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Healthcare science practitioner generic profiles

These are roles within all scientific disciplines and include roles where registration as a biomedical scientist applies comprehensively. The band 2-4 profiles can be support roles to either Healthcare Science Practitioners or Healthcare Scientists.

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November 2016 - following a review the profile below has been archived

Profile Title	AfC Banding	Date of Publication
Healthcare Science Support Worker (entry level) (career framework stage 1)	1	July 2005

Healthcare Scientist – Clinical Scientist generic profiles

These are roles where registration as a clinical scientist applies comprehensively.

Profile Title	AfC Banding	Page
Healthcare Scientist Graduate Trainee	6	19
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* Generic profile boundary provisions apply. See note on page 2.

GENERIC PROFILES

Generic profile boundaries (profiles below with lower band in range marked * in the table above and profiles below):

The following generic profile note extracted from the Job Evaluation Handbook (sixth edition) section 9, paragraph 5.2 explains the position in cases where the minimum score falls below the relevant band boundary.

“The band for jobs covered by this generic profile is band e.g. 4. The minimum total profile score falls below the band 4 grade boundary. This is the result of using a single generic profile to cover a number of jobs of equivalent but not necessarily similar factor demand. It is not anticipated that any job will be assessed at the minimum level of every possible factor range. If this were the case it indicates that the job should instead be matched against a band 3 profile. If this is not successful, the job must be locally evaluated.”

EXPLANATORY NOTES

These generic profiles are arranged to reflect the healthcare science career structure groupings in the Modernising Scientific Careers (MSC) initiative: ‘support staff’, ‘practitioner’ and ‘scientist’. Each grouping has its own career progression pathway and equivalence assessment enables employees to cross between groupings.

Note: Clinical Scientist Graduate Trainee - Job Statement

This profile is intended for pre-registration trainee clinical scientists, defined as those following formal training, typically three years in the MSC Scientist Training Programme, towards registration as a clinical scientist, irrespective of whether they enter the training with a degree or a higher degree qualification.

Note: The generic healthcare science profiles are intended to cover a wide range of professional groupings and healthcare science disciplines. These include: perfusionists, biomedical scientists working in a range of pathology disciplines, medical device decontamination sciences, phlebotomists, cervical cytology technologists, clinical scientists working in pathology, genetics, embryology, medical physics and engineering and the physiological sciences, bio-informatics, clinical physiologists and clinical technologists in a wide range of disciplines (formerly known as Medical Technical Officers - MTOs), medical illustrators and Clinical and Maxillofacial Prosthetist & Technologist (MPT) jobs. The profiles are also designed to apply to new and developing healthcare science roles.

From a matching perspective, there are some occupational groups for which there are also reviewed occupational group-specific profiles, for example, biomedical scientist roles. It is anticipated that wherever possible the generic healthcare science profiles will be used. Matching panels, however, may match against either the occupational grouping profiles or the generic healthcare science profiles, as the pay band outcomes should be the same.

For some service management roles the generic national profiles for professional managers may be more appropriate and should also be considered.

Maxillofacial Prosthetist and Technologist Roles

It has been agreed that these should be treated for matching purposes as a separate occupational grouping from dental technicians. All Maxillofacial Prosthetist & Technologist and Reconstructive Scientist (Healthcare Scientist) jobs should therefore be matched against the generic healthcare science profiles. Any Maxillofacial Prosthetist & Technologist jobs, which have previously been matched against dental technician profiles should be re-matched to these generic profiles.

Matching panels are reminded to consider the range of knowledge required for Maxillofacial Prosthetist and Technologist (MPT) and Reconstructive Scientist (RS) jobs, for example, whether it is required in more than one specialist area, the nature and length of training for each specialist area. It is recommended that they set out the actual knowledge required prior to making their assessment. As MPT and RS services are generally small in size, the Consultant/Principal profiles may be more appropriate than the HCS Manager profiles, as they generally allow higher levels for knowledge, training and experience (KTE) and effort factors, for what are primarily practitioner roles.

**** Use of job title 'Consultant'**

The Job Evaluation Handbook (sixth edition), Section 9, paragraph 6.2 states:

"Profile labels are intended to assist in identifying possible profiles for matching purposes and to help employees find the profiles of relevance to their own jobs. Profile labels are NOT intended to be used as job titles. Revised profiles sometimes include commonly found job titles; there is no reason why these should not continue to be used, except where they refer to Whitley or other previous grading structures."

Many employers currently use the designation 'consultant' for clinical scientist roles banding at 8C-9, where the professional standing of the role is treated similarly to that of medical consultant.

** This applies to the Healthcare Scientist Advanced and Healthcare Scientist Head of Service/Director profiles.

Healthcare Science practitioner profiles

Profile Label Healthcare Science Assistant

- Job Statement:**
1. Performs a range of routine tasks within a defined healthcare science area under supervision for example carrying out routine diagnostic tests or equipment support activities
 2. May be required to update healthcare science information systems for example patient test requests, records
 3. May undertake reception area duties, receive and issue samples or products.

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provides and receives routine information orally to inform work colleagues or external contacts/ exchanges routine information where tact and persuasive skills are required, barriers to understanding Provides test results by telephone or in writing, may undertake reception duties/ communicates with patients when taking samples or carrying out tests	2-3(a)
2. Knowledge, Training & Experience	Understanding of a range of routine work procedures gained through job training and period of induction Knowledge of range of routine healthcare science duties acquired through job training and induction	2
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Decisions in own area e.g. identifying correct applications of procedure, when to report a problem;, best vein for bloods	2
4. Planning & Organisational Skills	Organises own day to day work tasks or activities Responds to requests for tests, products, services and other activities	1
5. Physical Skills	Highly developed physical skills where accuracy important for manipulation of fine tools, materials Hand eye co-ordination for e.g. preparing specimens, pipetting, taking bloods, adjusting equipment	3(b)
6. Responsibility for Patient/Client Care	Provides basic clinical technical services Undertakes healthcare science support activities e.g. undertakes routine tests, takes blood samples, processes blood and tissues, undertakes physiological measurement tests	3(b)
7. Responsibility for Policy/Service Development	Follows policies, may comment Follows policies and procedures for own work area; may be asked to comment on proposed changes	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment/ safe use of equipment; maintains stock control Responsible for safe use of equipment/ by others; orders supplies for area of work	1-2(b)(c)
9. Responsibility for Human Resources	Demonstrates own duties to others May be required to demonstrate own duties to new or less experienced employees	1
10. Responsibility for Information Resources	Records personally generated data/ responsible for data entry Records personally generated information/updates records e.g. by inputting test results of other staff	1-2(a)
11. Responsibility for Research & Development	Undertakes surveys, audits as necessary to own work; may occasionally participate in R&D, clinical trials or equipment testing Participates in audits	1

12. Freedom to Act	Well established procedures, close supervision/standard operating procedures, advice available Follows procedures; works under supervision/ advice available	1- 2
13. Physical Effort	Frequent light physical effort for several short periods Lifts, moves boxes, trays; pushes trolleys	2(b)
14. Mental Effort	Frequent requirement for concentration, work pattern predictable Concentration for tests, taking bloods; works to routine, requests	2(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset patients	1-2
16. Working Conditions	Occasional/frequent exposure to unpleasant/unpleasant conditions Handles contained or controlled hazardous materials/ uncontained hazardous materials, e.g. blood, radioactive materials	2(a)-3(a)(b) -4(b)
JE Score/Band	JE Score 166 – 211	Band 2

Healthcare Science practitioner profiles

Profile Label

Healthcare Science Assistant Higher Level

Job Statement:

1. Performs a range of routine and non-routine tasks within a defined healthcare science area for example carrying out routine diagnostic tests or equipment support activities
2. May be required to update healthcare science information systems for example patient test requests, records
3. May undertake reception area duties, including advising patients on access to and use of services
4. May be required to supervise and/or train less experienced staff in own area of work.

