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Version history and amendments

Action	Date	Notes										
	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.										
Withdrawn	2005	<table border="0"> <thead> <tr> <th>Profile Title</th> <th>AfC Banding</th> </tr> </thead> <tbody> <tr> <td>Medical Engineering Technician, Entry Level</td> <td>4</td> </tr> <tr> <td>Medical Engineering Technician</td> <td>5</td> </tr> <tr> <td>Specialist Medical Engineering Technician</td> <td>6</td> </tr> <tr> <td>Medical Engineering Section Manager</td> <td>7</td> </tr> </tbody> </table>	Profile Title	AfC Banding	Medical Engineering Technician, Entry Level	4	Medical Engineering Technician	5	Specialist Medical Engineering Technician	6	Medical Engineering Section Manager	7
Profile Title	AfC Banding											
Medical Engineering Technician, Entry Level	4											
Medical Engineering Technician	5											
Specialist Medical Engineering Technician	6											
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New profiles added	2005	Marked with * in list above										

National profiles for Medical Technology

Profile Suite and Label	Medical Technology – Medical Engineering Technician Entry Level
Job Statement	<ol style="list-style-type: none"> 1. Carries out planned maintenance, acceptance testing on new equipment, service & repair on medical equipment and devices 2. Undertakes calibration of test equipment

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive complex or sensitive information Communicates technical equipment-related information to staff, colleagues, suppliers	3 (b)	21
2.	Knowledge, Training & Experience	Range of work procedures and practices, majority non-routine; intermediate level theory knowledge Professional electronics knowledge acquired through training to diploma equivalent level e.g. BTEC, HNC + short courses	4	88
3.	Analytical & Judgemental Skills	Range of facts or situations requiring analysis Skills for analysing & diagnosing faults in complex equipment	3	27
4.	Planning & Organisational Skills	Plan & organise straightforward activities, some ongoing Plans own workload; organises routine maintenance duties allocated to self; prioritises breakdown requests	2	15
5.	Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity, co-ordination & sensory skills for use of precision tools, maintaining delicate equipment	3 (b)	27
6.	Patient/Client Care	Provides clinical technical services Calibrates and maintains diagnostic & therapeutic equipment and devices for use in patient care	4 (b)	22
7.	Policy/Service Development	Follows policies in own role, may be required to comment Comments on proposed changes to departmental policies, procedures	1	5
8.	Financial & Physical Resources	Responsible for safe use of expensive equipment Responsible for safe use of medical equipment and devices	2 (e)	12
9.	Human Resources	Demonstrates own duties to new or less experienced employees Demonstrates own duties to new starters	1	5
10.	Information Resources	Records personally generated information Updates equipment records	1	4
11.	Research & Development	Occasionally participate in equipment testing/ regular undertake equipment testing, adaptation Evaluates medical equipment and devices; acceptance testing	1- 2 (c)	5-12
12.	Freedom to Act	Standard operating procedures, someone available for reference Follows departmental procedures; advice available from more senior technicians	2	12



13.	Physical Effort	Occasional, frequent light effort for several short/ long periods, moderate effort for short periods Repetitive equipment testing; works in awkward positions, some lifting of heavy equipment	2 (c) (d) - 3 (a)	7-12
14.	Mental Effort	Frequent concentration; work pattern predictable Concentration on planned maintenance & fault finding	2 (a)	7
15.	Emotional Effort	Exposure to distressing or emotional circumstances is rare/ occasional distressing or emotional circumstances Dealing with fault on equipment connected to patient	1 - 2 (a)	5-11
16.	Working Conditions	Frequent exposure to unpleasant conditions, occasional exposure to highly unpleasant conditions Dust, fumes, noise; body fluids on equipment	3 (a) (b)	12
JE Score 274-292			Band 4	



Profile Suite and Label	Medical Technology – Medical Engineering Technician
Job Statement	<ol style="list-style-type: none"> 1. Carries out planned maintenance, acceptance testing on new equipment, service & repair on medical equipment and devices 2. Undertakes calibration of test equipment 3. Trains nursing & other staff in use of medical equipment and devices, keeps training records

