NATIONAL PROFILES FOR HEALTHCARE SCIENCE

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GENERIC PROFILES

The following generic profile note extracted from the Second Edition of the Job Evaluation Handbook explains the position in cases where the minimum score falls below the relevant grade boundary: (See para 5.2 Section 7)

The band for jobs covered by this generic profile is band e.g. 4. The minimum total profile score falls below the band 4 grade boundary. This is the result of using a single generic profile to cover a number of jobs of equivalent but not necessarily similar factor demand. It is <u>not</u> anticipated that any job will be assessed at the minimum level of every possible factor range. If this were the case it indicates that the job should instead be matched against a band 3 profile. If this is not successful, the job must be locally evaluated.

- Healthcare Science Support Worker (Entry Level) (Career Framework Stage 1)

 1. Performs a number of routine tasks within a defined healthcare science area under close
- supervision e.g. undertakes routine processing of clinical specimens.

 May be required to update healthcare science information systems e.g patient test requests, results

 May undertake reception area duties

Factor	3. May undertake reception area duties Relevant Job Information	JE level
1. Communication &	Provides and receives routine information orally to inform work colleagues	2
Relationship Skills	or external contacts	
	Provides test results by telephone or in writing, may undertake reception duties	
2. Knowledge, Training &	Understanding of small number of routine work procedures gained	1
Experience	through on the job instruction	•
	Knowledge of routine healthcare science duties acquired through on the job	
	instruction or short induction	
3. Analytical & Judgemental	Judgements involving straightforward facts or situations	1
Skills	Prioritises own work	'
4. Planning & Organisational	Organises own day to day work tasks or activities	1
Skills	Responds to requests for tests, products, services and other activities	'
5. Physical Skills	Physical skills obtained through practice/ highly developed physical skills	2-3(b)
3. I Hysical Okilis	where accuracy important for manipulation of fine tools, materials	2-3(b)
	Standard keyboard skills for data input, use of laboratory equipment/ hand eye	
	co-ordination for e.g. preparing specimens, pipetting	
6. Responsibility for	Provides basic clinical technical services	3(b)
Patient/Client Care	Undertakes healthcare science support activities e.g. prepares specimens for	3(0)
ratient/Chefft Care	testing, updates patient test records	
7. Responsibility for	Follows policies, may comment	1
Policy/Service Development	Follows policies and procedures for own work area; may be asked to comment	'
r olicy/sel vice bevelopment	on proposed changes	
8. Responsibility for	Personal duty of care in relation to equipment	1
Financial & Physical	Careful use of healthcare science equipment & resources	'
Resources	Caleful use of fleatificate science equipment & resources	
9. Responsibility for Human	Demonstrates own duties to others	1
Resources	May be required to demonstrate own duties to new or less experienced	'
Resources	employees	
10. Responsibility for	Records personally generated data/ responsible for data entry	1-2(a)
Information Resources	Records personally generated information/ updates records e.g. by inputting test	1 2(0)
miormation Roccarocc	results of other staff	
11. Responsibility for	Undertakes surveys, audits as necessary to own work; may occasionally	1
Research & Development	participate in R&D, clinical trials or equipment testing	'
rtoccaron a zovoropinom	Participates in audits	
12. Freedom to Act	Well established procedures, close supervision	1
12.1.10000107.01	Follows procedures and instructions; works under supervision	'
13. Physical Effort	Frequent light physical effort for several short periods	2(b)
10. 1 Hydioai Ellort	Lifts, moves boxes, trays; pushes trolleys	2(0)
14. Mental Effort	General awareness and sensory attention, occasional requirement for	1-2(a)
14. Montai Enort	concentration, work pattern predictable/ frequent requirement for	1-2(a)
	concentration, work pattern predictable requirement for	
	Awareness and sensory attention/ concentration for processing tests; works to	
	routine	
15. Emotional Effort	Exposure to distressing or emotional circumstances is rare	1
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions	2(a)-3(a)
10. Working Conditions	Handles contained or controlled biological materials	2(a)-3(a)
JE Score/Band	JE Score 121 - 147	Band 1
UL GCOIG/Dailu	VE 00016 121 - 141	Dailu I

- Healthcare Science Support Worker (Career Framework Stage 2)

 1. Performs a range of routine tasks within a defined healthcare science area under supervision e.g. undertakes routine processing of clinical specimens, blood, tissue; takes blood samples from patients, performs standard biochemical/haematological
- tests, undertakes routine physiological measurement testing
 May be required to update healthcare science information systems e.g patient test
 requests, results 2.

May undertake reception area duties, receive and issue samples or products

	May undertake reception area duties, receive and issue samples or product	
Factor	Relevant Job Information	JE level
1. Communication &	Provides and receives routine information orally to inform work	2-3(a)
Relationship Skills	colleagues or external contacts/ exchanges routine information where	
	tact and persuasive skills are required, barriers to understanding	
	Provides test results by telephone or in writing, may undertake reception	
	duties/ communicates with patients when taking samples, performs tests on	
	patients	
2. Knowledge, Training &	Understanding of a range of routine work procedures gained through	2
Experience	job training and period of induction	
	Knowledge of range of routine healthcare science duties acquired through job	
	training and induction	
3. Analytical & Judgemental	Judgements involving facts or situations, some requiring analysis	2
Skills	Decisions in own area e.g. mislabelled samples, best vein for bloods	-
4. Planning & Organisational	Organises own day to day work tasks or activities	1
Skills	Responds to requests for tests, products, services and other activities	'
5. Physical Skills	Highly developed physical skills where accuracy important for	2/6)
5. Physical Skills	manipulation of fine tools, materials	3(b)
	Hand eye co-ordination for e.g. preparing specimens, tissues or blood	
0 B	products, pipetting, taking bloods	0(1)
6. Responsibility for	Provides basic clinical technical services	3(b)
Patient/Client Care	Undertakes healthcare science support activities e.g. undertakes routine tests,	
	takes blood samples, processes blood and tissues, undertakes physiological	
	measurement tests	
7. Responsibility for	Follows policies, may comment	1
Policy/Service Development	Follows policies and procedures for own work area; may be asked to	
	comment on proposed changes	
8. Responsibility for	Personal duty of care in relation to equipment/ safe use of equipment;	1-2(b)(c)
Financial & Physical	maintains stock control	
Resources	Responsible for safe use of equipment/ by others; orders supplies for area of	
	work	
9. Responsibility for Human	Demonstrates own duties to others	1
Resources	May be required to demonstrate own duties to new or less experienced	
	employees	
10. Responsibility for	Records personally generated data/ responsible for data entry	1-2(a)
Information Resources	Records personally generated information/updates records e.g. by inputting	` ′
	test results of other staff	
11. Responsibility for	Undertakes surveys, audits as necessary to own work; may occasionally	1
Research & Development	participate in R&D, clinical trials or equipment testing	
	Participates in audits	
12. Freedom to Act	Well established procedures, close supervision/standard operating	1- 2
	procedures, advice available	-
	Follows procedures; works under supervision/ advice available	
13. Physical Effort	Frequent light physical effort for several short periods	2(b)
, Sloui Elloit	Lifts, moves boxes, trays; pushes trolleys	_(0)
14. Mental Effort	Frequent requirement for concentration, work pattern predictable	2(a)
17. Mental Liloit	Concentration for tests, taking bloods; works to routine, requests	2(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2
13. Emotional Enort		1-2
40 Wanting Oak Pilling	May work with terminally ill, upset patients	0(-)
16. Working Conditions	Occasional/frequent exposure to unpleasant/unpleasant conditions	2(a)-
	Handles contained or controlled biological materials/ takes bloods	3(a)(b) -
15.0		4(b)
JE Score/Band	JE Score 166 - 211	Band 2

Profile Label: Job Statement: 1. Performs a range of routine and non-routine tasks within a defined healthcare science area e.g. takes specimens for biological testing, performs standard biochemical/haematological/cytology tests, processes blood or tissues, undertakes routine physiological measurement testing 2. May be required to update healthcare science information systems e.g patient test requests, results 3. May undertake reception area duties, including advising patients on access to and use of services