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provides and receives routine information orally to inform work colleagues or external contacts/ exchanges routine information where tact and persuasive skills are required, barriers to understanding Provides test results by telephone or in writing, may undertake reception duties/communicates with patients when taking samples or specimens or carrying out tests	2-3(a)
2. Knowledge, Training & Experience	Understanding of a range of routine and non-routine work procedures, base level theoretical knowledge Knowledge of range of routine and non-routine healthcare science duties acquired through training, experience to Vocational Qualification Level 3 equivalent level	3
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Decisions in own area, e.g., identifying correct applications of procedures, when to report a problem; best vein for bloods	2
4. Planning & Organisational Skills	Organises own day to day work tasks or activities Responds to requests for e.g. tests; prioritises own workload	1
5. Physical Skills	Highly developed physical skills where accuracy important for manipulation of fine tools, materials Hand eye co-ordination for e.g. preparing specimens, pipetting, taking bloods, aseptic techniques, adjusting equipment	3(b)
6. Responsibility for Patient/ Client Care	Provides basic/clinical technical services Undertakes routine tests, obtains blood samples, prepares blood and tissue products, undertakes pathology, physiological measurement, equipment tests/ initial screening	3(b) – 4(b)
7. Responsibility for Policy/ Service Development	Follows policies, may comment Follows policies and procedures for own work area; may be asked to comment on proposed changes	1
8. Responsibility for Financial & Physical Resources	Safe use of equipment; maintains stock control, security Responsible for safe use of equipment by others; orders supplies for area of work, storage of samples, equipments	2(b) (c)
9. Responsibility for Human Resources	Demonstrates own duties to others/ day to day supervision, training May be required to demonstrate own duties to new or less experienced employees/ supervises, trains less experienced staff in own area	1-2(a) (c)
10. Responsibility for Information Resources	Records personally generated data/ responsible for data entry Records personally generated information/ updates records e.g. by inputting data generated by other staff	1-2(a)
11. Responsibility for Research & Development	Undertakes surveys, audits as necessary to own work; may occasionally participate in R&D, clinical trials or equipment testing Participates in audits	1

12. Freedom to Act	Follows standard operating procedures, advice available Follows procedures for area of work; advice generally available	2
13. Physical Effort	Restricted position; frequent light physical effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	2(a) (b)
14. Mental Effort	Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration Concentration for tests, obtaining bloods; works to routine, requests/ microscope or similar work for lengthy periods	2(a)- 3(b) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset patients	1-2
16. Working Conditions	Occasional/frequent exposure to unpleasant/highly unpleasant conditions Handles contained or controlled hazardous materials/ uncontained hazardous materials, e.g. blood, radioactive materials	2(a)-3(a)(b) 4(b)
JE Score/Band	JE Score 204* - 260	Band 3*

* Generic job grade boundary provisions apply – see cover page note.

Healthcare Science practitioner profiles

Profile Label **Healthcare Science Associate Practitioner**

- Job Statement:**
1. Performs healthcare science clinical/technical/scientific activities for example performs Standard pathology tests, processes samples, undertakes physiological measurement, equipment testing
 2. Maintains clinical/technical records in relation to activities carried out; may input/interrogate test results of others
 3. May be required to supervise, organise and allocate work and/or train less experienced staff in own area

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provides and receives routine information orally to inform work colleagues or external contacts/ exchanges routine information where tact and persuasive skills are required, barriers to understanding Provides test results by telephone or in writing/communicates with patients when taking samples or specimens, performing tests	2-3(a)
2. Knowledge, Training & Experience	Understanding of a range of non-routine work procedures, intermediate level theoretical knowledge Knowledge of range of non-routine healthcare science duties acquired through training, experience to Vocational Qualification Level 3 or equivalent level plus additional theoretical or applied training in specific discipline to diploma equivalent level	4
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis/ range of facts or situations requiring analysis, comparison of options Decisions in own area e.g. identifying correct applications of procedures, whether to report a problem/ deciding which procedure to use following initial analysis, e.g. carrying out fuller test	2-3
4. Planning & Organisational Skills	Plans straightforward tasks, some ongoing Plans activity workload for self and/or others	2
5. Physical Skills	Highly developed physical skills where accuracy important for manipulation of fine tools, materials Hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope, taking blood samples, aseptic techniques	3(b)
6. Responsibility for Patient/ Client Care	Provides clinical technical services Undertakes non-routine tests e.g. undertakes pathology, physiological, equipment measurement tests, initial screening	4(b)
7. Responsibility for Policy/ Service Development	Follows policies, may comment/ proposes changes for own area Follows policies and procedures for own work area; may be asked to comment on proposed changes / proposes changes for work area	1-2
8. Responsibility for Financial & Physical Resources	Safe use of equipment; maintains stock control, security Responsible for safe use of equipment by others; orders supplies for area of work, storage of samples	2(b) (c)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision; practical training Supervises junior staff; provides clinical supervision; trains less experienced staff	2(a) (b) (c)
10. Responsibility for Information Resources	Records personally generated data/ responsible for data entry Records personally generated information / updates records e.g. by inputting data generated by other staff	1-2(a)
11. Responsibility for Research &	Undertakes surveys, audits as necessary to own work; occasionally/ regularly participates in R&D; clinical trials; equipment testing	1-2(a) (b) (c)

Development	May participate/ regularly undertakes R&D activities; clinical trials; equipment testing	
12. Freedom to Act	Follows standard operating procedures, advice available Follows procedures for area of work; advice generally available	2
13. Physical Effort	Restricted position; frequent light physical effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	2(a) (b)
14. Mental Effort	Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration Concentration for tests; works to routine, requests/ microscope or equivalent detailed work for lengthy periods	2(a)- 3(b) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset patients	1-2
16. Working Conditions	Occasional/frequent exposure to unpleasant/highly unpleasant conditions Handles contained or controlled hazardous materials/ uncontained hazardous materials, e.g. blood, radioactive materials	2(a)- 3(a)(b)-4(b)
JE Score/Band	JE Score 255* - 323	Band 4*

* Generic job grade boundary provisions apply – see cover page note.

