FEDIP STANDARDS

Affiliate Practitioner
(entry level)
Works in or is associated with a health and care setting
Registered with FEDIP
During the year as an Affiliate, gathers evidence and applies for the practitioner level most suited to their position
Expectation of moving to another practitioner level within/at end of one year
Within a year explores and decides which professional body is the most appropriate for them to join
Demonstrates 10 hours of CPD in the first year
Works to a Code of Conduct

Associate Practitioner
Exercises limited autonomy, working under supervision with limited discretion.
Able to identify, gather and use relevant information to inform actions.
Expected to seek guidance in unexpected situations.
Performs a range of routine activities in varied environments, employing relevant cognitive and practical skills to complete well-defined generally routine tasks.
May contribute to routine issue resolution.

	Professional Competencies	Guidance
P1	Undertake Health and Care Informatics tasks relevant to specialism employing appropriate techniques, methods and procedures as directed.	Setting the scene of how you are working in a health and care informatics role. Provide your career history/CV Describe the situation in which you have undertaken H&C Informatics tasks within your specialism. What was it you actually did? How did you go about doing it? What happened as a result of your work / how successful were you?
P2	Apply appropriate methods as instructed when supporting identifying and addressing routine problems.	In what circumstances have you needed to apply specific methods? What routine problems required them and why? How did you apply these methods? What were your successes?
P3	Use resources to complete tasks or deliver services efficiently and effectively with due regard to safety, security and quality.	Describe the service or tasks that needed to be delivered efficiently by you. What resources were available to you? How did you ensure efficiency whilst managing safety, security, and quality? What were the results of your actions?

P4	Work reliably and effectively under supervision, to the appropriate codes of practice	Describe the context in which you worked under supervision. What codes of practice did you follow? How did you ensure effectiveness and reliability? What were the outcomes of this work?
P5	Accept responsibility for own work.	What work are you responsible for? How did this work get allocated? How did you take responsibility for it e.g. feedback, follow up, measure outcomes etc.? What have been your successes?
P6	Use oral, written and electronic methods for communication effectively. Using terminology appropriate to the Health and Care sector.	Describe the situations in which you needed to use different methods of communication. How did you use these methods to be most effectively? How did you employ appropriate terminology? What were the outcomes of these means of communication / how well did they work?
P7	Work effectively with colleagues, clients, suppliers or the public, being aware of needs and concerns of others, particularly related to diversity and equality.	Describe the situations in which you needed to work with different people. What were the challenges in working with these groups? What action did you take to work effectively with these groups? What were the outcomes of these interactions with specific reference to needs, especially diversity and equality?
P8	Comply with the Code of Conduct of your institution.	What is your institution's Code of Conduct? Describe the situations in which compliance with them applies to your role. How do you ensure compliance with the Code of Conduct? What have been the results of compliance?
P9	Carry out and record CPD necessary to maintain and improve competence in own area of practice.	What is the overall objective of your CPD? What areas have you developed? How did you achieve and record this? How has your development impacted the success of your work?

Practitioner

Exercises autonomy subject to overall guidance and direction.
Performs a range of work, sometimes complex and non-routine.
Selects and uses relevant methods and procedures.
Demonstrates an analytical and systematic approach to issue resolution.

	Professional Competencies	Guidance
P1	Undertake Health and Care Informatics tasks relevant to specialism employing appropriate techniques, methods and procedures.	Describe the situation in which you have undertaken H&C Informatics tasks within your specialism under your own direction. What was it you actually did? How did you go about doing it? What happened as a result of your work / how successful were you?
P2	Apply appropriate methods to identify and address problems	In what circumstances have you needed to apply specific methods? What problems required them and why? How did you apply these methods? What were the results of your actions?
P3	Organise and use resources to complete tasks or deliver services efficiently and effectively with due regard to safety, security and quality.	Describe the service or tasks that needed to be delivered efficiently by you. How did you organise the resources available to you? How did you ensure efficiency whilst managing safety, security, and quality? What were the results of your actions?
P4	Work reliably and effectively without close supervision, to the appropriate codes of practice.	Describe the context in which you worked without close supervision. What codes of practice did you follow? How did you ensure effectiveness and reliability? What were the outcomes of this work?
P5	Accept responsibility for work of self/and or others.	Describe what work you are responsible for, including the work of others and who they are. How did this work get allocated? How did you take responsibility for it e.g. feedback, follow up, measure outcomes etc. What have been your successes?
P6	Use oral, written and electronic methods for communication effectively. Using terminology appropriate to the Health and Care sector.	Describe the situations in which you needed to use different methods of communication. How did you use these methods to be most effectively? How did you employ appropriate terminology?

