

# National profiles for Cancer Screening Practitioners

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## 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.
First publication	Feb 2007	All profiles new in February 2007



<b>Profile Suite and Label</b>	<b>Cancer Screening Practitioners – Screening Practitioner</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assess patients for colorectal investigation</li> <li>2. Act as the patient’s advocate supporting them to navigate clinical care pathways for colorectal cancer conditions</li> <li>3. Work collaboratively with the Screening Programme Hub</li> <li>4. Co-ordinate health promotion activities with local health promotion services to improve access</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Providing and receiving complex, sensitive information; barriers to understanding</b></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</p>	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across range of procedures underpinned by theory</b></p> <p>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.</p>	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b></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</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities, some ongoing/Plan and organise complex activities or programmes, requiring formulation, adjustment</b></p> <p>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.</p>	2-3	15-27
5.	<b>Physical Skills</b>	<p><b>Physical skills obtained through practice</b></p> <p>Standard keyboard skills and clinical skills of cannulation</p>	2	15
6.	<b>Patient/Client Care</b>	<p><b>Provide highly specialised advice concerning care</b></p> <p>Provides advice which contributes to the diagnosis care or education of patients/clients in specialist area of bowel cancer screening</p>	6(c)	39
7.	<b>Policy/Service Development</b>	<p><b>Follows policies in own role, may be required to comment/Implement policies and propose changes to practices, procedures for own area</b></p> <p>Apply relevant policies, guidelines and procedures/Propose changes for own area of work.</p>	1-2	5-12
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of equipment other than equipment used personally</b></p> <p>Safe use of own equipment</p>	1	5

9.	<b>Human Resources</b>	<b>Demonstrates own activities to new or less experience employees/Day to day co-ordination of staff</b> Shows new starters work activity/Supervises less junior staff and allocates work	2(a)	12
10.	<b>Information Resources</b>	<b>Data entry, text processing, storage of data</b> 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.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Conducts audits as necessary to own work	1	5
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed rather than supervised</b> Working within established protocols managing own patient caseload within the screening pathway	3	21
13.	<b>Physical Effort</b>	<b>Frequent moderate effort for several short periods</b> Manoeuvres patients	3(a)	12
14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Frequent concentration for patient pre-assessment, and follow up clinics	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional/Frequent distressing or emotional circumstances</b> Feeding back endoscopy results	2(a)-3(a)	12-18
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant conditions</b> Exposure to body fluids during clinical procedures	4(b)	18
<b>JE Score 404-423</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Cancer Screening Practitioners – Screening Practitioner, Specialist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Undertake endoscopy procedures</li> <li>2. Act as the patient’s advocate supporting them to navigate clinical care pathways</li> <li>3. Work collaboratively with the Screening Programme Hub</li> <li>4. Co-ordinate health promotion activities with local health promotion services to improve access</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Providing and receiving complex, sensitive information; barriers to understanding</b></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</p>	4(a)(b)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Highly developed specialist knowledge underpinned by theory and experience</b></p> <p>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</p>	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b></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. Clinical judgements during endoscopy procedures</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan straightforward activities, some ongoing/Plan and organise complex activities or programmes, requiring formulation, adjustment</b></p> <p>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.</p>	2/3	15/27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, high degree of precision</b></p> <p>Undertake endoscopy requiring precise hand/eye co-ordination</p>	4	42
6.	<b>Patient/Client Care</b>	<p><b>Develops specialist programmes of care/care packages; Provide highly specialised advice concerning care</b></p> <p>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</p>	6(a)(c)	39
7.	<b>Policy/Service Development</b>	<p><b>Implement policies and propose changes to practices, procedures for own area</b></p> <p>Propose changes for own specialist area</p>	2	12

8.	<b>Financial &amp; Physical Resources</b>	<b>Safe use of expensive and highly complex equipment</b> Use of screening equipment	2	12
9.	<b>Human Resources</b>	<b>Day to day co-ordination of staff</b> Supervises less junior staff and allocates work	2(a)	12
10.	<b>Information Resources</b>	<b>Record personally generated information/Data entry, text processing, storage of data</b> 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.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Conducts audits.	1	5
12.	<b>Freedom to Act</b>	<b>Broad occupation policies</b> Manages caseload for endoscopy and patient caseload within the screening pathway; lead endoscopy practitioner	4	32
13.	<b>Physical Effort</b>	<b>Frequent moderate effort for several short periods</b> Manoeuvres patients	3(a)	12
14.	<b>Mental Effort</b>	<b>Occasional intense concentration</b> Concentration whilst undertaking endoscopy	4	18
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Imparting unwelcome news by feeding back endoscopy results	3(a)	18
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant conditions</b> Exposure to body fluids during clinical procedures	4(b)	18
<b>JE Score 509-526</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Cancer Screening Practitioners – Screening Practitioner, Service Manager</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Manage the colorectal service</li> <li>2. Work collaboratively with the Screening Programme Hub</li> <li>3. Promote health promotion strategies and clinical governance</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>Providing and receiving complex, sensitive information; barriers to understanding/Presenting complex, sensitive or contentious information to a large group</b></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)/5(b)	32/45
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across range of procedures underpinned by theory</b></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.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b></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.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise broad range of complex activities; formulates, adjusts plans or strategies</b></p> <p>Planning of health promotion strategies across organisations</p>	4	42
5.	<b>Physical Skills</b>	<p><b>Physical skills obtained through practice</b></p> <p>Standard keyboard skills and clinical skills for cannulation</p>	2	15
6.	<b>Patient/Client Care</b>	<p><b>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</b></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.	<b>Policy/Service Development</b>	<p><b>Responsible for policy implementation and development for a service</b></p> <p>Develop policies to inform the overall management of local screening services and the cancer screening programme</p>	4	32



8.	<b>Financial &amp; Physical Resources</b>	<b>Authorised signatory, small payments/Authorised signatory</b> Authorisation of expenses	2/3	12/21
9.	<b>Human Resources</b>	<b>Line manager for a single function or department</b> Management of clerical and non-medical staff including performance reviews discipline and grievance	4a	32
10.	<b>Information Resources</b>	<b>Responsible for maintaining one or more information systems, significant job responsibility</b> Specific responsibility for the quality of the 30 day post procedure mortality data.	3c	16
11.	<b>Research &amp; Development</b>	<b>Regularly undertakes R &amp; D activity</b> Carries out service audits.	2	12
12.	<b>Freedom to Act</b>	<b>General policies, need to establish interpretation</b> Lead on aspects of health promotion strategy, particularly in relation to bowel cancer. Lead on the development of the service, setting goals and standards	5	45
13.	<b>Physical Effort</b>	<b>Occasional moderate effort for several short periods</b> Manoeuvres patients	2(d)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern unpredictable</b> Concentration for assessment; interruptions to deal with staffing issues	3	12
15.	<b>Emotional Effort</b>	<b>Occasional/Frequent distressing or emotional circumstances</b> Staffing issues; Imparting unwelcome news by feeding back endoscopy results	2a/3(a)	11/18
16.	<b>Working Conditions</b>	<b>Occasional highly unpleasant conditions</b> Exposure to body fluids during clinical procedures	3b	12
<b>JE Score 557-596</b>			<b>Band 8a-b</b>	