Healthcare Science practitioner profiles

Profile Label Healthcare
Science Practitioner

- Job Statement:**
1. Performs a range of healthcare science clinical/technical/scientific activities in health sciences e.g. clinical biochemistry, clinical science, radiotherapy physics
 2. Maintains records in relation to clinical scientific activities carried out
 3. Supervises and/or trains less experienced staff in own area of work

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provides and receives complex information/ exchanges complex information where tact and persuasive skills are required, barriers to understanding Communicates condition, test, other technical information to colleagues/ to patients who may have physical or learning disabilities, relatives & carers	3(a)-4
2. Knowledge, Training & Experience	Expertise within discipline underpinned by theoretical knowledge Understanding of range of routine and non-routine healthcare science activities acquired through training to degree or equivalent level of knowledge	5
3. Analytical & Judgemental Skills	Judgements involving range of facts or situations, requiring analysis, comparison of options Analysis of test results; identifies required tests/procedures, decides to repeat or abandon procedure	3
4. Planning & Organisational Skills	Plans straightforward tasks, some ongoing Plans activity workload of self and others	2
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills, accuracy important, manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision, high levels of hand eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Provides clinical technical services Undertakes non-routine tests e.g. undertakes pathology, physiological, equipment measurement tests, initial screening	4(b)
7. Responsibility for Policy/ Service Development	Follows policies, may comment/ proposes changes to practices for area Follows policies and procedures for own work area; may be asked to comment on proposed changes/ proposes changes to practices for work area	1-2
8. Responsibility for Financial & Physical Resources	Safe use of equipment; maintains stock control, security Responsible for safe use of equipment by others; orders supplies for area of work, storage of samples	2(b) (c)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision; practical training Supervises junior staff; provides professional/clinical supervision; trains less experienced staff	2(a) (b) (c)
10. Responsibility for Information Resources	Records personally generated data Records personally generated test results or similar	1
11. Responsibility for Research & Development	Occasionally/ regularly participates in R&D, clinical trials or equipment testing May participate/ regularly undertakes R&D activities; clinical trials; equipment testing	1-2(a) (b) (c)

12. Freedom to Act	Works within clearly defined occupational policies Works independently within occupational, departmental policies, procedures, codes of conduct	3
13. Physical Effort	Restricted position; frequent light physical effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	2(a) (b)
14. Mental Effort	Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration Concentration for tests; works to routine, requests/ microscope or equivalent work for lengthy periods	2(a)- 3(a) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset patients	1-2
16. Working Conditions	Occasional/frequent exposure to unpleasant/highly unpleasant conditions Handles contained or controlled hazardous materials/ uncontained hazardous materials, e.g. blood, radioactive materials	2(a)- 3(a)(b)-4(b)
JE Score/Band	JE Score 317* - 385	Band 5*

* Generic job grade boundary provisions apply – see cover page note

Healthcare Science practitioner profiles

Profile Label **Healthcare Science Practitioner Specialist**

- Job Statement:**
1. Performs a range of specialist healthcare science clinical/technical/scientific activities
 2. Maintains records in relation to clinical scientific activities carried out
 3. Supervises and/or trains less experienced staff/students/trainees; may lead team for own work area

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provides and receives complex information/ exchanges complex information where tact and persuasive skills are required, barriers to understanding Communicates condition, test, other technical information to colleagues/ to patients who may have physical or learning disabilities, relatives & carers	3(a)-4
2. Knowledge, Training & Experience	Specialist expertise underpinned by theoretical knowledge & experience Understanding of specialist healthcare science activities acquired through additional training to postgraduate diploma or equivalent level of knowledge	6
3. Analytical & Judgemental Skills	Judgements involving complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of test results, including in specialist diagnostic or therapeutic area, resolution of complex equipment or process problems	4
4. Planning & Organisational Skills	Plans straightforward tasks, some ongoing Plans activity workload for self and/or others	2
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills, accuracy important, manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision, high levels of hand eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Provides specialist clinical technical services Undertakes, screens, interprets diagnostic tests, including specialist equipment testing	5(b)
7. Responsibility for Policy/ Service Development	Implements policies, proposes changes to practices for area Ensures implementation of policies, proposes changes to practices for work area	2
8. Responsibility for Financial & Physical Resources	Safe use of equipment; maintains stock control, security Responsible for safe use of equipment by others; orders supplies for area of work, responsibility for storage of materials	2(b) (c)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision; practical training Supervises junior staff, may lead team for own work area; provides clinical/professional supervision; trains less experienced staff	2(a) (b) (c)
10. Responsibility for Information Resources	Records personally generated data Records personally generated test results or similar	1
11. Responsibility for Research & Development	Occasionally/ regularly participates in R&D; clinical trials; equipment testing/ research as major part of work May participate/ regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities as major part of work	1-2(a) (b) (c)-3

12. Freedom to Act	Clearly defined/ broad occupational policies Works independently within occupational, departmental policies, procedures/ works autonomously, may be lead specialist for area	3- 4
13. Physical Effort	Restricted position; frequent light physical effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	2(a) (b)
14. Mental Effort	Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration Concentration for tests, quality checks; works to routine, requests/ microscope or equivalent work for lengthy periods	2(a)- 3(a) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset patients	1-2
16. Working Conditions	Occasional/frequent exposure to unpleasant/highly unpleasant conditions Handles contained or controlled hazardous materials/ uncontained hazardous materials, e.g. blood, radioactive materials	2(a)- 3(a)(b)-4(b)
JE Score/Band	JE Score 383* 464	Band 6*

* Generic job grade boundary provisions apply – see cover page note.

Healthcare Science practitioner profiles

Profile Label **Healthcare Science Practitioner Advanced**

- Job Statement:**
1. Performs a range of advanced healthcare science clinical/technical/scientific activities
 2. Provides highly specialist advice and, or training to own and other professions in specialist area of activity; may undertake research and/or development in specialist field
 3. Supervises and/or trains less experienced staff/students/trainees; may lead team for own work area

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex information where tact and persuasive skills are required, barriers to understanding Communicates test, other technical information to patients who may have sensory, physical or learning disabilities, relatives & carers; exchanges specialist information with colleagues from own and other disciplines	4 (a) (b)
2. Knowledge, Training & Experience	Highly specialist expertise underpinned by theoretical knowledge & experience Understanding of specialist healthcare science activities acquired through training to master's degree or equivalent level of knowledge	7
3. Analytical & Judgemental Skills	Judgements involving complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of test results, including in specialist diagnostic or therapeutic area, resolution of complex equipment or process problems	4
4. Planning & Organisational Skills	Plan straightforward tasks, some ongoing Plans activity workload of self and/or others	2
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Provide specialist/ highly specialist clinical technical services; provide specialised/highly specialised advice Undertakes, screens, interprets diagnostic tests, including equipment testing/ highly specialist tests, including specialist equipment testing; provides advice to patients, clinicians/specialist, clinical and scientific advice to clinicians	5(b) (c) - 6(b) (c)
7. Responsibility for Policy/ Service Development	Implement policies, proposes changes to practices for area/ impact on other area Ensures implementation of policies, proposes changes to practices for work area/ develops policies with impact on other disciplines	2-3
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than that used personally; maintain stock control, security; authorise payments Responsible for safe use of equipment by others; orders supplies for area of work, responsible for storage of materials; authorises invoices	2(b) (c) (d)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision; practical training/ specialist training Supervises junior staff, may lead team for own work area; provides clinical/professional supervision; trains less experienced staff/ provides specialist training to own or other disciplines	2(a) (b) (c)-3(c)
10. Responsibility for Information Resources	Record personally generated information/data entry, text processing or storage of data Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	1-2(a)
11. Responsibility	Regularly undertakes R&D; clinical trials; equipment testing/ research as	2(a) (b) (c)-

for Research & Development	major part of work Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities as major part of work	3
12. Freedom to Act	Clearly defined occupational policies/ broad occupational policies Works independently/ works autonomously, lead specialist for area	3-4
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests; microscope or equivalent work for lengthy periods	3(a)(b) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers	1-2 (a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	JE Score 446* - 530	Band 7*