Reviewed and updated 2025

		What were the outcomes of these means of communication / how well did they work? How has this evolved since your early career?
P7	Work effectively with colleagues, clients, suppliers or the public, being aware of needs and concerns of others, particularly related to diversity and equality.	Describe the situations in which you needed to work with different people. What were the challenges in working with these groups? What action did you take to work effectively with these groups? What were the outcomes of these interactions with specific reference to needs, especially diversity and equality? How have these interactions improved?
P8	Comply with the Code of Conduct of your institution.	What is your institution's Code of Conduct? Describe the situations in which compliance with them applies to your role. How have you ensured compliance with the Code of Conduct? What have been the results of compliance?
P9	Carry out and record CPD necessary to maintain and improve competence in own area of practice.	What is the overall objective of your CPD? What areas have you developed? How did you achieve and record this? How has your development impacted the success of your work?

Senior Practitioner

Exercises autonomy within limited parameters.
May have responsibility for the work of others.
Performs a range of work, often complex non-routine technical/professional activities.
Identifies, selects and uses appropriate standards, methods, tools and applications.

	Professional Competencies	Guidance
P1	Undertake tasks relevant to specialism identifying, selecting and employing appropriate methods, tools and procedures	Describe the situation in which you have undertaken H&C Informatics tasks within your specialism under your own direction. What was it you actually did? How did you choose the most appropriate methods? What happened as a result of your work / how successful were you?
P2	Apply appropriate methods to identify and address complex problems.	To which complex problems have you needed to apply specific methods? Why did these complex problems require specific methods? How did you apply these methods? What were the results of your actions?
P3	Identify, organise and use resources to complete tasks or deliver services efficiently and effectively with due regard to safety, security and quality.	Describe the service or tasks that needed to be delivered efficiently by you. How did you identify the resources available to you and how did you organise them? How did you ensure efficiency whilst managing safety, security, and quality? What were the results of your actions?
P4	Work reliably and effectively without supervision, where appropriate supervising the work of others, to the appropriate codes of practice.	Describe the context in which you worked without supervision. To what extent did you supervise others? What codes of practice did you follow? How did you ensure effectiveness and reliability? What were the outcomes of this work?
P5	Accept responsibility for work of self and others.	Describe what work you are responsible for, including the work of others and who they are and how many. How did this work get allocated? How did you take responsibility for it e.g. feedback, follow up, measure outcomes etc.? What have been your successes?
P6	Use oral, written and electronic methods for communication effectively. Using terminology appropriate to the Health and Care sector	Describe the situations in which you needed to use different methods of communication. How did you use these methods to be most effectively? How did you employ appropriate terminology?

		What were the outcomes of these means of communication / how well did they work? How has this evolved since your early career and how do you look to continuously improve?
P7	Work effectively with colleagues, clients, suppliers or the public, being aware of needs and concerns of others, particularly related to diversity and equality.	Describe the situations in which you needed to work with different people. What were the challenges in working with these groups? What action did you take to work effectively with these groups? What were the outcomes of these interactions with specific reference to needs, especially diversity and equality? How have these interactions improved as a senior member of the team?
P8	Comply with the Code of Conduct of your institution.	What is your institution's Code of Conduct? Describe the situations in which compliance with them applies to your role. How have you ensured compliance with the Code of Conduct for yourself and others? What have been the results of compliance?
P9	Carry out and record CPD necessary to maintain and improve competence in own area of practice.	What is the overall objective of your CPD? What areas have you developed? How did you achieve and record this? How has your development impacted the success of your work?

	Advanced Practitioner	
	Exercise autonomy within broad but well-defined parameters. Builds appropriate and effective business relationships. Performs a range of complex technical/professional work. Applies fundamental principles in meeting work requirements. Advises on available standards, methods, tools and applications relevant to own specialism, making appropriate choices from alternatives.	
	Professional Competencies	Guidance
P1	Contribute to research/quality improvement relating to development of standards and best practice. Provide advice and guidance on selection of appropriate standards, methods and tools, identifying alternatives when necessary.	Describe the contribution you have made to research for the development of standards and best practice. What guidance do you offer others? How have you ensured the correct methods and tools were used? What have been the results of your contribution?
P2	Advise, guide and support team regarding employing appropriate methods to identify and address complex, non-routine problems.	Describe the situation whereby you guided the team to address complex non-routine problems. How did you advise them with regard to appropriate methods? How did they apply these methods? What were the results of your actions?
P3	Acquire, manage, organise and use resources to complete tasks or deliver services efficiently and effectively with due regard to safety, security and quality.	Describe the service or tasks that needed to be delivered efficiently by you. How did you identify the resources available to you and how did you acquire them? How did you ensure efficiency whilst managing safety, security, and quality? What were the results of your actions?
P4	Contribute to organisational programs of work, meeting expected outcomes to targets and budget. Manage the work of others, ensuring work is reliable and effective, to the appropriate codes of practice.	Describe the situation where you contributed to an organisational piece of work. How did you manage the reliability and effectiveness of the work of others? How did you check their work against the appropriate codes of practice? What were the expected outcomes and how was their delivery on target and on budget?
P5	Manage tasks, people and/or resources to plan and budget.	Describe the area you are responsible for managing, including the tasks, people and resources. How have you managed this area? What techniques have you employed and how do you get the best out of people? Describe how these techniques resulted in achieving your plan within budget. What are the ramifications of your management in this area?

