

# NATIONAL PROFILES FOR HEALTHCARE SCIENCE

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\* generic profile provisions apply – see note below.

### GENERIC PROFILES

**The following generic profile note extracted from the Second Edition of the Job Evaluation Handbook explains the position in cases where the minimum score falls below the relevant grade boundary: (See para 5.2 Section 7)**

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 NOTE: 23 NOVEMBER 2005

**Note:** The generic Healthcare Science profiles are intended to cover a wide range of professional groupings and healthcare science disciplines, which are listed in Healthcare Scientist Career Framework supporting Agenda for Change document. These include, for example, perfusionists, biomedical scientists working in a range of pathology disciplines, phlebotomists and cervical cytology technologists, clinical scientists working in pathology, genetics, embryology, medical

physics and engineering and the physiological sciences, clinical physiologists and clinical technologists in a wide range of disciplines (formerly known as medical technical officers), medical illustrators and clinical and Maxillofacial Prosthetist & Technologist (MPT) jobs.

From a matching perspective, there are a number of scenarios:

- (1) Occupational groups for which there are also reviewed occupational group-specific profiles, for example, biomedical scientist jobs. For transitional purposes, matching panels may match against either the occupational grouping profiles or the generic healthcare science profiles, as the pay band outcomes should be the same, although it is anticipated that in the future, especially for new and changed jobs, the generic healthcare science profiles will be used. For these groups, it is sensible to agree locally whether matching panels should start with occupational group-specific profiles or the generic healthcare science profiles.
- (2) Occupational groups for which some profiles were published, but these have not been reviewed in anticipation of the generic healthcare science profiles and where the published profiles were withdrawn when the generic profiles were published, for example, clinical science jobs. Jobs in these groups should be matched to the generic healthcare science profiles. Any jobs that went through a matching exercise to the published profiles, but resulted in a non-match, should be re-matched to the generic profiles.
- (3) Occupational groups for which specific profiles have never been published, but for whom the generic healthcare science profiles are appropriate, for example, Maxillofacial Prosthetist & Technologist (MPT) jobs.

It should be noted that group (3) includes Maxillofacial Prosthetist & Technologist jobs.. It has been agreed that these should be treated for matching purposes as a separate occupational grouping from dental technicians. All Maxillofacial Prosthetist & Technologist jobs should therefore be matched against the generic healthcare science profiles. Any Maxillofacial Prosthetist & Technologist jobs, which have been matched against dental technician profiles should be re-matched to the generic profiles.

Profile Label:

**Healthcare Science Support Worker (Entry Level) (Career Framework Stage 1)**

Job Statement:

1. Performs a number of routine tasks within a defined healthcare science area under close supervision e.g. undertakes routine processing of clinical specimens.
2. May be required to update healthcare science information systems e.g. patient test requests, results
3. May undertake reception area duties

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	<b>Provides and receives routine information orally to inform work colleagues or external contacts</b> Provides test results by telephone or in writing, may undertake reception duties	2
2. Knowledge, Training & Experience	<b>Understanding of small number of routine work procedures gained through on the job instruction</b> Knowledge of routine healthcare science duties acquired through on the job instruction or short induction	1
3. Analytical & Judgemental Skills	<b>Judgements involving straightforward facts or situations</b> Prioritises own work	1
4. Planning & Organisational Skills	<b>Organises own day to day work tasks or activities</b> Responds to requests for tests, products, services and other activities	1
5. Physical Skills	<b>Physical skills obtained through practice/ highly developed physical skills where accuracy important for manipulation of fine tools, materials</b> Standard keyboard skills for data input, use of laboratory equipment/ hand eye co-ordination for e.g. preparing specimens, pipetting	2-3(b)
6. Responsibility for Patient/Client Care	<b>Provides basic clinical technical services</b> Undertakes healthcare science support activities e.g. prepares specimens for testing, updates patient test records	3(b)
7. Responsibility for Policy/Service Development	<b>Follows policies, may comment</b> Follows policies and procedures for own work area; may be asked to comment on proposed changes	1
8. Responsibility for Financial & Physical Resources	<b>Personal duty of care in relation to equipment</b> Careful use of healthcare science equipment & resources	1
9. Responsibility for Human Resources	<b>Demonstrates own duties to others</b> May be required to demonstrate own duties to new or less experienced employees	1
10. Responsibility for Information Resources	<b>Records personally generated data/ responsible for data entry</b> Records personally generated information/ updates records e.g. by inputting test results of other staff	1-2(a)
11. Responsibility for Research & Development	<b>Undertakes surveys, audits as necessary to own work; may occasionally participate in R&amp;D, clinical trials or equipment testing</b> Participates in audits	1
12. Freedom to Act	<b>Well established procedures, close supervision</b> Follows procedures and instructions; works under supervision	1
13. Physical Effort	<b>Frequent light physical effort for several short periods</b> Lifts, moves boxes, trays; pushes trolleys	2(b)
14. Mental Effort	<b>General awareness and sensory attention, occasional requirement for concentration, work pattern predictable/ frequent requirement for concentration, work pattern predictable</b> Awareness and sensory attention/ concentration for processing tests; works to routine	1-2(a)
15. Emotional Effort	<b>Exposure to distressing or emotional circumstances is rare</b>	1
16. Working Conditions	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials	2(a)-3(a)
<b>JE Score/Band</b>	<b>JE Score 121 - 147</b>	<b>Band 1</b>

