Orthotist Consultant	3
Orthotist Manager	4
Orthotist Specialist Practitioner	3
Osteopath	4
Other Executive Director	4
Painter/Decorator	5
Paramedic	4
Patient Transport Services	4/5
Perfusionist	4
Personal Assistant	4
Personal Secretary	4
Pharmacist	4
Phlebotomist	4
Physician Assistant	4
Physician Associate	4
Physicist	4
Physiological Measurement Technician	4
Physiotherapist (all grades)	1
Physiotherapist Consultant	1
Physiotherapist Specialist Practitioner	1
Physiotherapy Aide	4
Play Specialist	4
Play Therapist	4
Plumber	5
Podiatrist	4
Porter	5
Practice Nurse	1
Pre-reg Pharmacist	4

Prosthetist	4
Prosthetist Consultant	3
Prosthetist Manager	4
Prosthetist Specialist Practitioner	3
Psychologist	4
Psychologist – Assistant	4
Psychotherapist	4
Psychotherapist - Assistant	4
Radiographer	4
Radiographer - Diagnostic	4
Radiographer – Diagnostic, Consultant	4
Radiographer – Diagnostic, Manager	4
Radiographer – Diagnostic, Specialist Practitioner	4
Radiographer – Therapeutic	4
Radiographer – Therapeutic consultant	4
Radiographer – Therapeutic Manager	4
Radiographer – Therapeutic Specialist Practitioner	4
Receptionist	4
Registrar (Medical/Dental)	3/8
Researcher	4
Salaried Dental Practitioner	8
Salaried General Medical Practitioner	3
School Nurse	1
Secretary	4
Senior Clinical Medical Officer	3
Senior Dental Officer	8
Senior House Officer	3
Senior Lecturer	4
Senior Manager	4
Senior Nurse	1
Senior Registrar	3
Senior Staff Nurse	1
Senior Tutor	2
Shorthand Typist	4
Sister/Charge Nurse	1
Social Care Support Worker	4
Social Worker	4
Social Worker (Approved)	4
Social Worker – Assistant	4
Specialist Nurse Practitioner	1

Specialist Practitioner	3
Specialist Registrar	3
Specialty Doctor	3
Specialty Registrar	3
Speech and Language Therapist	4
Speech and Language Therapist Consultant	4
Speech and Language Therapist Manager	4
Speech and Language Therapist Specialist Practitioner	4
Speech and Language Therapist Helper	4
Staff Nurse	1
Student Chiropodist	4
Student Community Learning Disabilities Nurse	1
Student Community Mental Health Nurse	1
Student Community Paediatric Nurse	1
Student Dental Technician	4
Student Dietician	4
Student District Nurse	1
Student Health Visitor	1
Student Medical Physics Technician	4
Student Midwife	1
Student Nurse	1
Student Nurse – Adult Branch	1
Student Nurse – Child Branch	1
Student Nurse – Learning Disabilities Branch	1
Student Nurse – Mental Health Branch	1
Student Occupational Health Nurse	1
Student Occupational Therapist	4
Student Pharmacy Technician	4
Student Physiological Measurement Technician	4
Student Physiotherapist	1
Student Practice Nurse	1
Student Psychotherapist	4
Student Radiographer – Diagnostic	4
Student Radiographer – Therapeutic	4
Student School Nurse	1
Student Speech and Language Therapist	4
Student Technician	4
Supervisor	4/5
Support Worker	4/5
Support, Time, Recovery Worker	4
Surveyor	4

Technical Instructor	4
Telephonist	4
Therapist	4
Trainee Biomedical Scientist	4
Trainee Practitioner	3
Trainee Scientist	4
Trust Grade Doctor – Career Grade Level	3
Trust Grade Doctor – House Officer Level	3
Trust Grade Doctor – Senior House Officer Level	3
Trust Grade Doctor – Specialist Registrar Level	3
Tutor (Nurse)	2
Venepuncturist	4
Visiting Registrar	3
Vocational Dental Practitioner	8
Ward Manager (Nurse Grade)	1
Work Analyst	4
X Ray Helper	4
Youth Worker	4

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