

# National profiles for Biomedical Scientists and Clinical Support Workers

## Contents

Profile Title	Band	Page
Clinical Support Worker (Healthcare Science)	2	2
Phlebotomist	2	4
Clinical Support Worker High Level (Healthcare Science)	3	6
Biomedical Scientist	5	8
Biomedical Scientist Team Leader	6	10
Biomedical Scientist Specialist	6	12
Biomedical Scientist Advanced	7	14
Biomedical Scientist Team Manager	7	16

## Version history and amendments

Action	Date	Notes
Rebrand	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
Moderation check	2004/5	* Biomedical Scientist Advanced Band 7 – an anomaly has been found in the 'Responsibility for Information Resources' factor and as a result the wording has been changed and the JE Level now reads 1-2(a)(b), which is the same as that for the Band 6 Biomedical Scientist Specialist.



<b>Profile Suite and Label</b>	<b>Biomedical Scientists and Clinical Support Workers – Clinical Support Worker (Healthcare Science)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>Processes clinical specimens for biological testing</li> <li>Maintains test records.</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide &amp; receive routine information orally to inform work colleagues, patients, clients</b> Relays test results to clinicians and other staff	2	12
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Range of routine work procedures requiring job training</b> Knowledge of lab procedures acquired through a combination of instruction and practice or by attending training sessions	2	36
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Judgements involving straightforward facts or situations some requiring analysis</b> Resolves day to day issues eg mislabelled and lost specimens	2	15
4.	<b>Planning &amp; Organisational Skills</b>	<b>Organise own day to day work tasks or activities</b> Organises own work	1	6
5.	<b>Physical Skills</b>	<b>Physical skills obtained through practice/ highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Keyboard skills/ hand eye co-ordination, speed and accuracy required when inoculating specimens & pipetting accurately.	2-3(b)	15-27
6.	<b>Patient/Client Care</b>	<b>Provide basic clinical technical services</b> Preparation of specimens for diagnostic testing	3(b)	15
7.	<b>Policy/Service Development</b>	<b>Follows policies in own role, may be required to comment</b> Follows departmental policies, may comment on proposals for change	1	5
8.	<b>Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment , resources/ safe use of equipment other than equipment used personally; maintain stock control</b> Careful use of laboratory equipment/ cleaning equipment for use by others; orders supplies	1-2(b)(c)	5-12
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees</b> Demonstrates own duties	1	5
10.	<b>Information Resources</b>	<b>Data entry, text processing, storage of data</b> Enters laboratory test results	2(a)	9
11.	<b>Research &amp; Development</b>	<b>Occasionally participate in R &amp; D</b> May process samples for research projects	1	5
12.	<b>Freedom to Act</b>	<b>Well-established procedures, supervision close by/ standard operating procedures, someone available for reference</b> Follows defined procedures/ works on own initiative, supervision available	1-2	5-12
13.	<b>Physical Effort</b>	<b>Frequent light/moderate effort for several short periods</b> Bending & lifting boxes of media / lifts waste bins, trays, racks	2(b)–3(c)	7-12



14.	<b>Mental Effort</b>	<b>Frequent concentration work pattern predictable/ occasional prolonged concentration</b> Concentration required for processing specimens, may be prolonged	2(a)/3(b)	7-12
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients/clients	1	5
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions</b> Exposure to contained or controlled infectious materials, body fluids	3(a)	12
<b>JE Score 164 - 200</b>			<b>Band 2</b>	



