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## Version history and amendments

<b>Action</b>	<b>Date</b>	<b>Notes</b>
	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
Profiles withdrawn	Nov 2003	Following the review of the profiles, the following profiles have been withdrawn <ul style="list-style-type: none"><li>• Cytology Screener band 3</li><li>• Cytology Screener (Higher Level) band 4</li></ul>

# National profiles for Cytology

<b>Profile Suite and Label</b>	<b>Cytology – Cytology Screener Entry Level</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assists in the maintenance of a cytology service, undertaking preparation and initial screening of samples for diagnosis</li> <li>2. May comment on operational procedures</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Providing &amp; receiving routine information, to inform work colleagues, patients, clients</b> Gives specimen results to GPs and hospital clinics over the telephone and in writing	2	12
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Range of routine work procedures and practices; base level of theoretical knowledge</b> Knowledge of preparation of tests and assessment of cervical smears acquired through in house training leading to National Certificate of Cytology or equivalent	3	60
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Judgements involving facts or situations, some requiring analysis</b> Makes judgements and analyses on facts and situations, but refers more complex cases to others	2	15
4.	<b>Planning &amp; Organisational Skills</b>	<b>Organise own day to day work tasks or activities</b> Organises own working day	1	6
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Hand eye co-ordination when operating microscope; accuracy required; manipulating specimens	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Provide clinical technical services</b> Initial screening of cervical smears	4(b)	22
7.	<b>Policy/Service Development</b>	<b>Follows policies in own role, may be required to comment</b> Follows departmental policy	1	5
8.	<b>Financial &amp; Physical Resources</b>	<b>Maintain security of stock</b> Responsible for the safe storage of smear slides	2(c)	12
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees</b> May demonstrate own duties	1	5
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Processes test results	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Completes eg staff surveys	1	5
12.	<b>Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Works within standard operating procedures	2	12



13.	<b>Physical Effort</b>	<b>Frequent requirement for sitting or standing in a restricted position</b> Making repetitive movements in a fixed position	2(a)	7
14.	<b>Mental Effort</b>	<b>Frequent prolonged concentration</b> Microscopic work for most of the shift	4(a)	18
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Rarely exposed to distressing situations	1	5
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions</b> Handling contained smear samples	3(a)	12
<b>JE Score 227</b>			<b>Band 3</b>	



<b>Profile Suite and Label</b>	<b>Cytology – Cytology Screener</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assists in the maintenance of a cytology service, undertaking preparation, analysis and assessment of samples for diagnosis</li> <li>2. May draft/comment on operational procedures</li> <li>3. May supervise support workers, may mentor trainees</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>Providing &amp; receiving routine information, to inform work colleagues, patients, clients</b> Gives specimen results to GPs and hospital clinics over the telephone and in writing	2	12
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Range of work procedures and practices, majority non routine; intermediate level theoretical knowledge</b> Knowledge of preparation of tests and assessment of cervical smears, National Certificate of Cytology or equivalent, experience to diploma level	4	88
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations requiring analysis</b> Analysis of cell deformities. Recommendations on time span for recall of abnormal tests, based on a number of factors including previous clinical history and treatment and current disease process	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<b>Organise own day to day work tasks or activities</b> Organises own working day	1	6
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Hand eye co-ordination when operating microscope; accuracy required; manipulating specimens	3(b)	27
6.	<b>Patient/Client Care</b>	<b>Provide clinical technical services</b> Initial screening of cervical smears	4(b)	22
7.	<b>Policy/Service Development</b>	<b>Follows policies in own role, may be required to comment</b> Follows and may comment on departmental policy	1	5
8.	<b>Financial &amp; Physical Resources</b>	<b>Maintain security of stock</b> Responsible for the safe storage of smear slides	2(c)	12
9.	<b>Human Resources</b>	<b>Day to day supervision/provide training in own discipline</b> <b>Supervises MLAs/Mentors and trains trainees</b>	2(a)/2(c)	12
10.	<b>Information Resources</b>	<b>Record personally general information</b> Records test results	1	4
11.	<b>Research &amp; Development</b>	<b>Undertakes surveys or audits, as necessary to own work</b> Completes eg staff surveys	1	5
12.	<b>Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Works within standard operating procedures	2	12
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position</b> Making repetitive movements in a fixed position	2(a)	7



14.	<b>Mental Effort</b>	<b>Frequent prolonged concentration</b> Microscopic work for most of the shift	4(a)	18
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Rarely exposed to distressing situations	1	5
16.	<b>Working Conditions</b>	<b>Frequent unpleasant working conditions</b> Handling contained smear samples	3(a)	12
<b>JE Score 274</b>			<b>Band 4</b>	