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive complex or sensitive information/ provide advice, instruction or training to groups Communicates technical equipment-related information to staff, colleagues, suppliers; trains staff in use of equipment	3 (b) (c)	21
2.	Knowledge, Training & Experience	Expertise within specialism, underpinned by theory Professional electronics knowledge to degree equivalent level, acquired through BEng in electronics or HND + short courses or equivalent training and experience	5	120
3.	Analytical & Judgemental Skills	Range of facts or situations requiring analysis Skills for analysing & diagnosing faults in complex equipment	3	27
4.	Planning & Organisational Skills	Plan & organise straightforward activities, some ongoing Plans own workload, organises routine maintenance duties allocated to self, prioritises breakdown requests, plans training	2	15
5.	Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity, co-ordination & sensory skills for use of precision tools, maintaining delicate equipment	3 (b)	27
6.	Patient/Client Care	Provides clinical technical services Calibrates and maintains medical equipment and devices for use in patient care	4 (b)	22
7.	Policy/Service Development	Follow policies in own role, may be required to comment/ Implement policies and propose changes to practices, procedures for own area Comments on proposed changes to departmental policies, procedures/ proposes changes, sits on working parties	1-2	5-12
8.	Financial & Physical Resources	Safe use of expensive equipment Responsible for safe use of medical equipment and devices	2 (e)	12
9.	Human Resources	Provide training in own discipline Trains, assesses nursing & other staff in use of equipment	2 (c)	12
10.	Information Resources	Records personally generated information Maintains equipment records	1	4
11.	Research & Development	Regularly undertake equipment testing, adaptation Evaluates medical equipment; acceptance testing	2 (c)	12
12.	Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Follows departmental procedures, quality system manual, work is managed rather than supervised	3	21



13.	Physical Effort	Occasional/ frequent light effort for several long periods/ moderate effort for long periods Repetitive equipment testing; works in awkward positions, some lifting of heavy equipment	2 (c) (d) - 3 (a)	7-12
14.	Mental Effort	Frequent concentration; work pattern unpredictable Concentration on planned maintenance & fault finding; interruptions for emergency repairs	3 (a)	12
15.	Emotional Effort	Exposure to distressing or emotional circumstances/ occasional distressing or emotional circumstances Dealing with fault on equipment connected to patient	1 - 2 (a)	5-11
16.	Working Conditions	Frequent exposure to unpleasant conditions, occasional exposure to highly unpleasant conditions Dust, fumes, noise; body fluids on equipment; some unavoidable exposure to electrical hazards	3 (a) (b)	12
JE Score 334-352			Band 5	



Profile Suite and Label	Medical Technology – Physiological Measurement Practitioner/Clinical Physiologist
Job Statement	<ol style="list-style-type: none"> 1. Undertakes clinical physiological tests on patients to inform clinical diagnosis; provides factual report (e.g. respiratory physiology, cardiac physiology, neurophysiology, audiology) 2. Undertakes clinical supervision & training for junior and trainee staff

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Communicates complex information, persuasion & reassurance, barriers to understanding Communicates test procedures, related information to patients, relatives; patients may be children, have learning or physical disabilities	4	32
2.	Knowledge, Training & Experience	Expertise within specialism underpinned by theory Scientific knowledge acquired through formal training to Clinical Physiology degree or equivalent level (e.g. HNC + specialist course)	5	120
3.	Analytical & Judgemental Skills	Range of facts, analysis, comparison of range of options Skills for analysing, assessing test results against acceptability criteria	3	27
4.	Planning & Organisational Skills	Straightforward on-going activities Plans & prioritises own duties, clinics, training sessions	2	15
5.	Physical Skills	Highly developed skills, manipulation of fine tools Dexterity, co-ordination & sensory skills for use of diagnostic equipment, probes; rapid application of multiple electrodes e.g. neurophysiology, cardiology	3(b)	27
6.	Patient/Client Care	Provides clinical technical services Undertakes range of diagnostic tests or procedures	4(b)	22
7.	Policy/Service Development	Follows procedures Comments on proposed changes to procedures	1	5
8.	Financial & Physical Resources	Personal duty of care for equipment/maintains stock control; safe use of expensive or complex equipment Careful use of test equipment, reports faults/responsible for consumable stock levels; safe use of expensive/complex equipment	1– 2(c)(e)	5-12
9.	Human Resources	Clinical supervision Clinical supervision & training of junior staff, trainees	2(b)	12
10.	Information Resources	Records personally generated clinical observations Records test results, inputs into computerised system	1	4
11.	Research & Development	Carries out audits, surveys as necessary to own work/ occasionally participates in R&D	1	5
12.	Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works independently within established policies & codes of practice; advice available if required	3	21