P6	Contribute to research in support of improving Health and Care informatics using oral, written and electronic methods for communication effectively. Ensuring terminology is appropriate to the Health and Care sector.	Describe your contribution to research in support of health and care informatics. How have you employed oral, written and electronic communication techniques to ensure understanding? How did you know this communication was efficacious? How did you employ appropriate terminology for the Health and Care sector? How successful were you in delivering your message using these methods?
P7	Create collaborative working relationships between your team/s other departments/sections, clients, suppliers or the public, being aware of needs and concerns of others, particularly related to diversity and equality.	Describe the situations in which you needed to work collaboratively with different teams or departments, clients, suppliers or the public. What were the challenges in working with these groups? How did you ensure effective collaboration? What were the outcomes of these interactions with specific reference to needs and concerns of others, especially diversity and equality?
P8	Comply with the Code of Conduct of your institution.	What is your institution's Code of Conduct? Describe the situations in which compliance with them applies to your role. How have you ensured compliance with the Code of Conduct for yourself and others across the organisation? What have been the results of compliance?
P9	Carry out and record CPD necessary to maintain and improve competence in own area of practice.	What is the overall objective of your CPD? What areas have you developed? How did you achieve and record this? How has your development impacted the success of your work and of that of the organisation?

Leading Practitioner

Exercise autonomy within broad parameters. Has authority over all aspects of a significant area of work. Formulation and application of policy. Formulation and implementation of strategy. Address complex, non-routine organisational problems. Has a full range of strategic leadership and management skills. Has an in depth understanding of the industry and implications of emerging technologies on the wider business environment.

	Professional Competencies	Guidance
P1	Research and develop standards and best practice, identifying emerging methods, tools and technique. Develop strategies for implementation. Develop quality improvement initiatives	Describe your research and development of standards and best practice. How have you identified emerging tools, methods and techniques? How have you developed strategies for their implementation What have been the results of your research/quality improvement, development and implementation?
P2	Identify, determine and implement solutions to address complex organisational problems relevant to specialism.	Describe when you have addressed complex organisational problems. How did you identify and determine solutions? What steps did you take to ensure effective implementation of these solutions? What were the outcomes of your actions?
P3	Determine, agree and authorise acquisition of resources necessary to enable effective and efficient task resolution and/or service delivery, with due regard to safety, security and quality.	Describe when you were required to determine, agree and authorise the requisition of resources. How did you ensure these resources would enable effective and efficient task resolution and/or service delivery? What steps did you take to ensure that due care was taken with regard to safety, security and quality? What were the success measures of your actions and what results did you achieve?
P4	Initiate and lead with organisational programs of work, assigning project management and monitoring to ensure outcomes are reliable and effective and to the appropriate codes of practice.	Describe the situation where you contributed to an organisational piece of work. How did you manage the reliability and effectiveness of the work of others? How did you check their work against the appropriate codes of practice? What were the expected outcomes and how was their delivery on target and on budget?
P5	Accept accountability for organisational wide Health and Social Care Informatics functions	Describe your accountability for organisational health and social care informatics.

	across the organisation. Oversee resources, plans and budget.	What resources, plans and budgets are you responsible for? How have you taken accountability for the area, what steps have you taken to ensure you review this? What successes have arisen as a result of your being accountable for the service?
P6	Engage in research/quality improvement initiatives in support of improving Health and Care Informatics using oral, written and electronic methods for communication effectively.	Describe how you have instigated research/quality improvement in support of health and care informatics. How have you employed oral, written and electronic communication techniques to ensure understanding? How do you know this communication was efficacious? What was the result of your research in terms of benefits to Health and Care Informatics?
P7	Act as role model in collaborating and engaging with clients, suppliers and public to deliver better services, being aware of needs and concerns of others, particularly related to diversity and equality.	Describe the position you have taken as a role model for collaborating with different teams or departments, clients, suppliers or the public. What were the challenges in working with these groups? What services did you look to improve? What were the outcomes of these interactions with specific reference to needs and concerns of others, especially diversity and equality?
P8	Comply with the Code of Conduct of your institution.	What is your institution's Code of Conduct? Describe the situations in which compliance with them applies to your role as a leader with your organisation. How have you ensured compliance with the Code of Conduct for yourself and others across the organisation? What have been the results of compliance?
P9	Carry out and record CPD necessary to maintain and improve competence in own area of practice.	What is the overall objective of your CPD? What areas have you developed? How did you achieve and record this? How has your development impacted the success of your work and of that of the organisation/sector?