**Profile Label:**  
**Job Statement:**

**Healthcare Science Support Worker (Career Framework Stage 2)**

1. Performs a range of routine tasks within a defined healthcare science area under supervision e.g. undertakes routine processing of clinical specimens, blood, tissue; takes blood samples from patients, performs standard biochemical/haematological tests, undertakes routine physiological measurement testing
2. May be required to update healthcare science information systems e.g patient test requests, results
3. May undertake reception area duties, receive and issue samples or products

Factor	Relevant Job Information	JE level
<b>1. Communication &amp; Relationship Skills</b>	<b>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</b> Provides test results by telephone or in writing, may undertake reception duties/ communicates with patients when taking samples, performs tests on patients	2-3(a)
<b>2. Knowledge, Training &amp; Experience</b>	<b>Understanding of a range of routine work procedures gained through job training and period of induction</b> Knowledge of range of routine healthcare science duties acquired through job training and induction	2
<b>3. Analytical &amp; Judgemental Skills</b>	<b>Judgements involving facts or situations, some requiring analysis</b> Decisions in own area e.g. mislabelled samples, best vein for bloods	2
<b>4. Planning &amp; Organisational Skills</b>	<b>Organises own day to day work tasks or activities</b> Responds to requests for tests, products, services and other activities	1
<b>5. Physical Skills</b>	<b>Highly developed physical skills where accuracy important for manipulation of fine tools, materials</b> Hand eye co-ordination for e.g. preparing specimens, tissues or blood products, pipetting, taking bloods	3(b)
<b>6. Responsibility for Patient/Client Care</b>	<b>Provides basic clinical technical services</b> Undertakes healthcare science support activities e.g. undertakes routine tests, takes blood samples, processes blood and tissues, undertakes physiological measurement tests	3(b)
<b>7. Responsibility for Policy/Service Development</b>	<b>Follows policies, may comment</b> Follows policies and procedures for own work area; may be asked to comment on proposed changes	1
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment/ safe use of equipment; maintains stock control</b> Responsible for safe use of equipment/ by others; orders supplies for area of work	1-2(b)(c)
<b>9. Responsibility for Human Resources</b>	<b>Demonstrates own duties to others</b> May be required to demonstrate own duties to new or less experienced employees	1
<b>10. Responsibility for Information Resources</b>	<b>Records personally generated data/ responsible for data entry</b> Records personally generated information/updates records e.g. by inputting test results of other staff	1-2(a)
<b>11. Responsibility for Research &amp; Development</b>	<b>Undertakes surveys, audits as necessary to own work; may occasionally participate in R&amp;D, clinical trials or equipment testing</b> Participates in audits	1
<b>12. Freedom to Act</b>	<b>Well established procedures, close supervision/standard operating procedures, advice available</b> Follows procedures; works under supervision/ advice available	1- 2
<b>13. Physical Effort</b>	<b>Frequent light physical effort for several short periods</b> Lifts, moves boxes, trays; pushes trolleys	2(b)
<b>14. Mental Effort</b>	<b>Frequent requirement for concentration, work pattern predictable</b> Concentration for tests, taking bloods; works to routine, requests	2(a)
<b>15. Emotional Effort</b>	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset patients	1-2
<b>16. Working Conditions</b>	<b>Occasional/frequent exposure to unpleasant/unpleasant conditions</b> Handles contained or controlled biological materials/ takes bloods	2(a)- 3(a)(b) – 4(b)
<b>JE Score/Band</b>	<b>JE Score 166 - 211</b>	<b>Band 2</b>

Profile Label:

**Healthcare Science Support Worker Higher Level (Career Framework Stage 3)**

Job Statement:

1. Performs a range of routine and non-routine tasks within a defined healthcare science area e.g. takes specimens for biological testing, performs standard biochemical/haematological/ cytology tests, processes blood or tissues, undertakes routine physiological measurement testing
2. May be required to update healthcare science information systems e.g patient test requests, results
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	<b>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</b> Provides test results by telephone or in writing, may undertake reception duties/communicates with patients when taking samples or specimens, performing tests	2-3(a)
2. Knowledge, Training & Experience	<b>Understanding of a range of routine and non-routine work procedures, base level theoretical knowledge</b> Knowledge of range of routine and non-routine healthcare science duties acquired through training, experience to NVQ3 equivalent level	3
3. Analytical & Judgemental Skills	<b>Judgements involving facts or situations, some requiring analysis</b> Decisions in own area, identify action and report e.g. mislabelled or mislaid specimens, test recall, unsuitable sample or process failure	2
4. Planning & Organisational Skills	<b>Organises own day to day work tasks or activities</b> Responds to requests for e.g. tests; prioritises own workload	1
5. Physical Skills	<b>Highly developed physical skills where accuracy important for manipulation of fine tools, materials</b> Hand eye co-ordination for e.g. preparing specimens, pipetting, taking bloods, aseptic techniques	3(b)
6. Responsibility for Patient/Client Care	<b>Provides basic/clinical technical services</b> Undertakes routine tests, obtains blood samples, prepares blood and tissue products, undertakes physiological measurement tests/ initial screening of cytology smears	3(b) – 4(b)
7. Responsibility for Policy/Service Development	<b>Follows policies, may comment</b> Follows policies and procedures for own work area; may be asked to comment on proposed changes	1
8. Responsibility for Financial & Physical Resources	<b>Safe use of equipment; maintains stock control, security</b> Responsible for safe use of equipment by others; orders supplies for area of work, storage of smear slides or other samples	2(b) (c)
9. Responsibility for Human Resources	<b>Demonstrates own duties to others/ day to day supervision, training</b> 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	<b>Records personally generated data/ responsible for data entry</b> Records personally generated information/ updates records e.g. by inputting test results of other staff	1-2(a)
11. Responsibility for Research & Development	<b>Undertakes surveys, audits as necessary to own work; may occasionally participate in R&amp;D, clinical trials or equipment testing</b> Participates in audits	1
12. Freedom to Act	<b>Follows standard operating procedures, advice available</b> Follows procedures for area of work; advice generally available	2
13. Physical Effort	<b>Restricted position; frequent light physical effort for several short periods</b> Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	2(a) (b)
14. Mental Effort	<b>Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration</b> 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	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset patients	1-2
16. Working Conditions	<b>Occasional/frequent exposure to unpleasant/highly unpleasant conditions</b> Handles contained or controlled biological materials/ takes bloods	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.

**Profile Label:**

**Healthcare Scientist Assistant/ Associate Practitioner (Career Framework Stage 4)**

**Job Statement:**

1. Performs a number of healthcare science clinical/technical/scientific activities e.g. performs standard biochemical/haematological/ cytology tests, processes blood or tissues, undertakes physiological measurement testing
2. Maintains clinical 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	<b>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</b> 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	<b>Understanding of a range of non-routine work procedures, intermediate level theoretical knowledge</b> Knowledge of range of non-routine healthcare science duties acquired through training, experience to NVQ3 equivalent level plus additional theoretical or applied training to diploma equivalent level	4
3. Analytical & Judgemental Skills	<b>Judgements involving facts or situations, some requiring analysis/ range of facts or situations requiring analysis, comparison of options</b> Decisions in own area e.g. mislabelled or mislaid specimens, test recall/ initial analysis of cell deformities, test results	2-3
4. Planning & Organisational Skills	<b>Plans straightforward tasks, some ongoing</b> Plans activity workload for self and/or others	2
5. Physical Skills	<b>Highly developed physical skills where accuracy important for manipulation of fine tools, materials</b> 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	<b>Provides clinical technical services</b> Undertakes non-routine tests e.g. undertakes physiological measurement tests, initial screening of cytology smears	4(b)
7. Responsibility for Policy/Service Development	<b>Follows policies, may comment/ proposes changes for own area</b> 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	<b>Safe use of equipment; maintains stock control, security</b> Responsible for safe use of equipment by others; orders supplies for area of work, storage of smear slides or other samples	2(b) (c)
9. Responsibility for Human Resources	<b>Day to day supervision; clinical supervision; practical training</b> Supervises junior staff; provides clinical supervision; trains less experienced staff	2(a) (b) (c)
10. Responsibility for Information Resources	<b>Records personally generated data/ responsible for data entry</b> Records personally generated test results/inputs, interrogates test results of others	1-2(a)
11. Responsibility for Research & Development	<b>Undertakes surveys, audits as necessary to own work; occasionally/ regularly participates in R&amp;D; clinical trials; equipment testing</b> May participate/ regularly undertakes R&D activities; clinical trials; equipment testing	1-2(a) (b) (c)
12. Freedom to Act	<b>Follows standard operating procedures, advice available</b> Follows procedures for area of work; advice generally available	2
13. Physical Effort	<b>Restricted position; frequent light physical effort for several short periods</b> Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	2(a) (b)
14. Mental Effort	<b>Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration</b> Concentration for tests; works to routine, requests/ microscope or equivalent work for lengthy periods	2(a)- 3(b) - 4(a)
15. Emotional Effort	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset patients	1-2
16. Working Conditions	<b>Occasional/frequent exposure to unpleasant/highly unpleasant conditions</b> Handles contained or controlled biological materials/ takes bloods	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.

