

NATIONAL PROFILES FOR CANCER SCREENING PRACTITIONERS

CONTENTS

Profile Title	AfC Banding	Page
Screening Practitioner*	6	2
Screening Practitioner Specialist*	7	3
Screening Practitioner, Service Manager*	8a-b	4

* New profiles published in February 2007

Profile Label:	Screening Practitioner		
Job Statement:	1. Assess patients for colorectal investigation 2. Act as the patient's advocate supporting them to navigate clinical care pathways for colorectal cancer conditions 3. Work collaboratively with the Screening Programme Hub 4. Co-ordinate health promotion activities with local health promotion services to improve access		
Factor	Relevant Job Information	JE Level	JE Score
1. Communication & Relationship Skills	Providing and receiving complex, sensitive information; barriers to understanding Communicates sensitive information helping patients understand alternative investigations such as Barium enema and CT colon if they are not suitable for screening colonoscopy. Able to act as the patients advocate, using empathy and informal counselling skills	4 (a)	32
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Knowledge of national agenda on improving cancer services, specifically colorectal cancer. Knowledge of clinical governance, risk management, valid consent and withdrawal of consent, acquired through healthcare registration and post registration training and experience of working in specialist area.	6	156
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Analyse complex patient conditions, determining whether condition is suitable for screening or alternative diagnostic interventions and when to refer to other professionals if they fall outside the screening pathway	4	42
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing/Plan and organise complex activities or programmes, requiring formulation, adjustment Plan programmes of care/Working within an agreed pathway of care plan and co-ordinate delivery and activities with local services and other health care professionals including MDTs, GPs, consultants and discharge planning.	2/3	15/27
5. Physical Skills	Physical skills obtained through practice Standard keyboard skills and clinical skills of cannulation	2	15
6. Responsibility for Patient/Client Care	Provide highly specialised advice concerning care Provides advice which contributes to the diagnosis care or education of patients/clients in specialist area of bowel cancer screening	6 (c)	39
7. Responsibility for Policy and Service Development	Follows policies in own role, may be required to comment/Implement policies and propose changes to practices, procedures for own area Apply relevant policies, guidelines and procedures/Propose changes for own area of work.	1/2	5/12
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally Safe use of own equipment	1	5
9. Responsibility for Human Resources	Demonstrates own activities to new or less experience employees/Day to day co-ordination of staff Shows new starters work activity/Supervises less junior staff and allocates work	2 (a)	5/12
10. Responsibility for Information Resources	Data entry, text processing, storage of data Responsible for data capture of information generated by others to demonstrate outcomes for screening programme. Specific responsibility for 30 day post procedure mortality data.	2 (a)	9
11. Responsibility for Research and Development	Undertake surveys or audits, as necessary to own work Conducts audits as necessary to own work	1	5
12. Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Working within established protocols managing own patient caseload within the screening pathway	3	21
13. Physical Effort	Frequent moderate effort for several short periods Manoeuvres patients	3 (a)	12
14. Mental Effort	Frequent concentration; work pattern predictable Frequent concentration for patient pre-assessment, and follow up clinics	2 (a)	7
15. Emotional Effort	Occasional/Frequent distressing or emotional circumstances Feeding back endoscopy results	2(a)/3 (a)	12/18
16. Working Conditions	Frequent highly unpleasant conditions Exposure to body fluids during clinical procedures	4 (b)	18
JE/Score Band		Band 6	400 - 430

Profile Label:	Screening Practitioner Specialist		
Job Statement:	<ol style="list-style-type: none"> 1. Undertake endoscopy procedures 2. Act as the patient's advocate supporting them to navigate clinical care pathways for colorectal cancer conditions 3. Work collaboratively with the Screening Programme Hub 4. Co-ordinate health promotion activities with local health promotion services to improve access 		
Factor	Relevant Job Information	JE Level	JE Score
1. Communication & Relationship Skills	Providing and receiving complex, sensitive information; barriers to understanding Communicates sensitive information helping patients understand alternative investigations such as Barium enema and CT colon if they are not suitable for screening colonoscopy. Able to act as the patients advocate, using empathy and informal counselling skills	4 (a) b	32
2. Knowledge, Training & Experience	Highly developed specialist knowledge underpinned by theory and experience Knowledge of national agenda on improving cancer services, specifically colorectal cancer, endoscopic procedures and clinical governance, risk management, valid consent and withdrawal of consent, acquired through healthcare registration and post registration training and experience of working in extended practice in specialist area to Masters level or equivalent	7	196
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Analyse complex patient conditions, determining whether condition is suitable for screening or alternative diagnostic interventions and when to refer to other professionals if they fall outside the screening pathway. Clinical judgements during endoscopy procedures	4	42
4. Planning & Organisational Skills	Plan straightforward activities, some ongoing/Plan and organise complex activities or programmes, requiring formulation, adjustment Plan programmes of care/Working within an agreed pathway of care plan and co-ordinate delivery and activities with local services and other health care professionals including MDTs, GPs, consultants and discharge planning.	2/3	15/27
5. Physical Skills	Highly developed physical skills, high degree of precision Undertake endoscopy requiring precise hand/eye co-ordination	4	42
6. Responsibility for Patient/Client Care	Develops specialist programmes of care/care packages; Provide highly specialised advice concerning care Carries out endoscopic procedures for bowel cancer diagnosis; Provides advice which contributes to the diagnosis care or education of patients/clients in specialist area of bowel cancer screening	6 (a) (c)	39
7. Responsibility for Policy and Service Development	Implement policies and propose changes to practices, procedures for own area Propose changes for own specialist area	2	12
8. Responsibility for Financial and Physical Resources	Safe use of expensive and highly complex equipment Use of screening equipment	2	12
9. Responsibility for Human Resources	Day to day co-ordination of staff Supervises less junior staff and allocates work	2 (a)	12
10. Responsibility for Information Resources	Record personally generated information/Data entry, text processing, storage of data Records own observations/Responsible for data capture of information generated by others to demonstrate outcomes for screening programme. Specific responsibility for 30 day post procedure mortality data.	1/2 (a)	4/9
11. Responsibility for Research and Development	Undertake surveys or audits, as necessary to own work Conducts audits.	1	5
12. Freedom to Act	Broad occupation policies Manages caseload for endoscopy and patient caseload within the screening pathway; lead endoscopy practitioner	4	32
13. Physical Effort	Frequent moderate effort for several short periods Manoeuvres patients	3 (a)	12
14. Mental Effort	Occasional intense concentration Concentration whilst undertaking endoscopy	4	18
15. Emotional Effort	Frequent distressing or emotional circumstances Imparting unwelcome news by feeding back endoscopy results	3 (a)	18
16. Working Conditions	Frequent highly unpleasant conditions Exposure to body fluids during clinical procedures	4 (b)	18
JE Score/Band		Band 7	509 - 526

