

# NATIONAL PROFILES FOR BIOMEDICAL SCIENTISTS AND CLINICAL SUPPORT WORKERS

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### Notes

\* 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.

**Profile Label:** Clinical Support Worker (Healthcare Science)  
**Job Statement:** 1. Processes clinical specimens for biological testing  
2. Maintains test records

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	<b>Provide &amp; receive routine information orally to inform work colleagues, patients, clients</b> Relays test results to clinicians and other staff	2
2. Knowledge, Training & Experience	<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
3. Analytical & Judgemental Skills	<b>Judgements involving straightforward facts or situations some requiring analysis</b> Resolves day to day issues eg mislabelled and lost specimens	2
4. Planning & Organisational Skills	<b>Organise own day to day work tasks or activities</b> Organises own work	1
5. Physical Skills	<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)
6. Responsibility for Patient/Client Care	<b>Provide basic clinical technical services</b> Preparation of specimens for diagnostic testing	3(b)
7. Responsibility for Policy/Service Development	<b>Follows policies in own role, may be required to comment</b> Follows departmental policies, may comment on proposals for change	1
8. Responsibility for Financial & Physical Resources	<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)
9. Responsibility for Human Resources	<b>Demonstrate own activities to new or less experienced employees</b> Demonstrates own duties	1
10. Responsibility for Information Resources	<b>Data entry, text processing, storage of data</b> Enters laboratory test results	2(a)
11. Responsibility for Research & Development	<b>Occasionally participate in R &amp; D</b> May process samples for research projects	1
12. Freedom to Act	<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
13. Physical Effort	<b>Frequent light/moderate effort for several short periods</b> Bending & lifting boxes of media / lifts waste bins, trays, racks	2(b) – 3(c)
14. Mental Effort	<b>Frequent concentration work pattern predictable/ occasional prolonged concentration</b> Concentration required for processing specimens, may be prolonged	2(a) /3(b)
15. Emotional Effort	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients/clients	1
16. Working Conditions	<b>Frequent unpleasant conditions</b> Exposure to contained or controlled infectious materials, body fluids	3(a)
<b>JE Score/Band</b>	<b>JE Score 164-200</b>	<b>Band 2</b>

**JOB TITLE: PHLEBOTOMIST**

**JOB STATEMENT:**

- 1 To obtain blood samples from patients through venepuncture as requested by doctors
- 2 To ensure blood samples are labelled correctly in preparation for being forwarded to laboratories.

Factor	Relevant Job Information	JE level
Communication & Relationship Skills	Routine information where there are barriers to understanding, tact and persuasive skills required/ complex or sensitive information Patients require reassurance; takes samples from patients with learning disabilities/ language difficulties: information may be sensitive	3(a), (b)
Knowledge, Training & Experience	Understanding of a range of routine work procedures which require job training and a period of induction No specific qualifications are required; in service training and experience	2
Analytical & Judgemental Skills	Judgements involving facts or situations, some of which require analysis Uses judgement to ensure acceptable quality of sample; decides whether vein acceptable to draw blood	2
Planning & Organisational Skills	Organises own work tasks or activities	1
Physical Skills	Highly developed physical skills where accuracy important; Hand eye co-ordination, speed and accuracy required when carrying out intravenous injections	3(b)
Responsibility for Patient/Client Care	Provides basic clinical services to patients Obtains samples for testing	3(b)
Responsibility for Policy/Service Development	Follows policies determined by others Comments on proposals	1
Responsibility for Financial & Physical Resources	Observes personal duty of care in relation to equipment and resources used in course of work	1
Responsibility for Human Resources	Provides advice; demonstrates activities to new to less experienced employees Assists in the induction of new staff	1
Responsibility for Information Resources	Records personally generated clinical information Hand writes labels on blood sample tubes	1
Responsibility for Research & Development	Undertakes surveys /audits as necessary to own work; may occasionally participate in R&D	1
Freedom to Act	Is guided by standard operating procedures; someone is generally available for reference Works within standard operating procedures; supervisor available by telephone	2
Physical Effort	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 Standing, bending to obtain blood samples; pushes trolley daily	2(a), (b)
Mental Effort	Frequent requirement for concentration where the work is predictable, Concentration required for intravenous injections	2(a)
Emotional Effort	Occasional exposure to distressing or emotional circumstances Works on an acute receiving ward.	2
Working Conditions	Frequent, highly unpleasant working conditions Daily exposure to blood	4
JE Score/Band	JE Score 199	Band 2

**Profile Label:** Clinical Support Worker Higher Level (Healthcare Science)

**Job Statement:**

1. Prepares and processes clinical specimens for biomedical testing; maintains test records
2. Deals with reception and telephone queries from staff from other departments, GPs, visitors to department.
3. Provides support to less experienced biomedical support workers.