	4. May be required to supervise and/or train less experienced staff in own area of w	ork
Factor	Relevant Job Information	JE level
1. Communication &	Provides and receives routine information orally to inform work colleagues or	2-3(a)
Relationship Skills	external contacts/ exchanges routine information where tact and persuasive	. ,
•	skills are required, barriers to understanding	
	Provides test results by telephone or in writing, may undertake reception	
	duties/communicates with patients when taking samples or specimens, performing	
	tests	
2. Knowledge, Training &	Understanding of a range of routine and non-routine work procedures, base	3
Experience	level theoretical knowledge	
	Knowledge of range of routine and non-routine healthcare science duties acquired	
	through training, experience to NVQ3 equivalent level	
3. Analytical & Judgemental	Judgements involving facts or situations, some requiring analysis	2
Skills	Decisions in own area, identify action and report e.g. mislabelled or mislaid	
	specimens, test recall, unsuitable sample or process failure	
4. Planning & Organisational	Organises own day to day work tasks or activities	1
Skills	Responds to requests for e.g. tests; prioritises own workload	- (1)
5. Physical Skills	Highly developed physical skills where accuracy important for manipulation	3(b)
	of fine tools, materials	
	Hand eye co-ordination for e.g. preparing specimens, pipetting, taking bloods,	
0 B	aseptic techniques	0(1)
6. Responsibility for	Provides basic/clinical technical services	3(b) -
Patient/Client Care	Undertakes routine tests, obtains blood samples, prepares blood and tissue	4(b)
	products, undertakes physiological measurement tests/ initial screening of cytology	
7 Decreasibility for	smears	4
7. Responsibility for	Follows policies, may comment	1
Policy/Service Development	Follows policies and procedures for own work area; may be asked to comment on	
8. Responsibility for	proposed changes Safe use of equipment; maintains stock control, security	2(b) (c)
Financial & Physical	Responsible for safe use of equipment by others; orders supplies for area of work,	2(b) (c)
Resources	storage of smear slides or other samples	
9. Responsibility for Human	Demonstrates own duties to others/ day to day supervision, training	1-2(a) (c)
Resources	May be required to demonstrate own duties to new or less experienced employees/	1-2(a) (c)
Resources	supervises, trains less experienced staff in own area	
10. Responsibility for	Records personally generated data/ responsible for data entry	1-2(a)
Information Resources	Records personally generated information/ updates records e.g. by inputting test	. <u>L</u> (a)
	results of other staff	
11. Responsibility for	Undertakes surveys, audits as necessary to own work; may occasionally	1
Research & Development	participate in R&D, clinical trials or equipment testing	
•	Participates in audits	
12. Freedom to Act	Follows standard operating procedures, advice available	2
	Follows procedures for area of work; advice generally available	
13. Physical Effort	Restricted position; frequent light physical effort for several short periods	2(a) (b)
	Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	
14. Mental Effort	Frequent requirement for concentration, work pattern predictable/	2(a)- 3(b)
	occasional/frequent requirement for prolonged concentration	- 4(a)
	Concentration for tests, obtaining bloods; works to routine, requests/ microscope or	
	similar work for lengthy periods	
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2
	May work with terminally ill, upset patients	
16. Working Conditions	Occasional/frequent exposure to unpleasant/highly unpleasant conditions	2(a)-
	Handles contained or controlled biological materials/ takes bloods	3(a)(b)
		4(b)
JE Score/Band	JE Score 204* - 260	Band 3*

^{*} Generic job grade boundary provisions apply – see cover page note.

- Healthcare Scientist Assistant/ Associate Practitioner (Career Framework Stage 4)

 1. Performs a number of healthcare science clinical/technical/scientific activities e.g. performs standard biochemical/haematological/ cytology tests, processes blood or tissues, undertakes physiological measurement testing
- 2. Maintains clinical records in relation to activities carried out; may input/interrogate test results of others
- May be required to supervise, organise and allocate work and/or train less experienced staff in own area

Factor	Relevant Job Information	JE level
1. Communication &	Provides and receives routine information orally to inform work colleagues or	2-3(a)
Relationship Skills	external contacts/ exchanges routine information where tact and persuasive	2 0(4)
relationship okins	skills are required, barriers to understanding	
	Provides test results by telephone or in writing/communicates with patients when	
	taking samples or specimens, performing tests	
2. Knowledge, Training &	Understanding of a range of non-routine work procedures, intermediate level	4
Experience	theoretical knowledge	
	Knowledge of range of non-routine healthcare science duties acquired through	
	training, experience to NVQ3 equivalent level plus additional theoretical or applied	
	training to diploma equivalent level	
3. Analytical & Judgemental	Judgements involving facts or situations, some requiring analysis/ range of	2-3
Skills	facts or situations requiring analysis, comparison of options	_
	Decisions in own area e.g. mislabelled or mislaid specimens, test recall/ initial	
	analysis of cell deformities, test results	
4. Planning & Organisational	Plans straightforward tasks, some ongoing	2
Skills	Plans activity workload for self and/or others	
5. Physical Skills	Highly developed physical skills where accuracy important for manipulation	3(b)
•	of fine tools, materials	, ,
	Hand eye co-ordination for e.g. inoculating specimens, manipulating specimens	
	under microscope, taking blood samples, aseptic techniques	
6. Responsibility for	Provides clinical technical services	4(b)
Patient/Client Care	Undertakes non-routine tests e.g. undertakes physiological measurement tests,	. ,
	initial screening of cytology smears	
7. Responsibility for	Follows policies, may comment/ proposes changes for own area	1-2
Policy/Service Development	Follows policies and procedures for own work area; may be asked to comment on	
	proposed changes / proposes changes for work area	
8. Responsibility for	Safe use of equipment; maintains stock control, security	2(b) (c)
Financial & Physical	Responsible for safe use of equipment by others; orders supplies for area of work,	
Resources	storage of smear slides or other samples	
9. Responsibility for Human	Day to day supervision; clinical supervision; practical training	2(a) (b)
Resources	Supervises junior staff; provides clinical supervision; trains less experienced staff	(c)
10. Responsibility for	Records personally generated data/ responsible for data entry	1-2(a)
Information Resources	Records personally generated test results/inputs, interrogates test results of others	
11. Responsibility for	Undertakes surveys, audits as necessary to own work; occasionally/	1-2(a) (b)
Research & Development	regularly participates in R&D clinical trials; equipment testing	(c)
	May participate/ regularly undertakes R&D activities; clinical trials; equipment	
	testing	
12. Freedom to Act	Follows standard operating procedures, advice available	2
	Follows procedures for area of work; advice generally available	-() (()
13. Physical Effort	Restricted position; frequent light physical effort for several short periods	2(a) (b)
	Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	-() -()
14. Mental Effort	Frequent requirement for concentration, work pattern predictable/	2(a)- 3(b)
	occasional/frequent requirement for prolonged concentration	- 4(a)
	Concentration for tests; works to routine, requests/ microscope or equivalent work	1
45 Emptional Effort	for lengthy periods	4.0
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2
46 Wasting Conditions	May work with terminally ill, upset patients	2(a)
16. Working Conditions	Occasional/frequent exposure to unpleasant/highly unpleasant conditions	2(a)-
	Handles contained or controlled biological materials/ takes bloods	3(a)(b)-
IE Coord/Dand	JE Score 255* - 323	4(b)
JE Score/Band	JE 30016 233" - 323	Band 4*

^{*} Generic job grade boundary provisions apply - see cover page note.