13.	Physical Effort	Occasional, frequent moderate effort, short periods Moves patients in wheelchairs etc manoeuvres into position, moves equipment	2(d)– 3(c)	7-12
14.	Mental Effort	Frequent concentration, predictable pattern/occasional prolonged concentration Daily concentration on tests, predictable pattern/prolonged concentration for monitoring patients on extended tests	2(a)– 3(b)	7-12
15.	Emotional Effort	Occasional/frequent distressing conditions; occasional highly distressing Nature of patients & conditions	2– 3(a)(b)	11-18
16.	Working Conditions	Occasional frequent exposure to unpleasant conditions Patient body odours, exposed to body fluids, secretions	2(a)– 3(a)	7-12
JE Score 327-356			Band 5	



Profile Suite and Label	Medical Technology – Medical Engineering Technician Specialist
Job Statement	<ol style="list-style-type: none"> 1. Carries out planned maintenance, acceptance testing of new equipment, service & repair on medical equipment and devices either for a specialist area e.g. anaesthetics, renal dialysis and/or commissions new equipment 2. Trains nursing & other staff in use of medical equipment and devices, keeps training records 3. Organises & updates service, operation and instruction manuals for equipment 4. May lead a team of technicians

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive complex or sensitive information/ persuasive, motivational, negotiating, training skills Communicates technical equipment-related information to staff, colleagues, suppliers/ persuades/ negotiates with suppliers, staff	3 (b) – 4(a)	21-32
2.	Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional electronics knowledge through BEng in electronics or equivalent + specialist knowledge through postgraduate diploma, specialist equipment training & experience	6	156
3.	Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of a range of options Skills for analysing & diagnosing faults in complex, multi-faceted equipment	4	42
4.	Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Organises servicing for specialist area, including liaising with users, suppliers, plans quality audits/ commissioning of new equipment	3	27
5.	Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity, co-ordination & sensory skills for use of precision tools, maintaining delicate equipment	3 (b)	27
6.	Patient/Client Care	Provides clinical technical services Calibrates and maintains medical equipment and devices for use in patient care	4 (b)	22
7.	Policy/Service Development	Implement policies and propose changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area Proposes changes to policies, operating manuals, sits on working parties/ changes to procedures for specialist area may impact on other professions	2 - 3	12-21
8.	Financial & Physical Resources	Maintain stock control; responsible for safe use of expensive equipment/ purchase of some assets Orders supplies of parts & accessories for equipment; responsible for safe use of medical equipment and devices/ purchases specialist equipment	2 (c) (e) – 3(b)	12-21



9.	Human Resources	Day to day supervision/ provides practical training Supervises other technicians, may be team leader for other technicians; trains, assesses nursing & other staff in use of equipment	2 (a) (c)	12
10.	Information Resources	Records personally generated information/ data entry, text processing, storage of data Maintains equipment records/ responsible for equipment maintenance records	1 - 2 (a)	4-9
11.	Research & Development	Regularly undertake equipment testing, adaptation Evaluates medical equipment and devices with user before purchase, acceptance testing, involved in adaptation of equipment	2 (c)	12
12.	Freedom to Act	Broad occupational policies Follows departmental procedures, quality system manual; lead practitioner for specialist equipment	4	32
13.	Physical Effort	Occasional/ frequent light effort for long periods, moderate effort for short periods Repetitive equipment testing; works in awkward positions, some lifting of heavy equipment	2 (c) (d) - 3 (a)	7-12
14.	Mental Effort	Frequent concentration; work pattern predictable Concentration on planned maintenance & fault finding; interruptions from emergency requests for repairs	3 (a)	12
15.	Emotional Effort	Exposure to distressing or emotional circumstances is rare/ occasional distressing or emotional circumstances Dealing with fault on equipment connected to distressed patient	1 - 2 (a)	5-11
16.	Working Conditions	Frequent exposure to unpleasant conditions, occasional exposure to highly unpleasant conditions Dust, fumes, noise; body fluids on equipment; compressed gas	3 (a) (b)	12
JE Score 415-460			Band 6	