<b>Profile Suite and Label</b>	<b>Biomedical Scientists and Clinical Support Workers – Phlebotomist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>To obtain blood samples from patients through venepuncture as requested by doctors.</li> <li>To ensure blood samples are labelled correctly in preparation for being forwarded to laboratories.</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Routine information where there are barriers to understanding, tact and persuasive skills required/complex or sensitive information</b></p> <p>Patients require reassurance; takes samples from patients with learning disabilities/language difficulties; information may be sensitive</p>	3(a)(b)	21
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Understanding of a range of routine work procedures which require job training and a period of induction</b></p> <p>No specific qualifications are required; in service training and experience</p>	2	36
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Judgements involving facts or situations, some of which require analysis</b></p> <p>Uses judgement to ensure acceptable quality of sample; decides whether vein acceptable to draw blood</p>	2	15
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Organise own day to day work tasks or activities</b></p>	1	6
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills where accuracy important;</b></p> <p>Hand eye co-ordination, speed and accuracy required when carrying out intravenous injections</p>	3(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Provides basic clinical services to patients</b></p> <p>Obtains samples for testing</p>	3(b)	15
7.	<b>Policy/Service Development</b>	<p><b>Follows policies determined by others</b></p> <p>Comments on proposals</p>	1	5
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Observes personal duty of care in relation to equipment and resources used in course of work</b></p>	1	5
9.	<b>Human Resources</b>	<p><b>Provides advice; demonstrates activities to new and less experienced employees</b></p> <p>Assists in the induction of new staff</p>	1	5
10.	<b>Information Resources</b>	<p><b>Records personally generated clinical information</b></p> <p>Hand writes labels on blood sample tubes</p>	1	4
11.	<b>Research &amp; Development</b>	<p><b>Undertakes surveys/audits as necessary to own work; may occasionally participate in R&amp;D</b></p>	1	5
12.	<b>Freedom to Act</b>	<p><b>Is guided by standard operating procedures; someone is generally available for reference</b></p> <p>Works within standard operating procedures; supervisor available by telephone</p>	2	12
13.	<b>Physical Effort</b>	<p><b>Frequent requirement for sitting or standing in a restricted position for a substantial portion of the time/frequent light physical effort for several short periods</b></p>	2(a)(b)	7



		Standing, bending to obtain blood samples; pushes trolley daily		
14.	<b>Mental Effort</b>	<b>Frequent requirement for concentration where the work is predictable</b> Concentration required for intravenous injections	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional exposure to distressing or emotional circumstances</b> Works on an acute receiving ward	2	11
16.	<b>Working Conditions</b>	<b>Frequent, highly unpleasant working conditions</b> Daily exposure to blood	4	18
<b>JE Score 199</b>			<b>Band 2</b>	



<b>Profile Suite and Label</b>	<b>Biomedical Scientists and Clinical Support Workers – Clinical Support Worker Higher Level (Healthcare Science)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Prepares and processes clinical specimens for biomedical testing; maintains test records</li> <li>2. Deals with reception and telephone queries from staff from other departments, GPs, visitors to department.</li> <li>3. Provides support to less experienced biomedical support workers.</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive routine information, to inform work colleagues, patients, clients</b> Relays test results to clinicians and other staff, answers queries	2	12
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Range of work procedures and practices; base level theoretical knowledge</b> Knowledge across range of biomedical procedures acquired through training to NVQ3 level or equivalent	3	60
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Judgements involving facts or situations, some requiring analysis</b> Resolves day to day issues e.g. mislabelled or mislaid specimens	2	15
4.	<b>Planning &amp; Organisational Skills</b>	<b>Organises own day to day work tasks or activities/ plan and organise straightforward activities, some ongoing</b> Prioritises urgent and emergency workload/ plans clinical support worker rota	1-2	6-15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Hand eye co-ordination, speed and accuracy required when inoculating specimens and pipetting accurately	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Provide basic clinical technical services</b> Prepares specimens for diagnostic testing	3(b)	15
7.	<b>Policy/Service Development</b>	<b>Implement policies, propose changes to practices, procedures for own area</b> Proposes changes to SOPs	2	12
8.	<b>Financial &amp; Physical Resources</b>	<b>Safe use of equipment other than equipment used personally; maintain stock control</b> Cleaning equipment for use by others; orders supplies	2(b)(c)	12
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees/ day to day supervision</b> Demonstrates own duties/ co-ordinates other clinical support workers, provides advice & guidance, basic training	1- 2(a)	5-12
10.	<b>Information Resources</b>	<b>Data entry, text processing, storage of data</b> Enters laboratory test results	2(a)	9
11.	<b>Research &amp; Development</b>	<b>Undertakes surveys or audits as necessary to own work; may occasionally participate in R&amp;D</b> May process and store samples for clinical trials	1	5