- Healthcare Scientist Practitioner (Career Framework Stage 5)

 1. Performs a range of healthcare science clinical/technical/scientific activities in health sciences e.g. clinical biochemistry, physiological sciences e.g. audiology; in physical sciences e.g. radiotherapy physics
- Maintains clinical records in relation to activities carried out
- Supervises and/or trains less experienced staff in own area of work

Factor	Relevant Job Information	JE level
1. Communication &	Provides and receives complex information/ exchanges complex information	3(a)-4
Relationship Skills	where tact and persuasive skills are required, barriers to understanding	- ()
•	Communicates condition, test, other technical information to colleagues/ to patients	
	who may have physical or learning disabilities, relatives & carers	
2. Knowledge, Training &	Expertise within discipline underpinned by theoretical knowledge	5
Experience	Understanding of range of non-routine healthcare science activities acquired	
•	through training to degree or equivalent level of knowledge	
3. Analytical & Judgemental	Judgements involving range of facts or situations, requiring analysis,	3
Skills	comparison of options	
	Analysis of cell deformities, test results, cultures; identifies required tests, decides	
	to repeat or abandon procedure	
4. Planning & Organisational	Plans straightforward tasks, some ongoing	2
Skills	Plans activity workload of self and others	
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine	3(b)-4
	tools, materials/ high degree of precision, co-ordination	
	Hand eye co-ordination for e.g. inoculating specimens, manipulating specimens	
	under microscope/ use of fine tools, materials requiring high degree of precision,	
	high levels of hand eye co-ordination	
6. Responsibility for	Provides clinical technical services	4(b)
Patient/Client Care	Undertakes a range of diagnostic tests, screening, undertakes initial interpretation,	
	blood matching	
7. Responsibility for	Follows policies, may comment/ proposes changes to practices for area	1-2
Policy/Service Development	Follows policies and procedures for own work area; may be asked to comment on	
	proposed changes/ proposes changes to practices for work area	
8. Responsibility for	Safe use of equipment; maintains stock control, security	2(b) (c)
Financial & Physical	Responsible for safe use of equipment by others; orders supplies for area of work,	
Resources	storage of smear slides or other samples	
9. Responsibility for Human	Day to day supervision; clinical supervision; practical training	2(a) (b)
Resources	Supervises junior staff; provides clinical supervision; trains less experienced staff	(c)
10. Responsibility for	Records personally generated data	1
Information Resources	Records personally generated test results or similar	
11. Responsibility for	Occasionally/ regularly participates in R&D, clinical trials or equipment	1-2(a) (b)
Research & Development	testing	(c)
	May participate/ regularly undertakes R&D activities; clinical trials; equipment	
40 Francisco 4 A A A	testing Marke within already defined accounting a religion	
12. Freedom to Act	Works within clearly defined occupational policies	3
	Works independently within occupational, departmental policies, procedures, codes	
12 Physical Effect	Professed positions from antilight physical effort for covered short position	2(a) (b)
13. Physical Effort	Restricted position; frequent light physical effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	2(a) (b)
14. Mental Effort		2(a) 2(a)
14. WENTAL EMORT	Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration	2(a)- 3(a) - 4(a)
	Concentration for tests; works to routine, requests/ microscope or equivalent work	- 4(a)
	for lengthy periods	
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2
13. EIIIOUOHAI EIIOIT	May work with terminally ill, upset patients	1-2
16 Working Conditions	Occasional/frequent exposure to unpleasant conditions	2(a) 2(a)
16. Working Conditions	Handles contained or controlled biological materials, verbal abuse	2(a)-3(a)
IE Sooro/Band	JE Score 317* - 379	Pand E*
JE Score/Band	JE 30018 317 - 379	Band 5*

^{*} Generic job grade boundary provisions apply – see cover page note.

- Healthcare Scientist Specialist (Career Framework Stage 6)

 1. Performs a range of specialist healthcare science clinical/technical/scientific activities
- 2. Maintains clinical records in relation to activities carried out
- Supervises and/or trains less experienced staff/students/trainees; may lead team for own work area

Factor	Relevant Job Information	JE level
1. Communication &	Provides and receives complex information/ exchanges complex information	3(a)-4
Relationship Skills	where tact and persuasive skills are required, barriers to understanding	` '
	Communicates condition, test, other technical information to colleagues/ to patients	
	who may have physical or learning disabilities, relatives & carers	
2. Knowledge, Training &	Specialist expertise underpinned by theoretical knowledge & experience	6
Experience	Understanding of specialist healthcare science activities acquired through training	
-	to postgraduate diploma or equivalent level of knowledge	
3. Analytical & Judgemental	Judgements involving complex facts or situations, requiring analysis,	4
Skills	interpretation, comparison of options	
	Analysis & interpretation of test results, including in specialist diagnostic or	
	therapeutic area, resolution of complex equipment or process problems	
4. Planning & Organisational	Plans straightforward tasks, some ongoing	2
Skills	Plans activity workload for self and/or others	
5. Physical Skills	Highly developed physical skills where accuracy important for manipulation	3(b)-4
	of fine tools, materials/ high degree of precision, co-ordination	
	Hand eye co-ordination for e.g. inoculating specimens, manipulating specimens	
	under microscope/ use of fine tools, materials requiring high degree of precision	
	and hand-eye co-ordination	
6. Responsibility for	Provides specialist clinical technical services	5(b)
Patient/Client Care	Undertakes, screens, interprets diagnostic tests, including specialist equipment	
	testing	
7. Responsibility for	Implements policies, proposes changes to practices for area	2
Policy/Service Development	Ensures implementation of policies, proposes changes to practices for work area	
8. Responsibility for	Safe use of equipment; maintains stock control, security	2(b) (c)
Financial & Physical	Responsible for safe use of equipment by others; orders supplies for area of work,	
Resources	storage of smear slides or other samples	
9. Responsibility for Human	Day to day supervision; clinical supervision; practical training	2(a) (b)
Resources	Supervises junior staff, may lead team for own work area; provides clinical	(c)
	supervision; trains less experienced staff	
10. Responsibility for	Records personally generated data	1
Information Resources	Records personally generated test results or similar	
11. Responsibility for	Occasionally/ regularly participates in R&D clinical trials; equipment testing/	1-2(a) (b)
Research & Development	research as major part of work	(c)-3
	May participate/ regularly undertakes R&D activities; clinical trials; equipment	
	testing/ R&D activities as major part of work	
12. Freedom to Act	Clearly defined/ broad occupational policies	3- 4
	Works independently within occupational, departmental policies, procedures/ works	
	autonomously, may be lead specialist for area	
13. Physical Effort	Restricted position; frequent light physical effort for several short periods	2(a) (b)
	Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	
14. Mental Effort	Frequent requirement for concentration, work pattern predictable/	2(a)- 3(a)
	occasional/frequent requirement for prolonged concentration	- 4(a)
	Concentration for tests, quality checks; works to routine, requests/ microscope or	
	equivalent work for lengthy periods	
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2
	May work with terminally ill, upset patients	
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions	2(a)-3(a)
	Handles contained or controlled biological materials, verbal abuse	
JE Score/Band	JE Score 383* - 458	Band 6*

JE Score/Band JE Score 383* - 458

* Generic job grade boundary provisions apply – see cover page note.

- Healthcare Scientist Advanced (Career Framework Stage 7)
 Performs a range of advanced healthcare science clinical/technical/scientific activities
 Provides highly specialist advice and, or training to own and other professions in specialist area of activity; undertakes research in specialist field
- Supervises and/or trains less experienced staff/students/trainees; may lead team for own work area