Profile Label:	Screening Practitioner, Service Manager		
Job Statement:	<ol style="list-style-type: none"> 1. Manage the colorectal service 2. Work collaboratively with the Screening Programme Hub 3. Promote health promotion strategies and clinical governance 		
Factor	Relevant Job Information	JE Level	JE Score
1. Communication & Relationship Skills	<p>Providing and receiving complex, sensitive information; barriers to understanding/Presenting complex, sensitive or contentious information to a large group</p> <p>Communicates sensitive information helping patients understand alternative investigations such as Barium enema and CT colon if they are not suitable for screening colonoscopy. Able to act as the patients advocate, using empathy and informal counselling skills/Deliver specialist health promotion presentations relating to colorectal issues</p>	4 (a)/5b	32/45
2. Knowledge, Training & Experience	<p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Knowledge of national agenda on improving cancer services, specifically colorectal cancer, population demographics, health inequalities, public health strategy, health promotion strategies and clinical governance, risk management, valid consent and withdrawal of consent, acquired through healthcare registration and post registration training and experience of working in specialist area to Masters level or equivalent</p>	7	196
3. Analytical & Judgemental Skills	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Analyse complex patient conditions, determining whether condition is suitable for screening or alternative diagnostic interventions and when to refer to other professionals if they fall outside the screening pathway. Judgements to meet the health promotion agenda, including analysing demographics and health inequalities</p>	4	42
4. Planning & Organisational Skills	<p>Plan and organise broad range of complex activities; formulates, adjusts plans or strategies</p> <p>Planning of health promotion strategies across organisations</p>	4	42
5. Physical Skills	<p>Physical skills obtained through practice</p> <p>Standard keyboard skills and clinical skills for cannulation</p>	2	15
6. Responsibility for Patient/Client Care	<p>Provide highly specialised advice concerning care/Accountable for the direct delivery of a sub division of a clinical, clinical technical or social care service/ direct delivery of a clinical, clinical technical or social care service</p> <p>Provides advice which contributes to the diagnosis care or education of patients/clients in specialist area of bowel cancer screening; Responsibility for a division or the whole of a clinical, clinical technical service.</p>	6 (c) /7	39/49
7. Responsibility for Policy/Service Development	<p>Responsible for policy implementation and development for a service</p> <p>Develop policies to inform the overall management of local screening services and the cancer screening programme</p>	4	32
8. Responsibility for Financial and Physical Resources	<p>Authorised signatory, small payments/Authorised signatory</p> <p>Authorisation of expenses</p>	2/3	12/21
9. Responsibility for Human Resources	<p>Line manager for a single function or department</p> <p>Management of clerical and non-medical staff including performance reviews discipline and grievance</p>	4a	32
10. Responsibility for Information Resources	<p>Responsible for maintaining one or more information systems, significant job responsibility</p> <p>Specific responsibility for the quality of the 30 day post procedure mortality data.</p>	3c	16
11. Responsibility for Research and Development	<p>Regularly undertakes R & D activity</p> <p>Carries out service audits.</p>	2	12
12. Freedom to Act	<p>General policies, need to establish interpretation</p> <p>Lead on aspects of health promotion strategy, particularly in relation to bowel cancer. Lead on the development of the service, setting goals and standards</p>	5	45
13. Physical Effort	<p>Occasional moderate effort for several short periods</p> <p>Manoeuvres patients</p>	2 (d)	7
14. Mental Effort	<p>Frequent concentration; work pattern unpredictable</p> <p>Concentration for assessment; interruptions to deal with staffing issues</p>	3	12
15. Emotional Effort	<p>Occasional/Frequent distressing or emotional circumstances</p> <p>Staffing issues; Imparting unwelcome news by feeding back endoscopy results</p>	2a/3 (a)	11/18
16. Working Conditions	<p>Occasional highly unpleasant conditions</p> <p>Exposure to body fluids during clinical procedures</p>	3b	12
JE Score/Band		Band 8a-b	557 - 596