* Generic job grade boundary provisions apply – see cover page note

Healthcare Science practitioner profiles

Profile Label Healthcare Science Team Leader

Job Statement: 1. Performs a range of healthcare science clinical/technical/scientific activities
2. Leads a team of staff, including planning, allocation and quality checking of work

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex information, persuasive, motivational skills required, tact and persuasive skills required, barriers to understanding Communicates test, other technical information to colleagues, to patients, relatives, carers who may have sensory, physical or learning disabilities	4 (a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge underpinned by theoretical knowledge & practical experience Understanding of specialist healthcare science activities, management knowledge acquired through training to master's degree or equivalent level of knowledge	7
3. Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of test, investigation results; makes judgements on a range of complex clinical, non-clinical issues relating to work of team; investigates, resolves complex quality issues	4
4. Planning & Organisational Skills	Plan complex activities, requiring formulation, adjustment Plans workload for area of work, including adjustments to deal with emergencies and on call arrangements	3
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Provide specialist clinical technical services; provide specialist advice Undertakes, screens, interprets diagnostic tests, including equipment testing; provides technical advice to clinicians	5(b) (c)
7. Responsibility for Policy/ Service Development	Implement policies, propose changes to practices for area, impact on other areas Ensures implementation of policies, proposes and develops changes to practices for work area with impact on other areas of work	3
8. Responsibility for Financial & Physical Resources	Authorised signatory; purchase of some assets, supplies; hold delegated budget Authorises invoices for supplies & equipment; orders supplies for area of work; holds delegated budget for area of work	3(a) (b) (d)
9. Responsibility for Human Resources	Day to day management Manages team of staff, including participation in recruitment, allocation and quality checking of work, performance issues, personal development and training	3(a)
10. Responsibility for Information Resources	Record personally generated information/data entry, text processing or storage of data Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	1-2(a)
11. Responsibility for Research & Development	Occasionally participate in/regularly undertake R&D; clinical trials; equipment testing Occasionally/regularly undertakes R&D activities; clinical trials; equipment testing	1-2(a) (b) (c)

12. Freedom to Act	Broad occupational policies Works autonomously, manages team and area of work	4
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, processes, frequent interruptions for urgent requests; microscope or equivalent work for lengthy periods	3(a) (b) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers, staff issues	1-2(a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with contained body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	JE Score 489 – 533	Band 7

Healthcare Science practitioner profiles

Profile Label **Healthcare Science Practitioner Advanced (Research)**

- Job Statement:**
1. Performs specialist clinical/ scientific/ technical research activities as part of a formal research programme
 2. Communicates research results orally and in writing to own and other professions
 3. May supervise and/or train less experienced staff/students/trainees/researchers

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex information/ present complex information to large groups Communicates research and other specialist clinical/scientific/technical information to and exchanges specialist information with colleagues from own and other disciplines/ presents research findings to conferences or other large groups	4 (b) – 5(b)
2. Knowledge, Training & Experience	Highly specialist expertise underpinned by theoretical knowledge & experience Understanding of specialist healthcare science activities, research techniques; acquired through training to master's degree or equivalent level of knowledge	7
3. Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of research results	4
4. Planning & Organisational Skills	Plan straightforward tasks, some ongoing/ plan and organise complex activities requiring formulation and adjustment Plans own research workload/ plans research project	2-3
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning research subjects for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Assists patients/clients/relatives during incidental contacts May have contact with patients as part of research activity	1
7. Responsibility for Policy/ Service Development	Implement policies, proposes changes to practices for own area of work Ensures implementation of policies, proposes changes to practices for work area	2
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than that used personally; maintain stock control, security Responsible for safe use of research equipment by others; orders supplies for area of work, storage samples	2(b) (c)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision; practical training Supervises junior staff in own work area; provides clinical supervision; trains less experienced staff, researchers	2(a) (b) (c)
10. Responsibility for Information Resources	Data entry, text processing or storage of data; occasional/ regular requirement to use computer software to create reports, documents, drawings/ adapt, design information systems to meet specifications of others Responsible for database maintenance for whole laboratory, research programme/ develops computer tools for research/ develops computer software for research	2(a)(b) – 3(b)- 4(a)
11. Responsibility for	Research as major part of work/ co-ordinates research programme	3 -4

Research & Development	R&D activities as major part of work/ co-ordinates research programme	
12. Freedom to Act	Clearly defined occupational policies/ broad occupational policies Works independently/ works autonomously, lead researcher for area	3-4
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres research subjects for tests	2(a) (b) (d)
14. Mental Effort	Occasional/frequent requirement for prolonged concentration Microscope or equivalent research activity for lengthy periods	3(a) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers	1-2 (a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with body fluids	2(a)-3(a)
JE Score/Band	JE Score 434* - 528	Band 7*

* Generic job grade boundary provisions apply – see cover page note.

Healthcare Science practitioner profiles

Profile Label **Healthcare Science Manager**

- Job Statement:**
1. Performs a range of healthcare science clinical/technical/scientific activities
 2. Provides expert advice to clinicians and senior managers on own area of expertise
 3. Manages department of staff, including planning, allocation and quality checking of work

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex information, persuasive, motivational skills required, tact and persuasive skills required, barriers to understanding; provide and receive highly complex information Communicates staff-related issues, test results and/or other technical information to colleagues, to patients, relatives, carers who may have sensory physical or learning disabilities; communicates specialist scientific information to healthcare staff	4 (a) (b)
2. Knowledge, Training & Experience	Highly developed specialist knowledge underpinned by theoretical knowledge & practical experience Understanding of specialist healthcare science activities, management knowledge acquired through training to master's degree or equivalent level of knowledge	7
3. Analytical & Judgemental Skills	Complex/ highly complex facts or situations, requiring analysis, interpretation, comparison of options Content of advice, recommendations on specialist equipment, procedures, techniques, services/ expert opinion may differ	4-5
4. Planning & Organisational Skills	Plan complex activities, requiring formulation, adjustment/ plans range of complex activities, requiring formulation, development of plans, strategies Plans workload for area of work, including adjustments to deal with emergencies and on call arrangements/ long term planning for own department	3-4
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Provide highly specialist clinical technical services; provide highly specialist advice; accountable for direct delivery of sub-division of/ clinical, clinical technical service Undertakes, screens, interprets complex, specialist diagnostic tests, including equipment testing; provides expert technical advice to clinicians/ responsible for delivery of a service e.g. biomedical science to organisation	6(b) (c) (d) – 7
7. Responsibility for Policy/ Service Development	Implement policies, propose changes to practices for service Ensures implementation of policies, proposes and develops changes to practices for service	4
8. Responsibility for Financial & Physical Resources	Hold budget Holds budget for service	4(a)
9. Responsibility for Human Resources	Line manager for function Manages staff of service, including recruitment, allocation of workloads, quality of work, performance issues	4(a)
10. Responsibility for Information	Record personally generated information/data entry, text processing or storage of data	1-2(a)

