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Version history and amendments

Action	Date	Notes
Update to factor 2 in all 3 profiles	June 2026	Update of non-bold/rationale to factor 2: Knowledge, Training & Experience. No impact on level or scoring, following a qualification update to meet the requirements of the modernising scientific careers (MSC) and practitioner training programs
Rebrand	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.



Profile Suite and Label	Anatomical Pathology - Anatomical Pathology Technician Entry Level (Mortuary)
Job Statement	<ol style="list-style-type: none"> 1. Carry out routine post-mortem procedures 2. Prepare bodies for viewing 3. Sterilise instruments, equipment and working areas

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Communicates routine information, tact and persuasion, barriers to understanding</p> <p>Communicates technical autopsy information to consultant pathologists & other staff; communicates with trust personnel, funeral directors, coroner's office, public; deals with bereaved families</p>	3(a)	21
2.	Knowledge, Training & Experience	<p>Range of work procedures, requiring a base level of theoretical knowledge</p> <p>Knowledge of autopsy, forensic, and infection procedures; level 3 diploma in anatomical pathology technology or equivalent knowledge acquired through experience</p>	3	60
3.	Analytical & Judgemental Skills	<p>Judgements involving facts or situations, some of which require analysis</p> <p>Decisions on the appropriate dissection techniques, when to view</p>	2	15
4.	Planning & Organisational Skills	<p>Organises own day to day work tasks or activities</p> <p>Plans own tasks</p>	1	6
5.	Physical Skills	<p>Highly developed physical skills requiring accuracy</p> <p>Dissection and reconstruction, including suturing, of bodies; evisceration of organs; scalpel use</p>	3(b)	27
6.	Patient/Client Care	<p>Provides clinical technical service</p> <p>Obtaining samples for diagnosis</p>	4(b)	22
7.	Policy/Service Development	<p>Required to comment on policies and procedures</p> <p>Comments on policies</p>	1	5
8.	Financial & Physical Resources	<p>Regularly handles cash, cheques, patients' valuables/Responsible for stock control</p> <p>Handles cheques from funeral directors; records and secures deceased's valuables; maintains stock control; requisitions items</p>	2(a)(c)	12
9.	Human Resources	<p>Demonstrates own duties</p> <p>Provides advice to new or less experienced staff</p>	1	5
10.	Information Resources	<p>Records personally generated information</p> <p>Process case notes; pathology request forms, death certificates & release and other forms</p>	1	4
11.	Research & Development	<p>Undertakes surveys or audits as necessary to own work</p> <p>Collects samples for national surveys</p>	1	5
12.	Freedom to Act	<p>Guided by standard operating procedures</p> <p>Guided by departmental standard operating procedures and trust policies; supervisor/line manager available for advice</p>	2	12



13.	Physical Effort	Frequent requirement for moderate physical effort for several short periods/occasional/frequent intense effort for several short periods Dress, undress, lift, manoeuvres bodies on a daily basis using a body hoist/without aids, oversize bodies	3(c), 4(c), 5(c)	12-18-25
14.	Mental Effort	Frequent requirement for concentration; work pattern predictable Concentration required for carrying out autopsies, checking documentation	2(a)	7
15.	Emotional Effort	Frequent exposure to highly distressing circumstances Deal with disfigured bodies, untoward deaths; participate in autopsies on babies, children; comfort relatives who may be highly emotional	4(b)	25
16.	Working Conditions	Frequent exposure to highly unpleasant working conditions Frequent exposure to body fluids and contaminated equipment, exposure to decomposed bodies	4(b)	18
JE Score 256-269			Band 3	



Profile Suite and Label	Anatomical Pathology - Anatomical Pathology Technician (Mortuary)
Job Statement	<ol style="list-style-type: none"> 1. Carry out routine and advanced post-mortem procedures 2. Prepare bodies for viewing, communicate with bereaved families 3. Sterilise instruments, equipment and working areas 4. Provide support for entry level technicians

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	Communicates routine information, barriers to understanding Communicates technical autopsy information to consultant pathologists & other staff; communicates with trust personnel, funeral directors, coroner's office, public; deals with bereaved families	3(a)	21
2.	Knowledge, Training & Experience	Range of work procedures, requiring a base level of theoretical knowledge Knowledge of advanced autopsy, forensic, and infection procedures acquired through level 4 diploma in anatomical pathology technology or equivalent knowledge plus experience	4	88
3.	Analytical & Judgemental Skills	Judgements involving facts or situations, some of which require analysis Decisions on appropriate dissection techniques, when to view	2	15
4.	Planning & Organisational Skills	Plan and organise straightforward activities Plan and organise autopsies and viewings requiring liaison with internal and external pathologists and other professionals and agencies, plans work of entry level technician	2	15
5.	Physical Skills	Highly developed physical skills requiring accuracy Dissection and reconstruction, including suturing, of bodies; evisceration of organs; scalpel use; removal of pace makers	3(b)	27
6.	Patient/Client Care	Provides clinical technical service Obtaining samples for diagnosis	4(b)	22
7.	Policy/Service Development	Required to comment on policies and procedures Comments on policies	1	5
8.	Financial & Physical Resources	Regularly handles cash, cheques, patients' valuables/Responsible for stock control Handles cheques from funeral directors; records and secures deceased's valuables; maintains stock control; requisitions items	2(a) (c)	12
9.	Human Resources	Responsible for day to day supervision/Provide practical training Supervise other staff/Demonstrate mortuary procedures to visiting medical and front line service staff and porters	2(a)(c)	12
10.	Information Resources	Records personally generated information Process case notes; pathology request forms, death certificates & release and other forms	1	4
11.	Research & Development	Regularly undertakes clinical trials/Regularly undertakes equipment testing Collects samples for national surveys, remove body parts for use in trials; assists pathologists with trials on new instruments; undertakes equipment testing	2(b)(c)	12