12.	<b>Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Works on own initiative, supervision available	2	12
13.	<b>Physical Effort</b>	<b>Frequent light/moderate effort for several short periods per shift</b> Bends and lifts boxes of media/ lifts waste bins, trays, racks	2 (b)-3(c)	7-12
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable/occasional prolonged concentration</b> Concentration for processing specimens, may be prolonged	2(a)-3(b)	7-12
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients/clients	1(a) (b)	5
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions</b> Exposure to contained or controlled infectious materials, body fluids	3(a)	12
<b>JE Score 221 - 247</b>			<b>Band 3</b>	



<b>Profile Suite and Label</b>	<b>Biomedical Scientists and Clinical Support Workers – Biomedical Scientist</b>
<b>Job Statement</b>	1. Processes biomedical specimens 2. Analyses results and enters results onto the computer

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex or sensitive information; provide advice, instruction, training to groups</b> Communicates with colleagues, clinicians about investigations required, explains results to staff; provides instruction to groups of health service staff	3(b)(c)	21
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Expertise within a specialism underpinned by theory</b> Knowledge of biomedical procedures acquired through biomedical science degree or equivalent	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts and situations requiring analysis, comparison of a range of options</b> Analysis of samples, tests, e.g. identifies micro organisms	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise own day to day work tasks activities/ straightforward activities, some ongoing</b> Plans own work/ plans work of clinical support workers	1-2	6-15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Hand eye co-ordination and accuracy required when performing tests, scalpels & needles used to process certain specimens	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Provide specialist clinical technical services</b> Screens and analyses test results	5(b)	30
7.	<b>Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment/ implement policies, propose changes to practices, procedures for own area</b> Follows laboratory policies, may comment on proposals for change/proposes changes to SOPs	1-2	5-12
8.	<b>Financial &amp; Physical Resources</b>	<b>Safe use of equipment, other than equipment used personally; safe use of expensive or highly complex equipment</b> Sets up equipment for others to use; uses expensive equipment for analysis work	2(b)(e)	12
9.	<b>Human Resources</b>	<b>Day to day supervision; provide practical training</b> Supervises support workers, students; provides practical training to small groups	2(a)(c)	12
10.	<b>Information Resources</b>	<b>Record personally generated information/ data entry, text processing, storage of data</b> Records test results/ maintains integrity, accuracy of lab databases, including data entered by others	1-2(a)	4-9
11.	<b>Research &amp; Development</b>	<b>Occasionally participate/regularly undertake R&amp;D; clinical trials; equipment testing, adaptation</b> Undertakes R&D, clinical trials., equipment testing	1-2(a)(b)(c)	5-12
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed rather than supervised</b>	3	21





		Works autonomously within operating procedures and protocols		
13.	<b>Physical Effort</b>	<b>Sitting, standing in restricted position; frequent light effort for several short periods per shift; occasional moderate effort, several short periods</b> Sitting at microscope for long periods; repetitive movements processing specimens; lifting autoclave boxes	2(a)(b)(d)	7
14.	<b>Mental Effort</b>	<b>Occasional/frequent prolonged concentration</b> Concentration required for microscope work, cytoscreening	3(b)-4(a)	12-18
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients, clients	1(a)(b)	5
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions</b> Exposure to contained or controlled infectious materials, body fluids	3(a)	12
<b>JE Score 326 - 360</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Biomedical Scientists and Clinical Support Workers – Biomedical Scientist Team Leader</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Processes biomedical specimens</li> <li>2. Analyses results; responsible for standard and quality of results</li> <li>3. Supervises bench work and advises staff regarding technical difficulties.</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide &amp; receive complex, sensitive information; provide advice, instruction to groups/ provide complex information, motivational skills required</b></p> <p>Communicates with colleagues, clinicians about investigations required, explains results to staff; trains groups of staff/ motivates staff</p>	3(a)(b)-4(a)	21-32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across a range of procedures underpinned by theory</b></p> <p>Knowledge of range of biomedical procedures acquired through biomedical science degree, plus further knowledge acquired through training and practical experience to post-graduate diploma level or equivalent</p>	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts requiring analysis, interpretation, comparison of range of options</b></p> <p>Interprets test results, provides quality assurance</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan &amp; organise straightforward activities some on-going</b></p> <p>Staff planning and planning own work</p>	2	15
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b></p> <p>Hand eye co-ordination and accuracy required when performing tests; scalpels and needles used when processing certain specimens</p>	3(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Provide specialist clinical technical services</b></p> <p>Provides a diagnostic service including interpretation and quality assurance of test results</p>	5(b)	30
7.	<b>Policy/Service Development</b>	<p><b>Implement policies, propose changes to practices, procedures for own area</b></p> <p>Implements, proposes changes to procedures for own work area</p>	2	12
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of equipment, other than equipment used personally; maintain stock control; safe use of expensive or highly complex equipment</b></p> <p>Sets up equipment for others to use; orders supplies; uses expensive equipment for analysis work</p>	2(b)(c)(e)	12
9.	<b>Human Resources</b>	<p><b>Day to day supervision; provide practical training/ day to day management</b></p> <p>Supervises staff including work allocation; provides practical training for small groups/ day to day management including performance appraisal</p>	2(a)(c)-3(a)	12-21
10.	<b>Information Resources</b>	<p><b>Record personally generated information/ data entry, text processing, storage of data</b></p> <p>Records test results/ maintains integrity, accuracy of lab databases, including data entered by others</p>	1-2(a)	4-9