Resources	Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	
11. Responsibility for Research & Development	Occasionally participate in/regularly undertake R&D; clinical trials; equipment testing/ major job requirement Occasionally/regularly undertakes R&D activities; clinical trials; equipment testing	1-2(a) (b) (c)- 3(a)
12. Freedom to Act	Broad occupational policies Works autonomously, manages team and area of work	4
13. Physical Effort	Combination of sitting, standing, walking/ restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	1-2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests; microscope or equivalent work for lengthy periods	3(a) (b) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers, staff issues	1-2(a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with contained body fluids, verbal abuse	2(a)
JE Score/Band	JE Score 527* - 622	Band 8a*-b

* Generic job grade boundary provisions apply – see cover page note.

Healthcare Science practitioner profiles

Profile Label: Healthcare Science Practitioner Principal (Research)

- Job Statement:**
1. Initiates and leads specialist clinical/ scientific/ technical research activities as part of a formal research programme; manages research budget
 2. Communicates research results orally and in writing to own and other professions
 3. Provides specialist training to, may lead a team of staff/students/trainees/researchers

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Present complex information to large groups Communicates research and other specialist clinical/scientific/technical information to and exchanges specialist information with colleagues from own and other disciplines, presents research findings to conferences or other large groups	5(b)
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge In-depth understanding of specialist healthcare science activities, research techniques; acquired through training to doctorate or equivalent level of knowledge plus further specialist training	8(a)
3. Analytical & Judgemental Skills	Complex/ highly complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of research results/ analysis & overall interpretation of research results, content of advice to clinicians where expert opinion may differ	4-5
4. Planning & Organisational Skills	Plan and organise complex activities requiring formulation and adjustment Plans complex research projects	3
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning research subjects for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Assists patients/clients/relatives during incidental contacts May have contact with patients as part of research activity	1
7. Responsibility for Policy/ Service Development	Implement policies, proposes changes to practices, impact on other areas/ policy development, implementation for more than one area of activity Ensures implementation of policies, proposes changes to practices with impact on other disciplines/ translates research findings into policies affecting wide area	3-4
8. Responsibility for Financial & Physical Resources	Holds delegated budget/ budget holder for department, service Holds, manages research budget (s)/ holds, manages research budget equivalent to service budget	3(d)-4(a)
9. Responsibility for Human Resources	Day to day management; provides specialist training Manages research team; provides specialist training to own and other disciplines	3(a) (c)
10. Responsibility for Information Resources	Data entry, text processing or storage of data; occasional/ regular requirement to use computer software to create reports, documents, drawings/ adapt, design information systems to meet specifications of others Responsible for database maintenance for whole laboratory, research programme/ develops computer tools for research/ develops computer software for research	2(a)(b) – 3(b)- 4(a)
11. Responsibility for Research &	Co-ordinates research programme/ initiates research activities Co-ordinates research programme/ initiates research in specialist field	4-5

Development		
12. Freedom to Act	Broad occupational policies/ interprets policies Works autonomously, lead researcher for area/ interprets policies for specialist field	4-5
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres research subjects for tests	2(a) (b) (d)
14. Mental Effort	Occasional/frequent requirement for prolonged concentration Microscope or equivalent research activity for lengthy periods	3(a) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers	1-2 (a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with body fluids	2(a)-3(a)
JE Score/Band	JE Score 552 – 665	Band 8a-b-c

Healthcare Science practitioner profiles

Profile Label **Healthcare Science Service Manager**

- Job Statement:**
1. Performs a range of specialist healthcare science clinical/technical/scientific activities; provides specialist advice to other professionals
 2. Manages, organises, co-ordinates provision of a healthcare science service
 3. Manages service staff, including recruitment, workload allocation, career development, performance

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex information, persuasive, motivational skills required; barriers to understanding/ presents complex information to large groups Communicates test, other technical information to colleagues; to patients, relatives, carers who may have sensory, physical or learning disabilities/ presents scientific/ technical papers to conferences	4 (a)-5(b)
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge Understanding of specialist healthcare science activities and management knowledge acquired through training to master's equivalent level of knowledge plus further specialist training to doctorate level or equivalent	8(a)
3. Analytical & Judgemental Skills	Complex/ highly complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of test, investigation results, decisions on service related issues/ content of advice where expert opinion may differ	4-5
4. Planning & Organisational Skills	Plan complex activities, requiring formulation, adjustment/ plans broad range of complex activities requiring development of long term plans, strategies Plans workload for service making adjustments to deal with emergencies and on call arrangements/ long term service planning	3-4
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Accountable for delivery of clinical technical service Responsible for delivery of laboratory, workshop, specialist service(s)	7
7. Responsibility for Policy/ Service Development	Responsible for policy development for service Responsible for policy, service development	4
8. Responsibility for Financial & Physical Resources	Holds budget Holds budget for service	4(a)
9. Responsibility for Human Resources	Line manager for single function or department Line manager for staff, including recruitment, workload allocation, performance, career development	4(a)
10. Responsibility for Information Resources	Record personally generated information/data entry, text processing or storage of data Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	1-2(a)
11. Responsibility for Research &	Regularly undertake R&D; clinical trials; equipment testing/ research as major part of work/ co-ordinates research activity	2(a) (b) (c)-3 -4

Development	Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities as major part of work/ co-ordinates R&D activities	
12. Freedom to Act	Interprets policies Interprets policies for service	5
13. Physical Effort	Combination of sitting, standing, walking/ restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	1-2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods	3(a) (b) – 4(a)
15. Emotional Effort	Occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers, difficult staff issues	2(a)
16. Working Conditions	Occasional exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with body fluids, verbal abuse	2(a)
JE Score/Band	JE Score 607 - 703	Band 8b-c-d

Healthcare Scientist – Clinical Scientist - Profiles

Profile Label Healthcare Scientist Graduate Trainee

Job Statement: 1. Performs a range of increasingly advanced healthcare science clinical/technical/scientific activities under supervision
2. Undertakes formal training and research as a route to qualifying as a Healthcare Scientist, irrespective of whether they enter the training with a degree or a higher degree qualification.