Profile Suite and Label	Medical Technology – Specialist Physiological Measurement Practitioner/Clinical Physiologist
Job Statement	<ol style="list-style-type: none"> 1. Undertakes clinical physiological tests on patients to inform clinical diagnosis; interprets results and provides factual report (e.g. exercise tolerance testing, echocardiography, audiology) 2. Undertakes specialist clinical physiological tests and procedures (e.g. cardiac rhythm management, assist with implant of cardiac devices) 3. May provide day to day supervision for specialist section; undertakes clinical supervision & training for trainee staff, other professionals 4. Participates in regular clinical audit of activities; may undertake R&D activities

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Communicates complex information, persuasion & reassurance, barriers to understanding Communicates test procedures & related information to patients, relatives; patients may be children, or have learning or physical disabilities	4	32
2.	Knowledge, Training & Experience	Specialist expertise underpinned by theory or experience Scientific knowledge acquired through formal training to Clinical Physiology degree or equivalent level (e.g. HNC + specialist courses) plus knowledge of specialist procedures acquired through accredited courses or equivalent experience to post-graduate diploma level	6	156
3.	Analytical & Judgemental Skills	Range of complex facts, analysis, interpretation, comparison of range of options Skills for interpreting test results, patient condition	4	42
4.	Planning & Organisational Skills	Straightforward on-going activities/plans complex activities requiring adjustments Plans & prioritises own duties, clinics, training activities/organises specialist service provision	2–3	15-27
5.	Physical Skills	Highly developed skills, manipulation of fine tools Dexterity, co-ordination & sensory skills for use of diagnostic equipment, probes, rapid application of multiple electrodes e.g. neurophysiology, cardiology	3(b)	27
6.	Patient/Client Care	Provides specialist clinical technical services Undertakes range of specialist diagnostic tests	5(b)	30
7.	Policy/Service Development	Follows procedures; proposes changes to procedures for own working area Comments on proposed changes to procedures; contributes to development of procedures, service for own working area	1–2	5-12
8.	Financial & Physical Resources	Maintains stock control; safe use of expensive or highly complex equipment/authorised signatory Responsible for consumable stock levels; careful use of specialist test equipment, reports faults/authorises invoices, overtime, travel payments	2(c)(e)–3(a)	12-21
9.	Human Resources	Day to day/clinical supervision Allocates work/clinical supervision & training of trainees, other staff	2(a)(b)	12

10.	Information Resources	Records personally generated clinical observations Records test results, inputs into computerised system	1	4
11.	Research & Development	Regularly participates in R&D; clinical trials Participates in complex audits; local research trials	2(a)(b)	12
12.	Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised/broad occupational policies Works within established policies & codes of practice/lead specialist for area	3-4	21-32
13.	Physical Effort	Occasional, frequent moderate effort, short periods Moves patients in wheelchairs etc manoeuvres into position, moves equipment	2(d)-3(c)	7-12
14.	Mental Effort	Frequent concentration, predictable pattern/occasional prolonged concentration Daily concentration on tests, predicable pattern/prolonged concentration for extended patient tests	2(a)-3(b)	7-12
15.	Emotional Effort	Occasional/frequent distressing conditions/occasionally highly distressing Nature of patients & conditions	2-3(a)(b)	11-18
16.	Working Conditions	Occasional frequent exposure to unpleasant conditions Patient body odours, exposed to body fluid, secretions	2(a)-3(a)	7-12
JE Score 400-461			Band 6	



Profile Suite and Label	Medical Technology – Highly Specialist Physiological Measurement Practitioner/Clinical Physiologist
Job Statement	<ol style="list-style-type: none"> 1. Undertakes clinical physiological tests on patients to inform clinical diagnosis; interprets results and provides factual report (e.g. exercise tolerance testing, echocardiography, audiology) 2. Undertakes advanced practice physiological tests and procedures (e.g. pacemaker implantation & follow-up; specialist cardiac catheterisation, rapid access chest pain clinic) and advises clinicians 3. Undertakes clinical supervision & training for trainee staff, other professionals 4. Participates in regular clinical audit of activities; undertakes R&D activities