12.	Freedom to Act	Guided by standard operating procedures Guided by departmental standard operating procedures and trust policies; supervisor/line manager generally available for advice	2	12
13.	Physical Effort	Frequent requirement for moderate physical effort for several short periods/occasional/frequent intense effort for several short periods Dress, undress, lift, manoeuvre bodies on a daily basis using a body hoist/without aids, oversize bodies	3(c) – 4(c) – 5(c)	12-18-25
14.	Mental Effort	Frequent requirement for concentration Concentration required for carrying out autopsies, checking documentation	2(a)	7
15.	Emotional Effort	Frequent exposure to highly distressing circumstances Deal with disfigured bodies, untoward deaths; participate in autopsies on babies, children; comfort relatives who may be highly emotional	4(c)	25
16.	Working Conditions	Frequent exposure to highly unpleasant working conditions Frequent exposure to body fluids and contaminated equipment, exposure to decomposed bodies	4(b)	18
JE Score 307- 320			Band 4	



Profile Suite and Label	Anatomical Pathology - Anatomical Pathology Technician Higher Level (Mortuary)
Job Statement	<ol style="list-style-type: none"> 1. Carry out both routine and advanced post-mortem procedures 2. Prepare bodies for viewing, communicate with bereaved families 3. Supervises other AP technicians

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Communicates sensitive information, barriers to understanding Empathetic skills for communicating with bereaved relatives regarding sensitive situations e.g. religious rites</p>	4(a)	32
2.	Knowledge, Training & Experience	<p>Range of work procedures, requiring intermediate level knowledge Knowledge of advanced autopsy, forensic, and infection procedures acquired through level 4 diploma in anatomical pathology technology or equivalent knowledge plus experience</p>	4	88
3.	Analytical & Judgemental Skills	<p>Judgements involving a range of facts or situations, some of which require analysis Decisions on appropriate advanced dissection techniques, e.g. in RTA, suicides; assess infection risks</p>	3	27
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities Plan and organise work priorities; plan training activities</p>	2	15
5.	Physical Skills	<p>Highly developed physical skills requiring accuracy/high degree of precision Dissection and reconstruction, including suturing, of bodies; evisceration of organs; scalpel use; suturing for facial reconstruction/corneal retrieval, enucleation</p>	3(b)–4	27-42
6.	Patient/Client Care	<p>Provides clinical technical service Obtaining samples for diagnosis</p>	4(b)	22
7.	Policy/Service Development	<p>Implements policies for own area/proposes policy changes beyond own area Implements departmental standard operating procedures/proposes changes to e.g. trust bereavement policy, last office procedures</p>	2–3	12-21
8.	Financial & Physical Resources	<p>Regularly handles patient valuables/responsible for stock control Records and secures deceased's valuables; cash; maintains stock control; requisitions items</p>	2(a)(c)	12
9.	Human Resources	<p>Responsible for day-to-day supervision; provides training in own discipline Responsible for work allocation and checking; teaches less experienced staff on post mortem process and associated protocols</p>	2(a)(c)	12
10.	Information Resources	<p>Records personally generated information Process case notes; pathology request forms, death certificates & release and other forms</p>	1	4
11.	Research & Development	<p>Regularly undertakes clinical trials/Regularly undertakes equipment testing Collects samples for national surveys, remove body parts for use in trials; undertakes equipment testing</p>	2(b)(c)	12

12.	Freedom to Act	Guided by precedent and clearly defined occupation policies Work is managed rather than supervised	3	21
13.	Physical Effort	Frequent requirement for moderate physical effort for several short periods/occasional/frequent intense effort for several short periods Dress, undress, lift, manoeuvre bodies on a daily basis using a body hoist/without aids, oversize bodies	3(c) – 4(c) – 5(c)	12-18-25
14.	Mental Effort	Frequent requirement for concentration Concentration required for carrying out autopsies, checking documentation	2(a)	7
15.	Emotional Effort	Frequent exposure to highly distressing circumstances Deal with disfigured bodies, untoward deaths; participate in autopsies on babies, children; comfort relatives who may be highly emotional	4(b)	25
16.	Working Conditions	Frequent exposure to highly unpleasant working conditions Frequent exposure to body fluids and contaminated equipment, exposure to decomposed bodies	4(b)	18
JE Score 346 - 383			Band 5	