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	<b>Provide and receive routine information, to inform work colleagues, patients, clients</b> Relays test results to clinicians and other staff, answers queries	2
2. Knowledge, Training & Experience	<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
3. Analytical & Judgemental Skills	<b>Judgements involving facts or situations, some requiring analysis</b> Resolves day to day issues e.g. mislabelled or mislaid specimens	2
4. Planning & Organisational Skills	<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
5. Physical Skills	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Hand eye co-ordination, speed and accuracy required when inoculating specimens & pipetting accurately	3(b)
6. Responsibility for Patient/Client Care	<b>Provide basic clinical technical services</b> Prepares specimens for diagnostic testing	3(b)
7. Responsibility for Policy/Service Development	<b>Implement policies, propose changes to practices, procedures for own area</b> Proposes changes to SOPs	2
8. Responsibility for Financial & Physical Resources	<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)
9. Responsibility for Human Resources	<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)
10. Responsibility for Information Resources	<b>Data entry, text processing, storage of data</b> Enters laboratory test results	2(a)
11. Responsibility for Research & Development	<b>Undertakes surveys or audits as necessary to own work; may occasionally participate in R&amp;D</b> May process & store samples for clinical trials	1
12. Freedom to Act	<b>Standard operating procedures, someone available for reference</b> Works on own initiative, supervision available	2
13. Physical Effort	<b>Frequent light/moderate effort for several short periods per shift</b> Bends & lifts boxes of media/ lifts waste bins, trays, racks	2 (b)-3(c)
14. Mental Effort	<b>Frequent concentration, work pattern predictable/occasional prolonged concentration</b> Concentration for processing specimens, may be prolonged	2(a)/3(b)
15. Emotional Effort	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients/clients	1(a) (b)
16. Working Conditions	<b>Frequent unpleasant conditions</b> Exposure to contained or controlled infectious materials, body fluids	3(a)
<b>JE Score/Band</b>	<b>JE Score 221 - 247</b>	<b>Band 3</b>

**Profile Label:** Biomedical Scientist  
**Job Statement:** 1 Processes biomedical specimens;  
 2 Analyses results and enters results onto the computer

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	<b>Provide &amp; 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)
2. Knowledge, Training & Experience	<b>Expertise within a specialism underpinned by theory</b> Knowledge of biomedical procedures acquired through biomedical science degree or equivalent	5
3. Analytical & Judgemental Skills	<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
4. Planning & Organisational Skills	<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
5. Physical Skills	<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)
6. Responsibility for Patient/Client Care	<b>Provide specialist clinical technical services</b> Screens and analyses test results	5(b)
7. Responsibility for Policy/Service Development	<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
8. Responsibility for Financial & Physical Resources	<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)
9. Responsibility for Human Resources	<b>Day to day supervision; provide practical training</b> Supervises support workers, students; provides practical training to small groups	2(a) (c)
10. Responsibility for Information Resources	<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)
11. Responsibility for Research & Development	<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)
12. Freedom to Act	<b>Clearly defined occupational policies, work is managed rather than supervised</b> Works autonomously within operating procedures and protocols	3
13. Physical Effort	<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)
14. Mental Effort	<b>Occasional/frequent prolonged concentration</b> Concentration required for microscope work, cytoscreening	3(b)-4(a)
15. Emotional Effort	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients, clients	1(a) (b)
16. Working Conditions	<b>Frequent unpleasant conditions</b> Exposure to contained or controlled infectious materials, body fluids	3 (a)
JE Score/Band	<b>JE Score 326-360</b>	<b>Band 5</b>

**Profile Label:**  
**Job Statement:**

**Biomedical Scientist Team Leader**

1. Processes biomedical specimens
2. Analyses results; responsible for standard and quality of results
3. Supervises bench work and advises staff regarding technical difficulties