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Communicates complex information, persuasion & reassurance, barriers to understanding Communicates test procedures, results & related information to patients, relatives; patients may be children, or have learning or physical disabilities	4	32
2.	Knowledge, Training & Experience	Highly developed specialist knowledge underpinned by theory or experience Scientific knowledge acquired through formal training to Clinical Physiology degree or equivalent level (e.g. HNC + specialised courses) plus knowledge of specialist and advanced procedures acquired through accredited courses or equivalent experience to master's equivalent level	7	196
3.	Analytical & Judgemental Skills	Range of complex facts, analysis, interpretation, comparison of range of options Skills for interpreting test results	4	42
4.	Planning & Organisational Skills	Straightforward on-going activities/plans complex activities requiring adjustments Plans & prioritises own duties, clinics, training activities/organises specialist service provision	2–3	15-27
5.	Physical Skills	Highly developed skills, manipulation of fine tools Dexterity, co-ordination & sensory skills for use of diagnostic equipment, probes; rapid application of multiple electrodes e.g. neurophysiology, cardiology; cardiac ultrasound scanning	3 (b)	27
6.	Patient/Client Care	Provides highly specialist clinical technical services Undertakes range of advanced diagnostic tests, procedures; advises clinicians	6(b)	39
7.	Policy/Service Development	Implements procedures, proposes changes to procedures for own working area Implements, contributes to development of procedures, service for own working area	2	12
8.	Financial & Physical Resources	Safe use of expensive or highly complex equipment/ authorised signatory, purchase of physical assets; holds delegated budget Careful use of specialist test equipment, reports faults/authorises payment for supplies, equipment, purchases specialist equipment; pacemaker budget	2(d)(e) – 3(a)(b)(d)	12-21



9.	Human Resources	Day-to-day clinical supervision/day to day management; specialist training Allocates staff to duties/clinical supervision, training of trainees, other staff/manages specialist staff; provides specialist training for clinical staff	2(a)(b) – 3(a)(c)	12-21
10.	Information Resources	Records personally generated clinical observations Records test results, inputs into computerised system	1	4
11.	Research & Development	Regularly participates in R&D clinical trials; equipment testing Participates in complex audits; local research trials; equipment testing, adaptation	2(a)(b)(c)	12
12.	Freedom to Act	Broad occupational policies Works within established policies & codes of practice; lead specialist in own field	4	32
13.	Physical Effort	Occasional, frequent moderate effort, short periods Moves patients in wheelchairs et cetera manoeuvres into position, moves equipment	2(d) – 3(c)	7-12
14.	Mental Effort	Frequent concentration, predictable pattern/occasional prolonged concentration Daily concentration on tests/prolonged concentration for extended patient tests	2(a) – 3(b)	7-12
15.	Emotional Effort	Occasional/frequent distressing conditions/occasional highly distressing Nature of patients & conditions	2 – 3(a)(b)	11-18
16.	Working Conditions	Frequent exposure to unpleasant conditions Patient body odours, exposure to body fluids, secretions	3(a)	12
JE Score 472-519			Band 7	



Profile Suite and Label	Medical Technology – Medical Engineering Team Manager
Job Statement	<ol style="list-style-type: none"> 1. Provides medical equipment maintenance & support service for the organisation; manages team of staff 2. Provides range of specialised advice to clinical & managerial staff on purchase & use of medical equipment and devices Organises user training; responsible for quality system, reviews user manuals 3. Undertakes repairs of medical equipment and devices, advises on advanced fault-finding & repair issues