Factor	Relevant Job Information	JE level	JE score
1. Communication & Relationship Skills	Provide and receive highly complex information; present complex information to large groups Exchanges specialist information with colleagues from own and other disciplines; presents research and clinical work at local and wider scientific / clinical meetings	4 (b) – 5(b)	32-45
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through relevant science degree, supplemented by formal teaching, clinical supervision and supervised clinical activity to postgraduate level	6	156
3. Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of test, investigation results	4	42
4. Planning & Organisational Skills	Plan straightforward tasks, some ongoing Plans activity workload of self and/or others	2	15
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4	27-42
6. Responsibility for Patient/ Client Care	Provide specialist clinical technical services Undertakes, screens, interprets diagnostic tests, including equipment testing	5(b)	30
7. Responsibility for Policy/ Service Development	Follows policies in own area, may be required to comment Follows departmental policies, may be required to comment on proposals	1	5
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than that used personally; maintain stock control, security Responsible for safe use of equipment by others; orders supplies for area of work, storage of smear slides or other samples	2(b) (c)	12
9. Responsibility for Human Resources	Professional supervision; practical training Supervises support staff; trains less experienced staff	2 (b) (c)	12
10. Responsibility for Information Resources	Record personally generated information Records personally generated test results or similar	1	4
11. Responsibility for Research & Development	Regularly undertakes R&D; clinical trials; equipment testing Undertakes significant period of R&D as part of training requirements, audit activities; clinical trials; equipment testing	2(a) (b) (c)	12

12. Freedom to Act	Standard operating procedures; supervision available/clearly defined occupational policies Undertakes activities under clinical supervision/works independently within training parameters	2-3	12-21
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres research subjects/patients for tests	2(a) (b) (d)	7
14. Mental Effort	Occasional/frequent requirement for prolonged concentration Microscope or equivalent work for lengthy periods	3(b) – 4(a)	12-18
15. Emotional Effort	Occasional exposure to distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers	2 (a)	11
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with body fluids, verbal abuse	2(a)-3(a)	7-12
JE Score/Band		Band 6	396-444

Healthcare Scientist – Clinical Scientist - Profiles

Profile Label

Healthcare Scientist

Job Statement:

1. Performs a range of healthcare science clinical/technical/scientific activities
2. Provides highly specialist advice and, or training to own and other professions in particular area of activity; undertakes research in own field
3. Supervises and/or trains less experienced staff/students/trainees; may lead team for own work area

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex information where tact and persuasive skills are required, barriers to understanding; provide and receive highly complex information/ present complex information to large groups Communicates test, other technical information to patients who may have sensory, physical or learning disabilities, relatives & carers; exchanges specialist information with colleagues from own and other disciplines/ presents research findings to conferences or other large groups	4 (a) (b) – 5(b)
2. Knowledge, Training & Experience	Highly specialist expertise underpinned by theoretical knowledge & experience Understanding of specialist healthcare science activities acquired through training to master's degree or equivalent level of knowledge	7
3. Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of options Analysis and interpretation of test, investigation results	4
4. Planning & Organisational Skills	Plan straightforward tasks, some ongoing Plans activity/workload of self and/or others	2
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens / use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Provide specialist/ highly specialist clinical technical services; provide specialised/highly specialised advice Undertakes, screens, interprets diagnostic tests, including equipment testing/ highly specialist tests, including specialist equipment testing; provides advice to patients, clinicians/specialist, clinical and scientific advice to clinicians	5(b) (c) - 6(b) (c)
7. Responsibility for Policy/ Service Development	Implement policies, proposes changes to practices for area Ensures implementation of policies, proposes changes to practices for work area	2
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than that used personally; maintain stock control, security; authorise payments Responsible for safe use of equipment by others; orders supplies for area of work, storage samples; authorises invoices	2(b) (c) (d)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision; practical training/ specialist training Supervises junior staff, may lead team for own work area; provides clinical supervision; trains less experienced staff/ provides specialist training to own or other disciplines	2(a) (b) (c)- 3(c)
10. Responsibility for Information Resources	Record personally generated information/data entry, text processing or storage of data Records personally generated test results or similar/ responsible for database	1-2(a)

	maintenance for whole laboratory, service or department	
11. Responsibility for Research & Development	Regularly undertakes R&D; clinical trials; equipment testing/ research as major part of work Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities as major part of work	2(a) (b) (c)-3
12. Freedom to Act	Clearly defined occupational policies/ broad occupational policies Works independently/ works autonomously, lead for particular area of activity	3-4
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for tests, investigations, frequent interruptions for urgent tests; microscope or equivalent work for lengthy periods	3(a)(b) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers	1-2 (a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	JE Score 446* - 534	Band 7*

Healthcare Scientist – Clinical Scientist - Profiles

Profile Label **Healthcare Scientist (Research)**

- Job Statement:**
1. Performs specialist clinical/ scientific/ technical research activities as part of a formal research programme
 2. Communicates research results orally and in writing to own and other professions
 3. May supervise and/or train less experienced staff/students/trainees/researchers

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex information/ present complex information to large groups Communicates research and other specialist clinical/scientific/technical information to and exchanges specialist information with colleagues from own and other disciplines/ presents research findings to conferences or other large groups	4 (b) – 5(b)
2. Knowledge, Training & Experience	Highly specialist expertise underpinned by theoretical knowledge & experience Understanding of specialist healthcare science activities, research techniques; acquired through training to master's degree or equivalent level of knowledge	7
3. Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of research results	4
4. Planning & Organisational Skills	Plan straightforward tasks, some ongoing/ plan and organise complex activities requiring formulation and adjustment Plans own research workload/ plans research project	2-3
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning research subjects for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Assists patients/clients/relatives during incidental contacts May have contact with patients as part of research activity	1
7. Responsibility for Policy/ Service Development	Implement policies, proposes changes to practices for own area of work Ensures implementation of policies, proposes changes to practices for work area	2
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than that used personally; maintain stock control, security Responsible for safe use of research equipment by others; orders supplies for area of work, storage samples	2(b) (c)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision; practical training Supervises junior staff in own work area; provides clinical supervision; trains less experienced staff, researchers	2(a) (b) (c)
10. Responsibility for Information Resources	Data entry, text processing or storage of data; occasional/ regular requirement to use computer software to create reports, documents, drawings/ adapt, design information systems to meet specifications of others Responsible for database maintenance for whole laboratory, research programme/ develops computer tools for research/ develops computer software for research	2(a)(b) – 3(b)- 4(a)
11. Responsibility	Research as major part of work/ co-ordinates research programme	3 -4

for Research & Development	R&D activities as major part of work/ co-ordinates research programme	
12. Freedom to Act	Clearly defined occupational policies/ broad occupational policies Works independently/ works autonomously, lead researcher for area	3-4
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres research subjects for tests	2(a) (b) (d)
14. Mental Effort	Occasional/frequent requirement for prolonged concentration Microscope or equivalent research activity for lengthy periods	3(a) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers	1-2 (a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled biological materials, contact with body fluids	2(a)-3(a)
JE Score/Band	JE Score 434* - 528	Band 7*

* Generic job grade boundary provisions apply – see cover page note.