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE Level</b>
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide &amp; receive complex, sensitive information; provide advice, instruction to groups/ provide complex information, motivational skills required</b> Communicates with colleagues, clinicians about investigations required, explains results to staff; trains groups of staff/ motivates staff	3(a)(b)-4(a)
<b>2. Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across a range of procedures underpinned by theory</b> 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	6
<b>3. Analytical &amp; judgemental skills</b>	<b>Complex facts requiring analysis, interpretation, comparison of range of options</b> Interprets test results, provides quality assurance	4
<b>4. Planning &amp; Organisational Skills</b>	<b>Plan &amp; organise straightforward activities some ongoing</b> Staff planning and planning own work	2
<b>5. 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 and needles used when processing certain specimens	3(b)
<b>6. Responsibility for Patient/Client Care</b>	<b>Provide specialist clinical technical services</b> Provides a diagnostic service including interpretation and quality assurance of test results	5(b)
<b>7. Responsibility for Policy/Service Development</b>	<b>Implement policies, propose changes to practices, procedures for own area</b> Implements, proposes changes to procedures for own work area	2
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of equipment, other than equipment used personally; maintain stock control; safe use of expensive or highly complex equipment</b> Sets up equipment for others to use; orders supplies; uses expensive equipment for analysis work	2(b) (c)(e)
<b>9. Responsibility for Human Resources</b>	<b>Day to day supervision; provide practical training/ day to day management</b> Supervises staff including work allocation; provides practical training for small groups/ day to day management including performance appraisal	2(a) (c)-3(a)
<b>10. Responsibility for 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)
<b>11. Responsibility for 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)
<b>12. Freedom to Act</b>	<b>Broad occupational policies</b> Follows broad occupational policies and protocols; may be lead specialist	4
<b>13. 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)
<b>14. Mental Effort</b>	<b>Occasional/ frequent prolonged concentration</b> Concentration required for microscopy work	3(b)-4(a)
<b>15. Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients, clients	1(a) (b)
<b>16. Working Conditions</b>	<b>Frequent unpleasant conditions</b> Exposure to contained or controlled infectious material, body fluids	3(a)
<b>JE Score/Band</b>	<b>JE Score 404-442</b>	<b>Band 6</b>

**Profile Label:**  
**Job Statement:**

**Biomedical Scientist Specialist**

1. Processes specialist investigations in e.g. haematology, biochemistry, microbiology, histopathology
2. Provides specialist advice to clinicians as to appropriateness of tests and timescales
3. Provides specialist services e.g. training, problem solving for specialist equipment
4. Acts as mentor for more junior scientific and support staff

Factor	Relevant Job Information	JE level
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide &amp; receive complex or sensitive information, persuasive skills</b> 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	4(a)
<b>2. Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across a range of work procedures underpinned by theory</b> Knowledge of specialised procedures acquired through degree, short courses, ongoing specialist training and experience to post-graduate diploma equivalent level	6
<b>3. Analytical &amp; Judgmental Skills</b>	<b>Complex facts and situations requiring analysis, interpretation and comparison of a range of options</b> Judgements on how to proceed during technical failures, quality control assessments, technical decisions, analysis of anomalous test results	4
<b>4. Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities some ongoing/ complex activities or programmes, requiring formulation, adjustment</b> Plans and prioritises own workload, coordinates other staff, liaises with other departments, agencies, suppliers in relation to tests, services required/ organises specialist service	2/3
<b>5. Physical Skills</b>	<b>Highly developed physical skills, accuracy is important, manipulation of fine tools, materials</b> Hand eye co-ordination and accuracy for processing material on slides, fine adjustments to specialist equipment	3(b)
<b>6. Responsibility for Patient/Client Care</b>	<b>Provide specialist clinical technical services</b> Provides specialist testing services including the analysis of test results, use of specialist equipment	5(b)
<b>7. Responsibility for Policy/Service Development</b>	<b>Implements policies and proposes changes to practices, procedures for own area</b> Proposes changes to SOPs for specialist area, equipment	2
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of equipment other than equipment used personally; maintain stock control; safe use of highly expensive equipment</b> Sets up specialist equipment for others to use; orders supplies; uses expensive equipment for analysis work	2(b)(c) (e)
<b>9. Responsibility for Human Resources</b>	<b>Day to day supervision, professional supervision, provide practical training</b> Supervises support staff, practical training of new, junior staff, students	2(a)(b) (c)
<b>10. Responsibility for 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)
<b>11. Responsibility for 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
<b>12. 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
<b>13. 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)
<b>14. Mental Effort</b>	<b>Occasional/ frequent prolonged concentration</b> Prolonged concentration for processing samples, carrying out specialist investigations	3(b)-4(a)
<b>15. 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)
<b>16. Working Conditions</b>	<b>Frequent unpleasant working conditions</b> Exposure to contained or controlled infectious material, body fluids	3 (a)
<b>JE Score Band</b>	<b>JE Score 404 – 460</b>	<b>Band 6</b>

**Job Title:****Biomedical Scientist Advanced****Job Statement:**

1. Responsible as lead biomedical scientist for a specialist area e.g. absorption spectrophotometry, immunodeficiency diagnosis
2. Processes specialist investigations in specific field and reports results; provides specialist advice to clinicians
3. Contributes to development of specialist investigations, service
4. Supervises, trains more junior scientific and support staff working in specialist area