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Provide and receive complex information; persuasive, motivational, negotiating skills required Communicates technical equipment-related information to staff, managers, suppliers; persuades, negotiates with suppliers, staff	4(a)	32
2.	Knowledge, Training & Experience	Highly developed specialist knowledge underpinned by theory and experience Professional electronics knowledge acquired through degree in electronics or equivalent + specialist knowledge acquired through postgraduate diploma, specialist training to master's equivalent level	7	196
3.	Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of a range of options Skills for analysing & advanced fault finding in complex, multi-faceted equipment; equipment commissioning decisions	4	42
4.	Planning & Organisational Skills	Plan, organise broad range of complex activities, formulate, adjust plans, strategies Plans delivery of service across trust; changes in working practices; commissioning projects	4	42
5.	Physical Skills	Highly developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity, co-ordination & sensory skills for use of precision tools, maintaining delicate equipment	3(b)	27
6.	Patient/Client Care	Provide clinical technical services/ provide specialised advice in relation to care Calibrates and maintains medical equipment and devices for use in patient care/ responsible for providing advice to clinicians on purchase of medical equipment and devices	4(b)-5(c)	22-30
7.	Policy/Service Development	Propose policy or service changes, impact beyond own area Proposes changes to policies, operating manuals for medical engineering for trust; impact on other professions	3	21
8.	Financial & Physical Resources	Authorised signatory; purchase of some physical assets; hold delegated budget/ budget holder for department/ service Orders supplies of parts & accessories for equipment, advises on purchase of equipment; holds non-pay budget for section/ holds budget	3(a)(b)(d)-4(a)	21-32
9.	Human Resources	Day to day management Manages staff of section, including work allocation, appraisals	3(a)	21

10.	Information Resources	Record personally generated information/ data entry, text processing, storage of data Records equipment test results/ responsible for equipment maintenance records	1-2 (a)	4-9
11.	Research & Development	Regularly undertake equipment testing, adaptation Tests medical equipment, may make adaptations	2(c)	12
12.	Freedom to Act	Broad occupational policies Manages section; lead professional on medical engineering	4	32
13.	Physical Effort	Light physical effort for short/ occasional light effort for several long periods; occasional moderate effort for several short periods Repetitive equipment testing; some lifting	1-2(c) (d)	3-7
14.	Mental Effort	Frequent concentration, work pattern unpredictable Concentration on meetings, reading manuals, advanced fault finding; interruptions from emergency requests for advice	3(a)	12
15.	Emotional Effort	Exposure to distressing to emotional circumstances is rare/ occasional Dealing with faults on equipment connected to distressed patients	1-2(a)	5-11
16.	Working Conditions	Frequent unpleasant conditions, occasional highly unpleasant conditions Dust, fumes, noise; body fluids on equipment; compressed gas, electricity	3(a)(b)	12
JE Score 504-538			Band 7	



Profile Suite and Label	Medical Technology – Physiological Measurement/Clinical Physiology Team Manager
Job Statement	<ol style="list-style-type: none"> 1. Manages clinical physiological team, including allocation of work, day to day management of staff 2. Undertakes specialist clinical physiological tests and procedures (e.g. cardiac, gastroenterology, audiology) analyses test results, reports on outcomes, advises clinicians 3. Undertakes clinical supervision & training for trainee staff, other professionals 4. Participates in regular clinical activities, undertakes R&D activities

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Communicates complex information, persuasion & reassurance, barriers to understanding Communicates test procedures, results & related information to patients, relatives; patients may be children, or have learning or physical disabilities	4	32
2.	Knowledge, Training & Experience	Specialist expertise underpinned by theory or experience Scientific knowledge acquired through formal training to Clinical Physiology degree or equivalent level (e.g. HNC + specialised courses) plus knowledge of specialist procedures acquired through accredited courses or equivalent experience to master's equivalent level	7	196
3.	Analytical & Judgemental Skills	Range of complex facts, analysis, interpretation, comparison of range of options Skills for interpreting test results, patient condition; development of protocols	4	42
4.	Planning & Organisational Skills	Plans complex activities requiring adjustments Organises service provision, research projects	3	27
5.	Physical Skills	Highly developed skills, manipulation of fine tools Dexterity, co-ordination & sensory skills for use of diagnostic equipment, probes, placement of electrodes; ultrasound scanning	3(b)	27
6.	Patient/Client Care	Provides highly specialist clinical technical services; accountable for delivery of sub-division of clinical technical service Undertakes range of advanced diagnostic tests; procedures; responsible for provision of specialist clinical physiological service	6(b)(d)	39
7.	Policy/Service Development	Implements procedures, proposes changes to procedures for own working area, impact beyond own area Contributes to development of procedures, service for own working area with impact on wider service provision	3	21
8.	Financial & Physical Resources	Authorised signatory; holds delegated budget Authorises payment for supplies; equipment, overtime; holds section or equipment budget	3(a)(d)	21
9.	Human Resources	Day to day management Manages staff, including recruitment, training, work allocation	3(a)	21