11.	<b>Research &amp; Development</b>	<b>Occasionally participate/regularly undertake R&amp;D; clinical trials; equipment testing, adaptation</b> Undertakes R&D, clinical trials., equipment testing	1- 2(a)(b)(c)	5-12
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Follows broad occupational policies and protocols; may be lead specialist	4	32
13.	<b>Physical Effort</b>	<b>Sitting, standing in restricted position; frequent light effort for several short periods per shift; occasional moderate effort, several short periods</b> Sitting at microscope for long periods; repetitive movements processing specimens; lifting autoclave boxes	2(a)(b)(d)	7
14.	<b>Mental Effort</b>	<b>Occasional/ frequent prolonged concentration</b> Concentration required for microscopy work	3(b)-4(a)	12-18
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients, clients	1(a)(b)	5
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions</b> Exposure to contained or controlled infectious material, body fluids	3(a)	12
<b>JE Score 404 - 442</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Biomedical Scientists and Clinical Support Workers – Biomedical Scientist Specialist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Processes specialist investigations in e.g. haematology, biochemistry, microbiology, histopathology</li> <li>2. Provides specialist advice to clinicians as to appropriateness of tests and timescales.</li> <li>3. Provides specialist services e.g. training, problem solving for specialist equipment.</li> <li>4. Acts as mentor for more junior scientific and support staff</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex or sensitive information, persuasive skills</b></p> <p>Communication with colleagues, clinicians about investigations required; explanation of complex information and results, skills for influencing clinicians over appropriate tests to use, interpretation of results</p>	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across a range of work procedures underpinned by theory</b></p> <p>Knowledge of specialised procedures acquired through degree, short courses, ongoing specialist training and experience to post-graduate diploma equivalent level</p>	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts and situations requiring analysis, interpretation and comparison of a range of options</b></p> <p>Judgements on how to proceed during technical failures, quality control assessments, technical decisions, analysis of anomalous test results</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities some ongoing/ complex activities or programmes, requiring formulation, adjustment</b></p> <p>Plans and prioritises own workload, coordinates other staff, liaises with other departments, agencies, suppliers in relation to tests, services required/ organises specialist service</p>	2-3	15-27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, accuracy is important, manipulation of fine tools, materials</b></p> <p>Hand eye co-ordination and accuracy for processing material on slides, fine adjustments to specialist equipment</p>	3(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Provide specialist clinical technical services</b></p> <p>Provides specialist testing services including the analysis of test results, use of specialist equipment</p>	5(b)	30
7.	<b>Policy/Service Development</b>	<p><b>Implements policies and proposes changes to practices, procedures for own area</b></p> <p>Proposes changes to SOPs for specialist area, equipment</p>	2	12
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of equipment other than equipment used personally; maintain stock control; safe use of highly expensive equipment</b></p> <p>Sets up specialist equipment for others to use; orders supplies; uses expensive equipment for analysis work</p>	2(b)(c)(e)	12
9.	<b>Human Resources</b>	<p><b>Day to day supervision, professional supervision, provide practical training</b></p> <p>Supervises support staff, practical training of new, junior staff, students</p>	2(a)(b)(c)	12