Factor	Relevant Job Information	JE level
1. Communication &	Provide and receive complex information where tact and persuasive skills	4 (a) (b)
Relationship Skills	are required, barriers to understanding; provide and receive highly complex	- 5(b)
	information/ present complex information to large groups	
	Communicates test, other technical information to patients who may have sensory,	
	physical or learning disabilities, relatives & carers; exchanges specialist information	
	with colleagues from own and other disciplines/ presents research findings to	
	conferences or other large groups	
2. Knowledge, Training &	Highly specialist expertise underpinned by theoretical knowledge &	7
Experience	experience	
	Understanding of specialist healthcare science activities acquired through training	
	to master's degree or equivalent level of knowledge	
3. Analytical & Judgemental	Complex facts or situations, requiring analysis, interpretation, comparison of	4
Skills	options	
	Analysis & interpretation of test, investigation results	
4. Planning & Organisational	Plan straightforward tasks, some ongoing	2
Skills	Plans activity workload of self and/or others	0(-)(1) 4
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical	3(a)(b)-4
	skills where accuracy important for manipulation of fine tools, materials/ high	
	degree of precision, co-ordination	
	Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating	
	specimens, manipulating specimens under microscope/ use of fine tools, materials	
6. Responsibility for	requiring high degree of precision and hand-eye co-ordination Provide specialist/ highly specialist clinical technical services; provide	E(h) (a)
Patient/Client Care	specialised/highly specialised advice	5(b) (c) -
Patient/Chent Care	Undertakes, screens, interprets diagnostic tests, including equipment testing/	6(b) (c)
	highly specialist tests, including specialist equipment testing; provides advice to	
	patients, clinicians/specialist, clinical and scientific advice to clinicians	
7. Responsibility for	Implement policies, proposes changes to practices for area/ impact on other	2-3
Policy/Service Development	area	2-3
rollcy/service bevelopment	Ensures implementation of policies, proposes changes to practices for work area/	
	develops policies with impact on other disciplines	
8. Responsibility for	Safe use of equipment other than that used personally; maintain stock	2(b) (c)
Financial & Physical	control, security; authorise payments	(d)
Resources	Responsible for safe use of equipment by others; orders supplies for area of work,	(4)
	storage of smear slides or other samples; authorises invoices	
9. Responsibility for Human	Day to day supervision; clinical supervision; practical training/ specialist	2(a) (b)
Resources	training	(c)-3(c)
	Supervises junior staff, may lead team for own work area; provides clinical	(-) - (-)
	supervision; trains less experienced staff/ provides specialist training to own or	
	other disciplines	
10. Responsibility for	Record personally generated information/data entry, text processing or	1-2(a)
Information Resources	storage of data	, ,
	Records personally generated test results or similar/ responsible for database	
	maintenance for whole laboratory, service or department	
11. Responsibility for	Regularly undertakes R&D clinical trials; equipment testing/ research as	2(a) (b)
Research & Development	major part of work	(c)-3
	Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D	
	activities as major part of work	
12. Freedom to Act	Clearly defined occupational policies/ broad occupational policies	3-4
	Works independently/ works autonomously, lead specialist for area	
13. Physical Effort	Restricted position for long periods; frequent light effort for several short	2(a) (b)
	periods; occasional moderate effort for several short periods	(d)
	Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres	
	patients for tests	
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable;	3(a)(b) -
	occasional/frequent requirement for prolonged concentration	4(a)
	Concentration for tests, investigations, frequent interruptions for urgent tests;	
	microscope or equivalent work for lengthy periods	
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2 (a)
	May work with terminally ill, upset, distressed patients, carers	
	Occasional/frequent exposure to unpleasant conditions	2(a)-3(a)
16. Working Conditions		` ' ' '
16. Working Conditions	Handles contained or controlled biological materials, contact with body fluids,	
16. Working Conditions JE Score/Band		Band 7*

^{*} Generic job grade boundary provisions apply – see cover page note.

Healthcare Scientist Team Manager (Career Framework Stage 7)

1. Performs a range of healthcare science clinical/technical/scientific activities

2. Manages team of staff, including planning, allocation and quality checking of work

	2. Wanages team of stan, including planning, anocation and quality checking of wor	Λ
Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex information, persuasive, motivational skills required, tact and persuasive skills required, barriers to understanding Communicates test, other technical information to colleagues, to patients, relatives,	4 (a)
	carers who may have sensory, physical or learning disabilities	
2. Knowledge, Training &	Highly developed specialist knowledge underpinned by theoretical knowledge	7
Experience	& practical experience	-
•	Understanding of specialist healthcare science activities, management knowledge	
	acquired through training to master's degree or equivalent level of knowledge	
3. Analytical &	Complex facts or situations, requiring analysis, interpretation, comparison of	4
Judgemental Skills	options	
	Analysis & interpretation of test, investigation results; makes judgements on a range	
	of complex clinical, non-clinical issues relating to work of team; investigates, resolves	
4. Planning &	complex quality issues Plan complex activities, requiring formulation, adjustment	3
4. Planning & Organisational Skills	Plans workload for area of work, including adjustments to deal with emergencies and	3
Organisational Skins	on call arrangements	
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical	3(a)(b)-4
	skills where accuracy important for manipulation of fine tools, materials/ high	0(0)(0)
	degree of precision, co-ordination	
	Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating	
	specimens, manipulating specimens under microscope/ use of fine tools, materials	
	requiring high degree of precision and hand-eye co-ordination	
6. Responsibility for	Provide specialist clinical technical services; provide specialist advice	5(b) (c)
Patient/Client Care	Undertakes, screens, interprets diagnostic tests, including equipment testing;	
7. Responsibility for	provides technical advice to clinicians	3
Policy/Service	Implement policies, propose changes to practices for area, impact on other areas	3
Development	Ensures implementation of policies, proposes and develops changes to practices for	
Development	work area with impact on other areas of work	
8. Responsibility for	Authorised signatory; purchase of some assets, supplies; hold delegated	3(a) (b)
Financial & Physical	budget	(d)
Resources	Authorises invoices for supplies & equipment; orders supplies for area of work; holds	
	delegated budget for area of work	-()
9. Responsibility for	Day to day management	3(a)
Human Resources	Manages team of staff, including participation in recruitment, allocation and quality	
10. Responsibility for	checking of work, performance issues, personal development and training Record personally generated information/data entry, text processing or storage	1-2(a)
Information Resources	of data	1-2(a)
ormanon recounted	Records personally generated test results or similar/ responsible for database	
	maintenance for whole laboratory, service or department	
11. Responsibility for	Occasionally participate in/regularly undertake R&D clinical trials; equipment	1-2(a) (b
Research & Development	testing	(c)
	Occasionally/regularly undertakes R&D activities; clinical trials; equipment testing	
12. Freedom to Act	Broad occupational policies	4
46 BL 1 1 EK 4	Works autonomously, manages team and area of work	0()(1)
13. Physical Effort	Restricted position for long periods; frequent light effort for several short	2(a) (b)
	periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres	(d)
	patients for tests	
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable;	3(a) (b) -
	occasional/frequent requirement for prolonged concentration	4(a)
	Concentration for tests, investigations, processes, frequent interruptions for urgent	. (,
	requests; microscope or equivalent work for lengthy periods	
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2(a)
	May work with terminally ill, upset, distressed patients, carers, staff issues	
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions	2(a)-3(a)
	Handles contained or controlled biological materials, contact with contained body	
15.0 · · · · /D · · · ·	fluids, verbal abuse	D
JE Score/Band	JE Score 489 - 533	Band 7

Healthcare Scientist Advanced (Research) (Career Framework Stage 7)

Performs specialist clinical/ scientific/ technical research activities as part of a formal research programme

Communicates research results orally and in writing to own and other professions May supervise and/or train less experienced staff/students/trainees/researchers