Healthcare Scientist – Clinical Scientist - Profiles

Profile Label

Healthcare Scientist Specialist

Job Statement:

1. Performs a range of specialist healthcare science clinical/technical/scientific activities
2. Provides expert advice, opinions, training to own and other professions in specialist area of activity; undertakes research in specialist field
3. Provides specialist training to own or other disciplines; may lead, manage team for own specialist area

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups Communicates specialist condition, test, other technical information to patients, relatives, carers who may have sensory, physical or learning disabilities; communicates specialist information to conferences	5(a) (b)
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge & experience Understanding of specialist healthcare science activities acquired through training to master's degree or equivalent level of knowledge plus further specialist training	8(a)
3. Analytical & Judgemental Skills	Complex/highly complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of test, investigation results/analysis, interpretation in specialist area where expert opinions differ	4-5
4. Planning & Organisational Skills	Plan complex activities requiring formulation, adjustment Plans specialist service(s) and workload	3
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens / use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Provide highly specialist clinical technical services; provide highly specialist advice Undertakes, screens, interprets highly specialist diagnostic tests, including specialist equipment testing; provides specialist, technical advice to clinicians	6(b) (c)
7. Responsibility for Policy/ Service Development	Implement policies, propose changes to practices for area, impact on other areas Ensures implementation of policies, proposes and develops changes to practices, new ways of working for specialist area with impact on other disciplines	3
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than that used personally; maintain stock control, security; authorise payments/ purchase of assets or supplies; hold delegated budget Responsible for safe use of equipment by others; orders supplies for area of work, storage of samples; authorises invoices/ purchases specialist supplies or equipment; holds delegated budget for specialist service	2(b) (c) (d)- 3(a) (b) (d)
9. Responsibility for Human Resources	Day to day management; provide specialist training Day to day management of team of staff; provides specialist training for internal, external groups	3(a) (c)
10. Responsibility for Information Resources	Record personally generated information/data entry, text processing or storage of data Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	1-2(a)

11. Responsibility for Research & Development	Regularly participate in R&D; clinical trials; equipment testing/ research as major part of work Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities as major part of work	2(a) (b) (c)-3
12. Freedom to Act	Broad occupational policies Works autonomously, lead specialist for particular area of activity	4
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable/ occasional/frequent prolonged concentration; occasional intense concentration Concentration for tests, investigations – frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods/ intense concentration for lengthy and intricate investigations	3(a) – 4(a) (b)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers	1-2(a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	JE Score 553 – 626	Band 8a-b

Healthcare Scientist – Clinical Scientist - Profiles

Profile Label: Healthcare Scientist Specialist (Research)

Job Statement:

1. Initiates and leads specialist clinical/ scientific/ technical research activities as part of a formal research programme; manages research budget
2. Communicates research results orally and in writing to own and other professions
3. Provides specialist training to, may lead a team of staff/students/trainees/researchers

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Present complex information to large groups Communicates research and other specialist clinical/scientific/technical information to and exchanges specialist information with colleagues from own and other disciplines, presents research findings to conferences or other large groups	5(b)
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge In-depth understanding of specialist healthcare science activities, research techniques; acquired through training to doctorate or equivalent level of knowledge plus further specialist training	8(a)
3. Analytical & Judgemental Skills	Complex/ highly complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of research results/ analysis & overall interpretation of research results, content of advice to clinicians where expert opinion may differ	4-5
4. Planning & Organisational Skills	Plan and organise complex activities requiring formulation and adjustment Plans complex research projects	3
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning research subjects for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination	3(a)(b)-4
6. Responsibility for Patient/ Client Care	Assists patients/clients/relatives during incidental contacts May have contact with patients as part of research activity	1
7. Responsibility for Policy/ Service Development	Implement policies, proposes changes to practices, impact on other areas/ policy development, implementation for more than one area of activity Ensures implementation of policies, proposes changes to practices with impact on other disciplines/ translates research findings into policies affecting wide area	3-4
8. Responsibility for Financial & Physical Resources	Holds delegated budget/ budget holder for department, service Holds, manages research budget (s)/ holds, manages research budget equivalent to service budget	3(d)-4(a)
9. Responsibility for Human Resources	Day to day management; provides specialist training Manages research team; provides specialist training to own and other disciplines	3(a) (c)
10. Responsibility for Information Resources	Data entry, text processing or storage of data; occasional/ regular requirement to use computer software to create reports, documents, drawings/ adapt, design information systems to meet specifications of others Responsible for database maintenance for whole laboratory, research programme/ develops computer tools for research/ develops computer software for research	2(a)(b) – 3(b)- 4(a)
11. Responsibility for Research &	Co-ordinates research programme/ initiates research activities Co-ordinates research programme/ initiates research in specialist field	4-5

Development		
12. Freedom to Act	Broad occupational policies/ interprets policies Works autonomously, lead researcher for area/ interprets policies for specialist field	4-5
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres research subjects for tests	2(a) (b) (d)
14. Mental Effort	Occasional/frequent requirement for prolonged concentration Microscope or equivalent research activity for lengthy periods	3(a) – 4(a)
15. Emotional Effort	Rare/occasional exposure to distressing or emotional circumstances May work with terminally ill, upset, distressed patients, carers	1-2 (a)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with body fluids	2(a)-3(a)
JE Score/Band	JE Score 552 – 665	Band 8a-b-c

Healthcare Scientist – Clinical Scientist - Profiles

Profile Label

Healthcare Scientist Advanced**

Job Statement:

1. Performs a range of highly specialist healthcare science clinical/technical/scientific activities as lead clinician/ specialist for specialist area of activity
2. Provides primary source of expert advice, opinions, training to own and other professions in specialist area of activity; undertakes research and innovation in specialist field with significant impact
3. Provides specialist training to own or other disciplines; may lead, manage team for own specialist area

Factor		
1. Communication & Relationship Skills	Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups Communicates specialist condition, test, other technical information to patients, relatives, carers who may have sensory physical or learning disabilities; communicates specialist information to conferences	5(a) (b)
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge Advanced in-depth clinical scientific technical expertise acquired through higher specialist training	8(a)
3. Analytical & Judgemental Skills	Highly complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of test, investigation results in specialist area where expert opinions differ	5
4. Planning & Organisational Skills	Plan complex activities requiring formulation, adjustment/ plan, organise broad range of complex activities, formulates, adjusts plans or strategies Plans specialist service and workload/ long term planning, strategy for development of specialist service	3-4
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination/ highest level of physical skills, high degree of precision Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens / use of fine tools, materials requiring high degree of precision and hand-eye co-ordination/ skills for e.g. tests on patients requiring highest level of precision and only one opportunity	3(a)(b)-4-5
6. Responsibility for Patient/ Client Care	Provide highly specialist clinical technical services; provide highly specialist advice Provides highly specialist scientific services, undertakes, screens, interprets highly specialist diagnostic tests, including specialist equipment testing; provides complex specialist, technical advice to clinicians, patients	6(b) (c)
7. Responsibility for Policy/ Service Development	Implement policies, propose changes to practices for area, impact on other area/ responsible for policy development for service Ensures implementation of policies, proposes and develops changes to practices for specialist area with impact on other disciplines/ policy development for specialist service	3-4
8. Responsibility for Financial & Physical Resources	Authorised signatory; purchase of assets or supplies; hold delegated budget Authorises invoices; purchases specialist supplies or equipment; holds delegated budget for specialist service	3(a) (b) (d)
9. Responsibility for Human Resources	Day to day management; provide specialist training Day to day management of team of staff; provides specialist training to own or other disciplines	3(a) (c)
10. Responsibility	Record personally generated information/data entry, text processing or	1-2(a)