10.	<b>Information Resources</b>	<b>Record personally generated information/ data entry, text processing, storage of data; occasional requirement to develop or create reports, documents, drawings</b> Records, collates own test, equipment results/ responsible for laboratory database or equivalent; uses software to create specialist reports	1-2(a)(b)	4-9
11.	<b>Research &amp; Development</b>	<b>Occasionally/regularly participates in clinical trials, equipment testing/ R&amp;D activities as major job requirement</b> Tests biomedical equipment, participates in clinical trials	1-2(b)(c)-3	5-12-21
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational procedures, work is managed/ broad occupational policies</b> Follows policies and procedures, asks advice as necessary/ works independently, may be lead specialist	3-4	21-32
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; frequent light effort for several short periods per shift; occasional moderate effort, several short periods</b> Sitting, standing for benchwork for long periods; frequent repetitive movements processing specimens; lifting equipment	2(a)(b)(d)	7
14.	<b>Mental Effort</b>	<b>Occasional/ frequent prolonged concentration</b> Prolonged concentration for processing samples, carrying out specialist investigations	3(b)-4(a)	12-18
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare/ occasional</b> Limited/ occasional contact with patients, clients	1(a)(b)-2(a)	5-11
16.	<b>Working Conditions</b>	<b>Frequent unpleasant working conditions</b> Exposure to contained or controlled infectious material, body fluids	3(a)	12
<b>JE Score 404 - 460</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Biomedical Scientists and Clinical Support Workers – Biomedical Scientist Advanced</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Responsible as lead biomedical scientist for a specialist area e.g. absorption spectrophotometry, immunodeficiency diagnosis</li> <li>2. Processes specialist investigations in specific field and reports results; provides specialist advice to clinicians</li> <li>3. Contributes to development of specialist investigations, service</li> <li>4. Supervises, trains more junior scientific and support staff working in specialist area</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex, sensitive information, developed persuasive skills</b></p> <p>Communicates with colleagues about specialist investigations; explains complex information and results to clinicians &amp; other service users; skills for influencing clinicians over appropriate tests to use, interpretation of results</p>	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Highly developed specialist knowledge across a range of work procedures and practices, underpinned by theoretical knowledge and experience</b></p> <p>Knowledge of professional discipline-specific specialised procedures acquired through degree, short courses and ongoing specialist training and experience to master's level equivalent</p>	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Range of complex facts and situations requiring analysis, interpretation and comparison of a range of options</b></p> <p>Judgements on how to proceed during technical failures/ maintenance shutdown; quality control assessments; technical decisions, suitability of material submitted; analysis of anomalous test results, complex clinical indications</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities some ongoing/ complex activities requiring formulation, adjustment</b></p> <p>Plans and prioritises specialist workload, liaises with other departments, agencies, suppliers in relation to tests, services required/ plans, organises specialist service</p>	2-3	15-27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills where accuracy is important</b></p> <p>Hand eye co-ordination and accuracy for processing material on slides, fine adjustments to specialist equipment</p>	3(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Provides highly specialist clinical technical services</b></p> <p>Provides a highly specialist diagnostic service which includes the interpretation of test results, use of specialist equipment</p>	6(b)	39
7.	<b>Policy/Service Development</b>	<p><b>Implements policies, proposes changes to policies, services/ impact beyond own area</b></p> <p>Develops SOPs for specialist area, equipment/impact on other disciplines</p>	2-3	12-21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of expensive equipment; maintains stock control</b></p> <p>Safe use of expensive equipment in analysis work; orders supplies for specialist area</p>	2(c)(e)	12