Factor	Relevant Job Information	JE level
1. Communication &	Provide and receive highly complex information/ present complex	4 (b) -
Relationship Skills	information to large groups	5(b)
Kelationship Okins	Communicates research and other specialist clinical/scientific/technical information	3(b)
	to and exchanges specialist information with colleagues from own and other	
	disciplines/ presents research findings to conferences or other large groups	
2. Knowledge, Training &	Highly specialist expertise underpinned by theoretical knowledge &	7
Experience	experience	'
Experience	Understanding of specialist healthcare science activities, research techniques;	
	acquired through training to master's degree or equivalent level of knowledge	
3. Analytical & Judgemental	Complex facts or situations, requiring analysis, interpretation, comparison of	4
Skills	options	4
Skills	Analysis & interpretation of research results	
4. Planning & Organisational	Plan straightforward tasks, some ongoing/ plan and organise complex	2-3
Skills	activities requiring formulation and adjustment	2-3
SKIIIS	,	
5. Dharainal Chilla	Plans own research workload/ plans research project	0/=\/ -\ 4
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical	3(a)(b)-4
	skills where accuracy important for manipulation of fine tools, materials/ high	
	degree of precision, co-ordination	
	Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating	
	specimens, manipulating specimens under microscope/ use of fine tools, materials	
0 B	requiring high degree of precision and hand-eye co-ordination	1
6. Responsibility for	Assists patients/clients/relatives during incidental contacts	1
Patient/Client Care	May have contact with patients as part of research activity	
7. Responsibility for	Implement policies, proposes changes to practices for own area of work	2
Policy/Service Development	Ensures implementation of policies, proposes changes to practices for work area	-4
8. Responsibility for	Safe use of equipment other than that used personally; maintain stock	2(b) (c)
Financial & Physical	control, security	
Resources	Responsible for safe use of research equipment by others; orders supplies for area	
	of work, storage of smear slides or other samples	
9. Responsibility for Human	Day to day supervision; clinical supervision; practical training	2(a) (b)
Resources	Supervises junior staff in own work area; provides clinical supervision; trains less	(c)
	experienced staff, researchers	
10. Responsibility for	Data entry, text processing or storage of data; occasional/ regular	2(a)(b) -
Information Resources	requirement to use computer software to create reports, documents,	3(b)- 4(a)
	drawings/ adapt, design information systems to meet specifications of others	
	Responsible for database maintenance for whole laboratory, research programme/	
	develops computer tools for research/ develops computer software for research	
11. Responsibility for	Research as major part of work/ co-ordinates research programme	3 -4
Research & Development	R&D activities as major part of work/ co-ordinates research programme	
12. Freedom to Act	Clearly defined occupational policies/ broad occupational policies	3-4
	Works independently/ works autonomously, lead researcher for area	
13. Physical Effort	Restricted position for long periods; frequent light effort for several short	2(a) (b)
	periods; occasional moderate effort for several short periods	(d)
	Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres	
	patients for tests	
14. Mental Effort	Occasional/frequent requirement for prolonged concentration	3(a) –
	Microscope or equivalent research activity for lengthy periods	4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2 (a)
	May work with terminally ill, upset, distressed patients, carers	. ,
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions	2(a)-3(a)
3	Handles contained or controlled biological materials, contact with body fluids	() ()
JE Score/Band	JE Score 434* - 528	Band 7*
	1	

^{*} Generic job grade boundary provisions apply – see cover page note.

- Healthcare Scientist Professional Manager (Career Framework Stage 8)
 Performs a range of healthcare science clinical/technical/scientific activities
 Provides expert advice to clinicians and senior managers on own area of expertise Manages team of staff, including planning, allocation and quality checking of work

	3. Manages team of staff, including planning, allocation and quality checking of world	
Factor	Relevant Job Information	JE level
1. Communication &	Provide and receive complex information, persuasive, motivational skills	4 (a) (b)
Relationship Skills	required, tact and persuasive skills required, barriers to understanding;	(-7 (-7
	provide and receive highly complex information	
	Communicates test, other technical information to colleagues, to patients, relatives,	
	carers who may have sensory physical or learning disabilities; communicates	
	specialist scientific information to healthcare staff	_
2. Knowledge, Training &	Highly developed specialist knowledge underpinned by theoretical	7
Experience	knowledge & practical experience	
	Understanding of specialist healthcare science activities, management knowledge	
	acquired through training to master's degree or equivalent level of knowledge	
3. Analytical & Judgemental	Complex/ highly complex facts or situations, requiring analysis,	4-5
Skills	interpretation, comparison of options	
	Content of advice, recommendations on specialist equipment, procedures,	
	techniques, services/ expert opinion may differ	
4. Planning & Organisational	Plan complex activities, requiring formulation, adjustment/ plans road range	3-4
Skills	of complex activities, requiring formulation, development of plans, strategies	0 4
OKIIIS	Plans workload for area of work, including adjustments to deal with emergencies	
5 DI	and on call arrangements/ long term planning for service	0()(1) 4
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical	3(a)(b)-4
	skills where accuracy important for manipulation of fine tools, materials/ high	
	degree of precision, co-ordination	
	Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating	
	specimens, manipulating specimens under microscope/ use of fine tools, materials	
	requiring high degree of precision and hand-eye co-ordination	
6. Responsibility for	Provide highly specialist clinical technical services; provide highly specialist	6(b) (c) (d) - 7
Patient/Client Care	advice; accountable for direct delivery of sub-division of/ clinical, clinical	0(0) (0) (4)
i atientonent oare	technical service	
	Undertakes, screens, interprets complex, specialist diagnostic tests, including	
	equipment testing; provides expert technical advice to clinicians/ responsible for	
	delivery of a service e.g. biomedical science to organisation	
7. Responsibility for	Implement policies, propose changes to practices for service	4
Policy/Service Development	Ensures implementation of policies, proposes and develops changes to practices	
	for service	
8. Responsibility for	Hold budget	4(a)
Financial & Physical	Holds budget for service	. ,
Resources		
9. Responsibility for Human	Line manager for function	4(a)
Resources	Manages staff of service, including recruitment, allocation of workloads, quality of	-(α)
Resources	work, performance issues	
40. Danis and 11.11% of an		4.0(-)
10. Responsibility for	Record personally generated information/data entry, text processing or	1-2(a)
Information Resources	storage of data	
	Records personally generated test results or similar/ responsible for database	
	maintenance for whole laboratory, service or department	
11. Responsibility for	Occasionally participate in/regularly undertake R&D clinical trials;	1-2(a) (b) (c)-
Research & Development	equipment testing/ major job requirement	3(a)
	Occasionally/regularly undertakes R&D activities; clinical trials; equipment testing	` ′
12. Freedom to Act	Broad occupational policies/ interprets for service	4-5
12. I recubili to Act	Works autonomously, manages team and area of work/ interprets policies for	7 0
42 Dhysical Effect	Service	4.0/=\ /! \ / !\
13. Physical Effort	Combination of sitting, standing, walking/ restricted position for long	1-2(a) (b) (d)
	periods; frequent light effort for several short periods; occasional moderate	
	effort for several short periods	
	Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes	
	trolleys; manoeuvres patients for tests	
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable;	3(a) (b) - 4(a)
	occasional/frequent requirement for prolonged concentration	
	Concentration for tests, investigations, frequent interruptions for urgent tests;	
	microscope or equivalent work for lengthy periods	
15. Emotional Effort		1.2(a)
io. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2(a)
	May work with terminally ill, upset, distressed patients, carers, staff issues	-()
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions	2(a)
	Handles contained or controlled biological materials, contact with contained body	
	fluide verbal abuse	1
	fluids, verbal abuse	
JE Score/Band	JE Score 527* - 635	Band 8a*-b-c

^{*} Generic job grade boundary provisions apply – see cover page note.

- Healthcare Scientist Principal/ Consultant (Career Framework Stage 8)

 1. Performs a range of highly specialist healthcare science clinical/technical/scientific activities
 2. Provides expert advice, opinions, training to own and other professions in specialist area of activity; undertakes research in specialist field
- Provides specialist training to own or other disciplines; may lead, manage team for own specialist area