10.	Information Resources	Records personally generated clinical observations Records test results, reports, inputs into computerised system	1	4
11.	Research & Development	Regularly participates in R&D; clinical trials; equipment testing/R&D as major activity Undertakes research activities; clinical trials; equipment testing	2(a)(b)(c) – 3	12-21
12.	Freedom to Act	Broad occupational policies Works within established policies & codes of practice; lead specialist in own field	4	32
13.	Physical Effort	Occasional/frequent moderate effort, short periods Moves patients in wheelchairs etc manoeuvres into position, moves equipment	2(d) – 3(c)	7-12
14.	Mental Effort	Frequent concentration, predictable/occasional prolonged concentration Daily concentration on tests, calculations, reports/prolonged concentration for extended patient tests	2(a) – 3(b)	7-12
15.	Emotional Effort	Occasional/frequent distressing conditions/occasional highly distressing Nature of patients & conditions	2–3(a) (b)	11-18
16.	Working Conditions	Frequent exposure to unpleasant conditions Patient body odours, exposure to body fluids, secretions	3(a)	12
JE Score 511-537			Band 7	



Profile Suite and Label	Medical Technology – Physiological Measurement/Clinical Physiology Service Manager
Job Statement	<ol style="list-style-type: none"> 1. Manages clinical physiological service, including allocation of work, staff management, service planning, policy development, budget management 2. Undertakes specialist or advanced clinical physiological tests and procedures (e.g. cardiac, gastroenterology, neurophysiology) analyses test results, reports on outcomes, advises clinicians 3. Undertakes management, clinical supervision & training for trainee staff, other professionals 4. Responsible for regular clinical audit of activities, R&D activities, equipment testing

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Communicates highly complex information, co-operation required Communicates service related information & developments to senior managers, e.g negotiating staffing establishment, business plans	5(a)	45
2.	Knowledge, Training & Experience	Specialist expertise underpinned by theory or experience Scientific knowledge acquired through formal training to Clinical Physiology degree or equivalent level (e.g. HNC + specialist courses) plus knowledge of specialist procedures acquired through accredited courses or equivalent experience to master's equivalent level	7	196
3.	Analytical & Judgemental Skills	Range of complex facts, analysis, interpretation, comparison of range of options Skills for interpreting test results, patient condition; development of protocols	4	42
4.	Planning & Organisational Skills	Plans range of complex activities requiring adjustments, long term planning Plans service development, training, departmental audit, research	4	42
5.	Physical Skills	Highly developed skills, manipulation of fine tools Dexterity, co-ordination & sensory skills for use of diagnostic equipment, probes, placement of electrodes	3(b)	27
6.	Patient/Client Care	Accountable for delivery of sub-division of clinical technical service Undertakes range of advanced diagnostic tests; procedures; responsible for provision of clinical physiological service	6(d)	39
7.	Policy/Service Development	Responsible for policy implementation, development for a service Responsible for clinical physiological policies, service development	4	32
8.	Financial & Physical Resources	Authorised signatory; delegated budget Authorises payment for supplies; equipment, overtime/devolved budget for supplies, equipment	3(a)(d)	21
9.	Human Resources	Line management Manages staff, including recruitment, training, departmental workload allocation	4(a)	32



10.	Information Resources	Records personally generated clinical observations Records test results, reports, inputs into computerised system	1	4
11.	Research & Development	R&D as major activity/co-ordinates research Responsible for research trials/activities; co-ordinates research in own area	3-4	21-32
12.	Freedom to Act	Broad occupational policies Works within established policies & codes of practice; lead specialist in own field	3-4	21-32
13.	Physical Effort	Occasional moderate effort, short periods Moves patients in wheelchairs etc manoeuvres into position, moves equipment	2(d)	7
14.	Mental Effort	Frequent concentration, unpredictable pattern/occasional prolonged concentration Daily concentration on tests, calculations, reports, frequent interruptions; prolonged concentration for extended patient tests	3(a)(b)	12
15.	Emotional Effort	Occasional/frequent distressing conditions/occasional highly distressing Nature of patients & conditions	2-3(a)(b)	11-18
16.	Working Conditions	Frequent exposure to unpleasant conditions Patient body odours, exposure to body fluids, secretions	3(a)	12
JE Score 564-593			Band 8(a)-(b)	