9.	<b>Human Resources</b>	<b>Day to day, professional supervision, practical training</b> Ongoing supervision of support staff, practical training of new, junior staff, students	2(a)(b)(c)	12
10.	<b>Information Resources</b>	<b>Records personally generated information/data entry, text processing; storage of data; occasional requirement to develop or create reports, documents, drawings</b> Records, collates own test, equipment results/responsible for laboratory database or equivalent; uses software to create specialist reports	1-2(a)(b)	4-9
11.	<b>Research &amp; Development</b>	<b>Regularly undertakes R&amp;R, clinical trials, equipment testing/ major job requirement</b> Carries out research in specialist field; tests equipment, participates in clinical trials	2(a)(b)(c)- 3	12-21
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works independently, lead specialist in own area	4	32
13.	<b>Physical Effort</b>	<b>Frequent requirement for sitting, standing in a restricted position for a substantial proportion of the working time; occasional moderate effort</b> Sitting, standing daily for bench work for long periods, frequent repetitive movements; moves equipment, supplies	2(a)(d)	7
14.	<b>Mental Effort</b>	<b>Occasional requirement for prolonged concentration</b> Concentration required when processing samples, carrying out specialist investigations	3(b)	12
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Limited patient contact	1	5
16.	<b>Working Conditions</b>	<b>Frequent exposure to unpleasant working conditions</b> Exposure to contained, controlled infectious material	3(a)	12
<b>JE Score 471-506</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Biomedical Scientists and Clinical Support Workers – Biomedical Scientist Team Manager</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Manages and co-ordinates the day to day technical activities of the team e.g. haematological processing, blood transfusion products.</li> <li>2. Processes biomedical specimens</li> <li>3. Analyses and interprets results; responsible for standard and quality of results</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex information, motivational skills required.</b> Communicates with colleagues, clinicians about investigations required, explains results to staff; trains groups of staff, motivates staff</p>	4	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Highly specialist knowledge across a range of work procedures and practices underpinned by theory and practice</b> Knowledge of range of biomedical procedures plus further specialized knowledge of e.g. unusual, specialised procedures; acquired through degree, and masters degree or equivalent experience</p>	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts requiring analysis, interpretation, comparison of a range of options</b> Judgements over prioritising work for different consultants, how to proceed during technical failures, maintenance shutdown, complaints, quality control assessments, technical decisions on sectioning work &amp; suitability of material submitted.</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan &amp; organise complex activities requiring formulation, adjustment</b> Staff planning and forward planning for work of section, plans for new equipment and supplies</p>	3	27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, accuracy important, manipulation of fine tools, materials</b> Hand eye co-ordination and accuracy required when processing material on slides, fine adjustments to specialist equipment</p>	3(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Provide specialist clinical technical services</b> Provides a specialist diagnostic service including analysis of test results, use of specialist equipment</p>	5(b)	30
7.	<b>Policy/Service Development</b>	<p><b>Implement policies for own area, propose policy changes for own area/ impact beyond own area</b> Implements, and suggests changes to relevant laboratory procedures/ procedures impact on other areas</p>	2-3	12-21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of equipment other than equipment used personally; maintain stock control; safe use of expensive or highly complex equipment/ purchase of some physical assets or supplies</b></p>	2(b)(c)(e)-3(b)	12-21





		Sets up equipment for others to use; orders supplies; uses expensive equipment for analysis work/ purchases equipment and supplies as required		
9.	<b>Human Resources</b>	<b>Day to day management</b> Day to day management of team including performance appraisal	3(a)	21
10.	<b>Information Resources</b>	<b>Records personally generated information/ data entry, text processing, storage of data; occasional requirement to develop or create reports, documents, drawings</b> Records, collates own test, equipment results/ responsible for laboratory database or equivalent; uses software to create specialist reports	1-2(a)(b)	4-9
11.	<b>Research &amp; Development</b>	<b>Occasionally participate/regularly undertake R&amp;D; clinical trials; equipment testing, adaptation</b> Undertakes R&D, clinical trials, equipment testing	1-2(a)(b) (c)	5-12
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Follows occupational policies and protocols, manages team	4	32
13.	<b>Physical Effort</b>	<b>Sitting, standing in a restricted position; frequent light effort for several short periods per shift; occasional moderate effort, several short periods</b> Sitting at microscope for long periods; repetitive movements processing specimens; lifting autoclave boxes	2(a)(b)(d)	7
14.	<b>Mental Effort</b>	<b>Occasional/frequent prolonged concentration</b> Concentration required for microscopy work	3(b)-4(a)	12-18
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients, clients	1(a)(b)	5
16.	<b>Working Conditions</b>	<b>Frequent exposure to unpleasant working conditions</b> Exposure to contained, controlled infectious material	3(a)	12
<b>JE Score 476 - 512</b>			<b>Band 7</b>	