	specialist area	
Factor	Relevant Job Information	JE level
1. Communication &	Provide and receive highly complex information, tact and persuasive skills	5(a) (b)
Relationship Skills	required, barriers to understanding/ present complex information to large	
	groups	
	Communicates specialist condition, test, other technical information to patients,	
	relatives, carers who may have sensory, physical or learning disabilities; communicates specialist information to conferences	
2. Knowledge, Training &	Advanced theoretical and practical knowledge & experience	8(a)
Experience	Understanding of specialist healthcare science activities acquired through training to	0(a)
Experience	master's degree or equivalent level of knowledge plus further specialist training	
3. Analytical &	Complex/highly complex facts or situations, requiring analysis, interpretation,	4-5
Judgemental Skills	comparison of options	4-3
oudgomoniai onnio	Analysis & interpretation of test, investigation results/analysis, interpretation in	
	specialist area where expert opinions differ	
4. Planning &	Plan complex activities requiring formulation, adjustment	3
Organisational Skills	Plans specialist service(s) and workload	
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical	3(a)(b)-4
•	skills where accuracy important for manipulation of fine tools, materials/ high	- (-)(-)
	degree of precision, co-ordination	
	Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating	
	specimens, manipulating specimens under microscope/ use of fine tools, materials	
	requiring high degree of precision and hand-eye co-ordination	
6. Responsibility for	Provide highly specialist clinical technical services; provide highly specialist	6(b) (c)
Patient/Client Care	advice	
	Undertakes, screens, interprets highly specialist diagnostic tests, including specialist	
	equipment testing; provides specialist, technical advice to clinicians	
7. Responsibility for	Implement policies, propose changes to practices for area, impact on other	3
Policy/Service	areas	
Development	Ensures implementation of policies, proposes and develops changes to practices,	
	new ways of working for specialist area with impact on other disciplines	
8. Responsibility for	Safe use of equipment other than that used personally; maintain stock control,	2(b) (c) (d)-
Financial & Physical	security; authorise payments/ purchase of assets or supplies; hold delegated	3(a) (b) (d)
Resources	budget Responsible for cofe use of equipment by others; orders supplies for cross of work	
	Responsible for safe use of equipment by others; orders supplies for area of work, storage of smear slides or other samples; authorises invoices/ purchases specialist	
	supplies or equipment; holds delegated budget for specialist service	
9. Responsibility for	Day to day management; provide specialist training	3(a) (c)
Human Resources	Day to day management, provide specialist training Day to day management of team of staff; provides specialist training for internal,	3(a) (c)
Tullian Resources	external groups	
10. Responsibility for	Record personally generated information/data entry, text processing or storage	1-2(a)
Information Resources	of data	1 2(0)
miormation resocures	Records personally generated test results or similar/ responsible for database	
	maintenance for whole laboratory, service or department	
11. Responsibility for	Regularly participate in R&D clinical trials; equipment testing/ research as	2(a) (b) (c)-
Research & Development	major part of work/ co-ordinate R&D activities	3 –4
·	Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities	
	as major part of work/ co-ordinates specialist R&D	
12. Freedom to Act	Broad occupational policies/ interprets policies	4-5
	Works autonomously, lead specialist for area/ interprets policies for specialist field	
13. Physical Effort	Restricted position for long periods; frequent light effort for several short	2(a) (b) (d)
-	periods; occasional moderate effort for several short periods	
	Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres	
	patients for tests	
14. Mental Effort	Frequent requirement for concentration, work pattern predictable/	2(a)- 3(a) -
	occasional/frequent prolonged concentration; occasional intense concentration	4(a) (b)
	Concentration for tests, investigations/ microscope or equivalent work for lengthy	
	periods/ intense concentration for lengthy and intricate investigations	
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2(a)
	May work with terminally ill, upset, distressed patients, carers	
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions	2(a)-3(a)
	Handles contained or controlled biological materials, contact with body fluids, verbal	
	abuse	
JE Score/Band	JE Score 548 – 650	Band 8a-c

- Healthcare Scientist Principal (Research) (Career Framework Stage 8)

 1. Initiates and leads specialist clinical/ scientific/ technical research activities as part of a formal research programme; manages research budget
- Communicates research results orally and in writing to own and other professions
 Provides specialist training to, may lead a team of staff/students/trainees/researchers

Factor	Relevant Job Information	JE level
1. Communication &	Present complex information to large groups	5(b)
Relationship Skills	Communicates research and other specialist clinical/scientific/technical information	
P	to and exchanges specialist information with colleagues from own and other	
	disciplines, presents research findings to conferences or other large groups	
2. Knowledge, Training &	Advanced theoretical and practical knowledge	8(a)
Experience	In-depth understanding of specialist healthcare science activities, research	- (/
	techniques; acquired through training to doctorate or equivalent level of knowledge	
	plus further specialist training	
3. Analytical & Judgemental	Complex/ highly complex facts or situations, requiring analysis,	4-5
Skills	interpretation, comparison of options	
	Analysis & interpretation of research results/ analysis & overall interpretation of	
	research results, content of advice to clinicians where expert opinion may differ	
4. Planning & Organisational	Plan and organise complex activities requiring formulation and adjustment	3
Skills	Plans complex research projects	
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical	3(a)(b)-4
,	skills where accuracy important for manipulation of fine tools, materials/ high	
	degree of precision, co-ordination	
	Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating	
	specimens, manipulating specimens under microscope/ use of fine tools, materials	
	requiring high degree of precision and hand-eye co-ordination	
6. Responsibility for	Assists patients/clients/relatives during incidental contacts	1
Patient/Client Care	May have contact with patients as part of research activity	
7. Responsibility for	Implement policies, proposes changes to practices, impact on other areas/	3-4
Policy/Service Development	policy development, implementation for more than one area of activity	
	Ensures implementation of policies, proposes changes to practices with impact on	
	other disciplines/ translates research findings into policies affecting wide area	
8. Responsibility for	Holds delegated budget/ budget holder for department, service	3(d)-4(a)
Financial & Physical	Holds, manages research budget (s)/ holds, manages research budget equivalent	
Resources	to service budget	
9. Responsibility for Human	Day to day management; provides specialist training	3(a) (c)
Resources	Manages research team; provides specialist training to own and other disciplines	
10. Responsibility for	Data entry, text processing or storage of data; occasional/ regular	2(a)(b) -
Information Resources	requirement to use computer software to create reports, documents,	3(b)- 4(a)
	drawings/ adapt, design information systems to meet specifications of others	
	Responsible for database maintenance for whole laboratory, research programme/	
44 Dannanaily 99 Con	develops computer tools for research/ develops computer software for research	4.5
11. Responsibility for	Co-ordinates research programme/ initiates research activities	4-5
Research & Development 12. Freedom to Act	Co-ordinates research programme/ initiates research in specialist field	4.5
1∠. Freedom to Act	Broad occupational policies/ interprets policies Werke autonomously lead recognition for angular field.	4-5
12 Physical Effect	Works autonomously, lead researcher for area/ interprets policies for specialist field Restricted position for long periods; frequent light effort for several short	2(a) (b)
13. Physical Effort	periods; occasional moderate effort for several short periods	2(a) (b) (d)
	Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres	(u)
	patients for tests	
14. Mental Effort	Occasional/frequent requirement for prolonged concentration	3(a) –
14. Melitai Elivit	Microscope or equivalent research activity for lengthy periods	3(a) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2 (a)
13. Emotional Enort	May work with terminally ill, upset, distressed patients, carers	1-2 (a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions	2(a)-3(a)
10. Working Conditions	Handles contained or controlled biological materials, contact with body fluids	2(a)-3(a)
JE Score/Band	JE Score 552 – 665	Band 8a-
JE Scole/Ballu	JE 36016 332 - 003	
	I	b-c

- Healthcare Science Service Manager (Career Framework Stage 8)

 1. Performs a range of specialist healthcare science clinical/technical/scientific activities; provides specialist advice to other professionals
- Manages, organises, co-ordinates provision of a healthcare science service
 Manages laboratory, workshop, service staff, including recruitment, workload allocation, career development, performance