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE Level</b>
<b>1.Communication &amp; Relationship Skills</b>	<b>Provide &amp; receive complex, sensitive information, developed persuasive skills</b> Communicates with colleagues about specialist investigations; explains complex information and results to clinicians & other service users; skills for influencing clinicians over appropriate tests to use, interpretation of results	4(a)
<b>2.Knowledge, Training &amp; Experience</b>	<b>Highly developed specialist knowledge across a range of work procedures and practices, underpinned by theoretical knowledge and experience</b> Knowledge of professional discipline-specific specialised procedures acquired through degree, short courses and ongoing specialist training and experience to master's level equivalent	7
<b>3.Analytical &amp; Judgmental Skills</b>	<b>Range of complex facts and situations requiring analysis, interpretation and comparison of a range of options</b> 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	4
<b>4.Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities some ongoing/ complex activities requiring formulation, adjustment</b> Plans and prioritises specialist workload, liaises with other departments, agencies, suppliers in relation to tests, services required/ plans, organises specialist service	2-3
<b>5.Physical Skills</b>	<b>Highly developed physical skills where accuracy is important</b> Hand eye co-ordination and accuracy for processing material on slides, fine adjustments to specialist equipment	3(b)
<b>6.Responsibility for Patient/Client Care</b>	<b>Provides highly specialist clinical technical services</b> Provides a highly specialist diagnostic service which includes the interpretation of test results, use of specialist equipment	6(b)
<b>7.Responsibility for Policy/Service Development</b>	<b>Implements policies, proposes changes to policies, services/ impact beyond own area</b> Develops SOPs for specialist area, equipment/impact on other disciplines	2-3
<b>8.Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of expensive equipment; maintains stock control</b> Safe use of expensive equipment in analysis work; orders supplies for specialist area	2(c)(e)
<b>9.Responsibility for 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)
<b>10.Responsibility for 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)
<b>11.Responsibility for 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
<b>12.Freedom to Act</b>	<b>Broad occupational policies</b> Works independently, lead specialist in own area	4
<b>13.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)
<b>14.Mental Effort</b>	<b>Occasional requirement for prolonged concentration</b> Concentration required when processing samples, carrying out specialist investigations	3(b)
<b>15.Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Limited patient contact	1
<b>16.Working Conditions</b>	<b>Frequent exposure to unpleasant working conditions</b> Exposure to contained, controlled infectious material	3 (a)
<b>JE Score/Band</b>	<b>JE Score: 471-506</b>	<b>Band 7</b>



**Profile Label:****Biomedical Scientist Team Manager****Job Statement:**

1. Manages and co-ordinates the day to day technical activities of the team e.g. haematological processing, blood transfusion products.
2. Processes biomedical specimens
3. Analyses and interprets results; responsible for standard and quality of results

<b>Factor</b>	<b>Relevant Job Information</b>	<b>JE level</b>
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide &amp; receive complex information, motivational skills required</b> Communicates with colleagues, clinicians about investigations required, explains results to staff; trains groups of staff, motivates staff	4(a)
<b>2. Knowledge, Training &amp; Experience</b>	<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	7
<b>3. Analytical &amp; Judgemental Skills</b>	<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 & suitability of material submitted.	4
<b>4. Planning &amp; Organisational Skills</b>	<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	3
<b>5. Physical Skills</b>	<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	3(b)
<b>6. Responsibility for Patient/Client Care</b>	<b>Provide specialist clinical technical services</b> Provides a specialist diagnostic service including analysis of test results, use of specialist equipment	5(b)
<b>7. Responsibility for Policy/Service Development</b>	<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	2-3
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<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> Sets up equipment for others to use; orders supplies; uses expensive equipment for analysis work/ purchases equipment and supplies as required	2 (b) (c) (e)-3(b)
<b>9. Responsibility for Human Resources</b>	<b>Day to day management</b> Day to day management of team including performance appraisal	3(a)
<b>10. Responsibility for 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)
<b>11. Responsibility for 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)
<b>12. Freedom to Act</b>	<b>Broad occupational policies</b> Follows occupational policies and protocols, manages team	4
<b>13. 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)
<b>14. Mental Effort</b>	<b>Occasional/frequent prolonged concentration</b> Concentration required for microscopy work	3(b)-4(a)
<b>15. Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b>  Limited contact with patients, clients	1(a) (b)
<b>16. Working Conditions</b>	<b>Frequent unpleasant conditions</b> Exposure to contained infectious material, body fluids	3(a)
<b>JE Score/Band</b>	<b>JE Score 476 - 512</b>	<b>Band 7</b>