for Information Resources	storage of data Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	
11. Responsibility for Research & Development	Research as major part of work/ co-ordinates research programmes R&D activities as major part of work/ co-ordinates research programmes in specialist field	3 –4
12. Freedom to Act	Broad occupational policies, establish interpretation Interprets policies for own specialist field	5
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; kneeling, crouching, bending to carry out procedures; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable/ occasional/frequent requirement for prolonged concentration; occasional/ frequent intense concentration Concentration for tests, investigations/ microscope or equivalent work for lengthy periods/ intense concentration for lengthy and intricate investigations	3(a) – 4(a)-5
15. Emotional Effort	Rare/occasional/ regular exposure to distressing or emotional circumstances; occasional highly distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers; imparts news of impairment	1-2(a)-3(a) (b)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with contained body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	JE Score 602* - 708	Band 8 c*- d

* Generic job grade boundary provisions apply – see cover page note.

Healthcare Scientist – Clinical Scientist - Profiles

Profile Label

Healthcare Scientist Head Of Service/Director**

Job Statement:

1. Directs and manages a range of clinical/technical/scientific services; provides strategic direction and expert leadership
2. Delivers specialist healthcare scientist activities; provides expert advice, opinion and leadership to other professionals; may act as clinical lead
3. Directs the development and innovation in service practice, research, teaching, training

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups Communicates specialist condition, test, other technical information to patients, relatives, carers, who may have sensory, physical or learning disabilities; communicates specialist information to conferences	5 (a) (b)
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge Expert understanding of specialist healthcare science activities and management knowledge acquired through higher specialist training	8(a)
3. Analytical & Judgemental Skills	Highly complex facts or situations, requiring analysis, interpretation, comparison of options Assess, evaluate and make judgements across a wide range of highly complex clinical, scientific and managerial issues where expert opinion differs	5
4. Planning & Organisational Skills	Plan, organise broad range of complex activities, formulates, adjusts plans or strategies/formulates long term strategic plans, involving uncertainty, impact across organisation and beyond Plans service, including long term planning, development of service/ strategic service development across organisations	4-5
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination/ highest level of skills Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens/ use of fine tools, materials requiring high degree of precision and hand-eye co-ordination/ skills for e.g. tests on patients requiring highest level of precision and only one opportunity	3(a)(b)-4-5
6. Responsibility for Patient/ Client Care	Accountable for delivery of clinical technical service/corporate responsibility Responsible for delivery of healthcare science service/corporate responsibility	7-8
7. Responsibility for Policy/ Service Development	Responsible for policy implementation, development for service/directorate or equivalent Responsible for development, implementation for policies, procedures, protocols, for service/services equivalent to a directorate	4-5
8. Responsibility for Financial & Physical Resources	Budget holder for department/service/ several services or equivalent Holds budget for service, function/ several services or equivalent	4(a)-5(a)
9. Responsibility for Human Resources	Line management for function/ several, multiple department Line manager for staff, including recruitment, workload allocation, performance, career development	4(a)-5(a)
10. Responsibility for Information Resources	Record personally generated information/data entry, text processing or storage of data Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	1-2(a)
11. Responsibility	Co-ordinates research/ initiates research, secures funding	4 –5

for Research & Development	Co-ordinates research programmes/ initiates R&D	
12. Freedom to Act	Broad occupational policies, establish interpretation Interprets policies for service	5
13. Physical Effort	Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	1-2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged; Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope work or equivalent level of concentration for lengthy periods	3(a) (b) – 4(a)
15. Emotional Effort	Rare/occasional/ frequent exposure to distressing or emotional circumstances; occasional highly distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers, difficult staffing issues; imparts news of impairment	1-2(a)-3(a)(b)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with contained body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	JE Score 667 – 814	Band 8c-d-9

Healthcare Scientist – Clinical Scientist - Profiles

Profile Label

Healthcare Scientist Consultant

Job Statement:

1. Performs a range of highly specialist clinical/scientific/technical services; provides strategic direction and expert professional leadership
2. Provides primary source of expert advice, opinions, training to own and other professions in specialist area of activity; undertakes research and innovation in specialist field with national/international impact
3. Directs the development of and innovation in service practice, research, teaching, training

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups/ communicate highly complex, sensitive, contentious information, antagonistic atmosphere Communicates specialist condition, test, technical information to patients, relatives, carers, who may have sensory, physical or learning disabilities; communicates highly complex information to colleagues where co-operation is required; communicates specialist information to conferences	5 (a) (b)
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge Advanced in-depth clinical scientific technical expertise acquired through higher specialist training	8(a)
3. Analytical & Judgemental Skills	Highly complex facts or situations, requiring analysis, interpretation, comparison of options Analysis and interpretation of tests, investigations or results in specialist area where expert opinions differ	5
4. Planning & Organisational Skills	Plan, organise broad range of complex activities, formulates, adjusts plans or strategies/ formulate long term strategic plans, involving uncertainty, impact across organisation and beyond Plans service, including long term planning, development of service/ strategic service development across organisations	4-5
5. Physical Skills	Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination/ highest level of physical skills, high degree of precision Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens / use of fine tools, materials requiring high degree of precision and hand-eye co-ordination/ skills for e.g. tests on patients requiring highest level of precision and only one opportunity	3(a)(b)-4-5
6. Responsibility for Patient/ Client Care	Accountable for delivery of clinical technical service Accountable for delivery of healthcare science service(s)	7
7. Responsibility for Policy/ Service Development	Responsible for policy implementation, development for service/ directorate or equivalent Responsible for development, implementation for policies, procedures, protocols, for service/ services equivalent to a directorate	4 –5
8. Responsibility for Financial & Physical Resources	Budget holder for department, service Holds budget for service, function	4(a)
9. Responsibility for Human Resources	Line management for single function Line manager for staff, including recruitment, workload allocation, performance, career development/ line manager for staff equivalent to several departments	4(a)
10. Responsibility	Record personally generated information/data entry, text processing or	1-2(a)

for Information Resources	storage of data Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	
11. Responsibility for Research & Development	Co-ordinates research/ initiates research programmes Co-ordinates R&D activities for service; initiates and secures funding for R&D activities	4 -5
12. Freedom to Act	Broad occupational policies, establish interpretation Interprets policies for service(s)	5
13. Physical Effort	Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods Microscope or similar work; kneeling, crouching, bending to carry out procedures; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable/ occasional/frequent requirement for prolonged concentration; occasional/frequent intense concentration Concentration for tests, investigations/ microscope or equivalent work for lengthy periods/ intense concentration for lengthy and intricate investigations	3(a) – 4(a)-5
15. Emotional Effort	Rare/occasional/ regular exposure to distressing or emotional circumstances; occasional highly distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers; imparts news of impairment	1-2(a)-3(a) (b)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Handles contained or controlled hazardous materials, contact with contained body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	JE Score 671* – 784	Band 8d*-9