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex information, persuasive, motivational skills required; barriers to understanding/ presents complex information to large groups	4 (a)-5(b)
rtolationip online	Communicates test, other technical information to colleagues; to patients, relatives,	
	carers who may have sensory, physical or learning disabilities/ presents scientific/	
	technical papers to conferences	
2. Knowledge, Training &	Advanced theoretical and practical knowledge	8(a)
Experience	Understanding of specialist healthcare science activities and management knowledge	0(4)
	acquired through training to master's equivalent level of knowledge plus further specialist	
	training to doctorate level or equivalent	
3. Analytical &	Complex/ highly complex facts or situations, requiring analysis, interpretation,	4-5
Judgemental Skills	comparison of options	
3	Analysis & interpretation of test, investigation results, decisions on service related issues/	
	content of advice where expert opinion may differ	
4. Planning &	Plan complex activities, requiring formulation, adjustment/ plans broad range of	3-4
Organisational Skills	complex activities requiring development of long term plans, strategies	_
	Plans workload for laboratory, workshop, specialist service making adjustments to deal	
	with emergencies and on call arrangements/ long term service planning	
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical	3(a)(b)-4
,	skills where accuracy important for manipulation of fine tools, materials/ high	σ(α)(ε) .
	degree of precision, co-ordination	
	Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating	
	specimens, manipulating specimens under microscope/ use of fine tools, materials	
	requiring high degree of precision and hand-eye co-ordination	
6. Responsibility for	Accountable for delivery of sub-division/ clinical technical service	6(d)-7
Patient/Client Care	Responsible for delivery of laboratory, workshop, specialist service(s)	0(4)
7. Responsibility for	Implement policies, propose changes to practices for area, impact on other areas/	3-4
Policy/Service	responsible for policy development for service	0 .
Development	Ensures implementation of policies, proposes and develops changes to practices for	
Development	work area with impact on other areas of work/ responsible for policy, service	
	development	
8. Responsibility for	Authorise payments; purchase assets, supplies; hold delegated budget/ holds	3(a) (c)
Financial & Physical	budget	(d)-4(a)
Resources	Authorises invoices for supplies & equipment; orders supplies for area of work; holds	(u)-4(a)
resources	delegated budget/ holds budget for service	
9. Responsibility for	Line manager for single function or department	4(a)
Human Resources	Line manager for strigle function of department Line manager for staff, including recruitment, workload allocation, performance, career	4(a)
numan Resources	development	
10. Responsibility for	Record personally generated information/data entry, text processing or storage of	1-2(a)
Information Resources	data	1-2(a)
iniormation Resources		
	Records personally generated test results or similar/ responsible for database	
11 Dooponoihility for	maintenance for whole laboratory, service or department	2(a) (b)
11. Responsibility for	Regularly undertake R&D clinical trials; equipment testing/ research as major part	2(a) (b)
Research & Development	of work/ co-ordinates research activity	(c)-3 –4
	Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities as	
40 Freedom to Act	major part of work/ co-ordinates R&D activities	4.5
12. Freedom to Act	Broad occupational policies/ interprets policies	4-5
40 DL -11-E% -1	Manages team and area of work/ interprets policies for department/ service	4.0() (')
13. Physical Effort	Combination of sitting, standing, walking/ restricted position for long periods;	1-2(a) (b)
	frequent light effort for several short periods; occasional moderate effort for	(d)
	several short periods	
	Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes	
	trolleys; manoeuvres patients for tests	
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable;	3(a) (b) –
	occasional/frequent requirement for prolonged concentration	4(a)
	Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope	
	or equivalent work for lengthy periods	
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances	1-2(a)
	May work with terminally ill, upset, distressed patients, carers, staff issues	
16. Working Conditions	Occasional exposure to unpleasant conditions	2(a)
-	Handles contained or controlled biological materials, contact with body fluids, verbal	' '
	abuse	

Healthcare Scientist Consultant (Career Framework Stage 9)

- Performs a range of highly specialist healthcare science clinical/technical/scientific activities as lead clinician/ specialist for specialist area of activity
- 2. Provides primary source of expert advice, opinions, training to own and other professions in specialist area of activity; undertakes research and innovation in specialist field with national, international impact

3. Provides specialist training to own or other disciplines; may lead, manage team for own specialist area

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups Communicates specialist condition, test, other technical information to patients, relatives, carers	5(a) (b)
	who may have sensory physical or learning disabilities; communicates specialist information to conferences	
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge Advanced in-depth clinical scientific technical expertise acquired through training to doctorate level plus further specialist training or equivalent higher professional qualification e.g. royal medical	8(a)
3. Analytical & Judgemental Skills	college membership Highly complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of test, investigation results in specialist area where expert opinions differ	5
4. Planning & Organisational Skills	Plan complex activities requiring formulation, adjustment/ plan, organise broad range of complex activities, formulates, adjusts plans or strategies Plans specialist service and workload/ long term planning, strategy for development of specialist service	3-4
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, coordination/ highest level of physical skills, high degree of precision Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination/ skills for e.g. tests on patients requiring highest level of precision and only one opportunity	3(a)(b)-4-5
6. Responsibility for Patient/Client Care	Provide highly specialist clinical technical services; provide highly specialist advice Provides highly specialist scientific services, undertakes, screens, interprets highly specialist diagnostic tests, including specialist equipment testing; provides complex specialist, technical advice to clinicians, patients	6(b) (c)
7. Responsibility for Policy/Service Development	Implement policies, propose changes to practices for area, impact on other area/ responsible for policy development for service Ensures implementation of policies, proposes and develops changes to practices for specialist area with impact on other disciplines/ policy development for specialist service	3-4
8. Responsibility for Financial & Physical Resources	Authorised signatory; purchase of assets or supplies; hold delegated budget Authorises invoices; purchases specialist supplies or equipment; holds delegated budget for specialist service	3(a) (b) (d)
9. Responsibility for Human Resources	Day to day management; provide specialist training/ line manager Day to day management of team of staff; provides specialist training to own or other disciplines/ line manager for staff of specialist service	3(a) (c)-4(a)
10. Responsibility for Information Resources	Record personally generated information/data entry, text processing or storage of data Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	1-2(a)
11. Responsibility for Research & Development	Research as major part of work/ co-ordinates research programmes/ initiate and develop R&D R&D activities as major part of work/ co-ordinates research programmes in specialist field/ initiates R&D programmes	3 –4 –5
12. Freedom to Act	Broad occupational policies, establish interpretation Interprets policies for own specialist field	5
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; kneeling, crouching, bending to carry out procedures; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration; occasional/ frequent intense concentration Concentration for tests, investigations/ microscope or equivalent work for lengthy periods/ intense concentration for lengthy and intricate investigations	2(a)- 3(a) – 4(a)-5
15. Emotional Effort	Rare/occasional/ regular exposure to distressing or emotional circumstances; occasional highly distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers; imparts news of impairment	1-2(a)-3(a) (b)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled biological materials, contact with contained body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	JE Score 597* - 732	Band 8 c*-d-9

^{*} Generic job grade boundary provisions apply – see cover page note.

Healthcare Scientist Consultant Head Of Service (Career Framework Stage 9) 1. Directs and manages a clinical/technical/scientific service

- Delivers specialist healthcare scientist activities; provides expert advice, opinion and leadership to other professionals; may act as lead clinician
- Provides training in own or other disciplines in general and specialist areas; may undertake

Factor	research Relevant Job Information	JE level
1. Communication &	Provide and receive highly complex information, tact and persuasive skills	5 (a) (b)
Relationship Skills	required, barriers to understanding/ present complex information to large	0 (d) (b)
	groups	
	Communicates specialist condition, test, other technical information to patients,	
	relatives, carers, who may have sensory, physical or learning disabilities;	
	communicates specialist information to conferences	
2. Knowledge, Training &	Advanced theoretical and practical knowledge	8(a)
Experience	Expert understanding of specialist healthcare science activities and management	
	knowledge acquired through training to doctorate level plus further specialist training	
	or equivalent higher professional qualification e.g. royal medical college membership	_
3. Analytical &	Highly complex facts or situations, requiring analysis, interpretation,	5
Judgemental Skills	comparison of options	
	Analysis & interpretation of test, investigation results in specialist area where expert opinions differ	
4. Planning &	Plan, organise broad range of complex activities, formulates, adjusts plans or	4
Organisational Skills	strategies	4
Organisational Okins	Plans service, including long term planning, development of service	
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical	3(a)(b)-4-5
or rangerous cumo	skills where accuracy important for manipulation of fine tools, materials/ high	σ(α)(δ) 1 σ
	degree of precision, co-ordination/ highest level of skills	
	Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating	
	specimens, manipulating specimens under microscope/ use of fine tools, materials	
	requiring high degree of precision and hand-eye co-ordination/ skills for e.g. tests on	
	patients requiring highest level of precision and only one opportunity	
6. Responsibility for	Accountable for delivery of sub-division of a service/ accountable for delivery	6(d)-7
Patient/Client Care	of clinical technical service	
	Responsible for delivery of healthcare science service/ accountable for delivery of	
	healthcare science service	
7. Responsibility for	Responsible for policy implementation, development for service	4
Policy/Service	Responsible for development, implementation for policies, procedures, protocols, for	
Development	service	
8. Responsibility for	Budget holder for department/service	4(a)
Financial & Physical	Holds budget for service, function	
Resources 9. Responsibility for	Line management	4(a)
Human Resources	Line management Line manager for staff, including recruitment, workload allocation, performance,	4(a)
numan resources	career development	
10. Responsibility for	Record personally generated information/data entry, text processing or storage	1-2(a)
Information Resources	of data	1 2(α)
mormation recourses	Records personally generated test results or similar/ responsible for database	
	maintenance for whole laboratory, service or department	
11. Responsibility for	Research as major part of work/ co-ordinates research/ initiates research,	3-4 -5
Research & Development	secures funding	
·	R&D activities as major part of work/ co-ordinates research programmes/ initiates	
	R&D	
12. Freedom to Act	Broad occupational policies, establish interpretation	5
	Interprets policies for service	
13. Physical Effort	Combination of sitting, standing, walking/ restricted position for long periods;	1-2(a) (b) (d)
	frequent light; occasional moderate effort for several short periods	
	Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes	
44 Manual = "	trolleys; manoeuvres patients for tests	0() ()
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable;	3(a) (b) – 4(a)
	occasional/frequent requirement for prolonged; occasional intense	(b)
	Concentration Concentration for toots investigations frequent interruptions for urgent toots/	
	Concentration for tests, investigations, frequent interruptions for urgent tests/	
	microscope or equivalent work for lengthy periods; intense concentration for lengthy,	
	intricate investigation	1-2(a)-3(a)(b)
15 Emotional Effort	Paralogoasional/fraguent exposure to distressing or emotional circumstances	
15. Emotional Effort	Rare/occasional/ frequent exposure to distressing or emotional circumstances;	1-2(a)-3(a)(b)
15. Emotional Effort	occasional highly distressing or emotional circumstances	1-2(a)-3(a)(b)
15. Emotional Effort	occasional highly distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers, difficult staffing issues;	1-2(a)-3(a)(b)
	occasional highly distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers, difficult staffing issues; imparts news of impairment	
15. Emotional Effort 16. Working Conditions	occasional highly distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers, difficult staffing issues; imparts news of impairment Occasional/frequent exposure to unpleasant conditions	2(a)-3(a)
	occasional highly distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers, difficult staffing issues; imparts news of impairment	

- Healthcare Scientist Consultant Director (Career Framework Stage 9)

 1. Directs and manages a range of complex clinical/scientific/technical services; provides strategic direction and expert leadership
- 2. Manages, plans, develops provision of a healthcare science service(s), including staff, budget management

 Directs the development and integration of service practice, research, teaching, training

	3. Directs the development and integration of service practice, research, teaching, t	iaiiiig
Factor	Relevant Job Information	JE level
1. Communication &	Provide and receive highly complex information, tact and persuasive skills	5 (a) (b)
Relationship Skills	required, barriers to understanding/ present complex information to large	
	groups/ communicate highly complex, sensitive, contentious information,	
	antagonistic atmosphere	
	Communicates specialist condition, test, technical information to patients, relatives,	
	carers, who may have sensory, physical or learning disabilities; communicates highly	
	complex information to colleagues where co-operation is required; communicates	
	specialist information to conferences	
2. Knowledge, Training &	Advanced theoretical and practical knowledge	8(a)
Experience	Extensive knowledge and expertise of specialist healthcare science activities,	0(a)
Experience		
	management acquired through training to doctorate level plus further specialist	
	training or equivalent royal medical college membership	
3. Analytical &	Highly complex facts or situations, requiring analysis, interpretation,	5
Judgemental Skills	comparison of options	
	Assess, evaluate and make judgements across a wide range of highly complex	
	clinical, scientific and managerial issues where expert opinions differ	
4. Planning &	Plan, organise broad range of complex activities, formulates, adjusts plans or	4-5
Organisational Skills	strategies/ formulate long term strategic plans, involving uncertainty, impact	
-	across organisation and beyond	
	Plans service, including long term planning, development of service/ strategic service	
	development across organisations, agencies	
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical	3(a)(b)
J. FIIYSICAI ƏKIIIS		3(a)(b)
	skills where accuracy important for manipulation of fine tools, materials	
	Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating	
	specimens, manipulating specimens under microscope	ļ
6. Responsibility for	Accountable for delivery of clinical technical service/ corporate responsibility	7-8
Patient/Client Care	Accountable for delivery of healthcare science service(s)/ corporate accountability	<u> </u>
7. Responsibility for	Responsible for policy implementation, development for service/ directorate or	4 –5
Policy/Service	equivalent	
Development	Responsible for development, implementation for policies, procedures, protocols, for	
 	service/ services equivalent to a directorate	
8. Responsibility for	Budget holder for department, service/ several services	4(a)- 5(a)
Financial & Physical	Holds budget for service, function/ several services or equivalent	- 1 (a)- 3(a)
Resources	Troids sudget for service, furiction/ several services of equivalent	
	Line management for single function/ several multiple departments	1(a) F(a)
9. Responsibility for	Line management for single function/ several, multiple departments	4(a)-5(a)
Human Resources	Line manager for staff, including recruitment, workload allocation, performance,	
	career development/ line manager for staff equivalent to several departments	
10. Responsibility for	Record personally generated information/data entry, text processing or storage	1-2(a)
Information Resources	of data	
	Records personally generated test results or similar/ responsible for database	
	maintenance for whole laboratory, service or department	
11. Responsibility for	Co-ordinates research/ initiates research programmes	4 -5
Research & Development		1 ' -
	Co-ordinates R&D activities for service: Initiates and secures funding for R&D	
Acception a Development	Co-ordinates R&D activities for service; initiates and secures funding for R&D activities	
·	activities	5
12. Freedom to Act	activities Broad occupational policies, establish interpretation	5
12. Freedom to Act	activities Broad occupational policies, establish interpretation Interprets policies for service(s)	_
·	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods;	1-2(a) (b)
12. Freedom to Act	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods	_
12. Freedom to Act	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes	1-2(a) (b)
12. Freedom to Act 13. Physical Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	1-2(a) (b) (d)
12. Freedom to Act	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests Frequent requirement for concentration, work pattern unpredictable;	1-2(a) (b)
12. Freedom to Act 13. Physical Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	1-2(a) (b) (d)
12. Freedom to Act 13. Physical Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests Frequent requirement for concentration, work pattern unpredictable;	1-2(a) (b) (d) 3(a) (b) –
12. Freedom to Act 13. Physical Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests/	1-2(a) (b) (d) 3(a) (b) –
12. Freedom to Act 13. Physical Effort 14. Mental Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods	1-2(a) (b) (d) 3(a) (b) – 4(a)
12. Freedom to Act 13. Physical Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods Occasional exposure to distressing or emotional circumstances	1-2(a) (b) (d) 3(a) (b) –
12. Freedom to Act 13. Physical Effort 14. Mental Effort 15. Emotional Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods Occasional exposure to distressing or emotional circumstances Deals with complaints, difficult staffing issues	1-2(a) (b) (d) 3(a) (b) - 4(a) 2(a)
12. Freedom to Act 13. Physical Effort 14. Mental Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods Occasional exposure to distressing or emotional circumstances Deals with complaints, difficult staffing issues Occasional exposure to unpleasant conditions	1-2(a) (b) (d) 3(a) (b) – 4(a)
12. Freedom to Act 13. Physical Effort 14. Mental Effort 15. Emotional Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods Occasional exposure to distressing or emotional circumstances Deals with complaints, difficult staffing issues Occasional exposure to unpleasant conditions Handles contained or controlled biological materials, contact with body fluids, verbal	1-2(a) (b) (d) 3(a) (b) - 4(a) 2(a)
12. Freedom to Act 13. Physical Effort 14. Mental Effort 15. Emotional Effort	activities Broad occupational policies, establish interpretation Interprets policies for service(s) Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods Occasional exposure to distressing or emotional circumstances Deals with complaints, difficult staffing issues Occasional exposure to unpleasant conditions	1-2(a) (b) (d) 3(a) (b) - 4(a) 2(a)