Profile Label:

**Healthcare Scientist Practitioner (Career Framework Stage 5)**

Job Statement:

1. Performs a range of healthcare science clinical/technical/scientific activities in health sciences e.g. clinical biochemistry, physiological sciences e.g. audiology; in physical sciences e.g. radiotherapy physics
2. Maintains clinical records in relation to 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	<b>Provides and receives complex information/ exchanges complex information where tact and persuasive skills are required, barriers to understanding</b> 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	<b>Expertise within discipline underpinned by theoretical knowledge</b> Understanding of range of non-routine healthcare science activities acquired through training to degree or equivalent level of knowledge	5
3. Analytical & Judgemental Skills	<b>Judgements involving range of facts or situations, requiring analysis, comparison of options</b> Analysis of cell deformities, test results, cultures; identifies required tests, decides to repeat or abandon procedure	3
4. Planning & Organisational Skills	<b>Plans straightforward tasks, some ongoing</b> Plans activity workload of self and others	2
5. Physical Skills	<b>Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ high degree of precision, co-ordination</b> 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(b)-4
6. Responsibility for Patient/Client Care	<b>Provides clinical technical services</b> Undertakes a range of diagnostic tests, screening, undertakes initial interpretation, blood matching	4(b)
7. Responsibility for Policy/Service Development	<b>Follows policies, may comment/ proposes changes to practices for area</b> 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	<b>Safe use of equipment; maintains stock control, security</b> Responsible for safe use of equipment by others; orders supplies for area of work, storage of smear slides or other samples	2(b) (c)
9. Responsibility for Human Resources	<b>Day to day supervision; clinical supervision; practical training</b> Supervises junior staff; provides clinical supervision; trains less experienced staff	2(a) (b) (c)
10. Responsibility for Information Resources	<b>Records personally generated data</b> Records personally generated test results or similar	1
11. Responsibility for Research & Development	<b>Occasionally/ regularly participates in R&amp;D, clinical trials or equipment testing</b> May participate/ regularly undertakes R&D activities; clinical trials; equipment testing	1-2(a) (b) (c)
12. Freedom to Act	<b>Works within clearly defined occupational policies</b> Works independently within occupational, departmental policies, procedures, codes of conduct	3
13. Physical Effort	<b>Restricted position; frequent light physical effort for several short periods</b> Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	2(a) (b)
14. Mental Effort	<b>Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration</b> Concentration for tests; works to routine, requests/ microscope or equivalent work for lengthy periods	2(a)- 3(a) – 4(a)
15. Emotional Effort	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset patients	1-2
16. Working Conditions	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials, verbal abuse	2(a)-3(a)
JE Score/Band	<b>JE Score 317* - 379</b>	<b>Band 5*</b>

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

Profile Label:

**Healthcare Scientist Specialist (Career Framework Stage 6)**

Job Statement:

1. Performs a range of specialist healthcare science clinical/technical/scientific activities
2. Maintains clinical records in relation to 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	<b>Provides and receives complex information/ exchanges complex information where tact and persuasive skills are required, barriers to understanding</b> 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	<b>Specialist expertise underpinned by theoretical knowledge &amp; experience</b> Understanding of specialist healthcare science activities acquired through training to postgraduate diploma or equivalent level of knowledge	6
3. Analytical & Judgemental Skills	<b>Judgements involving complex facts or situations, requiring analysis, interpretation, comparison of options</b> Analysis & interpretation of test results, including in specialist diagnostic or therapeutic area, resolution of complex equipment or process problems	4
4. Planning & Organisational Skills	<b>Plans straightforward tasks, some ongoing</b> Plans activity workload for self and/or others	2
5. Physical Skills	<b>Highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination</b> 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(b)-4
6. Responsibility for Patient/Client Care	<b>Provides specialist clinical technical services</b> Undertakes, screens, interprets diagnostic tests, including specialist equipment testing	5(b)
7. Responsibility for Policy/Service Development	<b>Implements policies, proposes changes to practices for area</b> Ensures implementation of policies, proposes changes to practices for work area	2
8. Responsibility for Financial & Physical Resources	<b>Safe use of equipment; maintains stock control, security</b> Responsible for safe use of equipment by others; orders supplies for area of work, storage of smear slides or other samples	2(b) (c)
9. Responsibility for Human Resources	<b>Day to day supervision; clinical supervision; practical training</b> Supervises junior staff, may lead team for own work area; provides clinical supervision; trains less experienced staff	2(a) (b) (c)
10. Responsibility for Information Resources	<b>Records personally generated data</b> Records personally generated test results or similar	1
11. Responsibility for Research & Development	<b>Occasionally/ regularly participates in R&amp;D; clinical trials; equipment testing/ research as major part of work</b> 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	<b>Clearly defined/ broad occupational policies</b> Works independently within occupational, departmental policies, procedures/ works autonomously, may be lead specialist for area	3- 4
13. Physical Effort	<b>Restricted position; frequent light physical effort for several short periods</b> Microscope or similar work; lifts, moves boxes, trays, pushes trolleys	2(a) (b)
14. Mental Effort	<b>Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration</b> 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	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset patients	1-2
16. Working Conditions	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials, verbal abuse	2(a)-3(a)
JE Score/Band	<b>JE Score 383* - 458</b>	<b>Band 6*</b>

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

**Profile Label:**  
**Job Statement:**

**Healthcare Scientist Advanced (Career Framework Stage 7)**

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; undertakes research 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	<b>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</b> 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	<b>Highly specialist expertise underpinned by theoretical knowledge &amp; experience</b> Understanding of specialist healthcare science activities acquired through training to master's degree or equivalent level of knowledge	7
3. Analytical & Judgemental Skills	<b>Complex facts or situations, requiring analysis, interpretation, comparison of options</b> Analysis & interpretation of test, investigation results	4
4. Planning & Organisational Skills	<b>Plan straightforward tasks, some ongoing</b> Plans activity workload of self and/or others	2
5. Physical Skills	<b>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</b> 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	<b>Provide specialist/ highly specialist clinical technical services; provide specialised/highly specialised advice</b> 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	<b>Implement policies, proposes changes to practices for area/ impact on other area</b> 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	<b>Safe use of equipment other than that used personally; maintain stock control, security; authorise payments</b> Responsible for safe use of equipment by others; orders supplies for area of work, storage of smear slides or other samples; authorises invoices	2(b) (c) (d)
9. Responsibility for Human Resources	<b>Day to day supervision; clinical supervision; practical training/ specialist training</b> 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	<b>Record personally generated information/data entry, text processing or storage of data</b> 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	<b>Regularly undertakes R&amp;D; clinical trials; equipment testing/ research as major part of work</b> 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	<b>Clearly defined occupational policies/ broad occupational policies</b> Works independently/ works autonomously, lead specialist for area	3-4
13. Physical Effort	<b>Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods</b> Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	<b>Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration</b> Concentration for tests, investigations, frequent interruptions for urgent tests; microscope or equivalent work for lengthy periods	3(a)(b) – 4(a)
15. Emotional Effort	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset, distressed patients, carers	1-2 (a)
16. Working Conditions	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with body fluids, verbal abuse	2(a)-3(a)
<b>JE Score/Band</b>	<b>JE Score 446* - 543</b>	<b>Band 7*</b>

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

Profile Label:  
Job Statement:

**Healthcare Scientist Team Manager (Career Framework Stage 7)**

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

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	<b>Provide and receive complex information, persuasive, motivational skills required, tact and persuasive skills required, barriers to understanding</b> 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	<b>Highly developed specialist knowledge underpinned by theoretical knowledge &amp; practical experience</b> 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	<b>Complex facts or situations, requiring analysis, interpretation, comparison of options</b> 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	<b>Plan complex activities, requiring formulation, adjustment</b> Plans workload for area of work, including adjustments to deal with emergencies and on call arrangements	3
5. Physical Skills	<b>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</b> 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	<b>Provide specialist clinical technical services; provide specialist advice</b> Undertakes, screens, interprets diagnostic tests, including equipment testing; provides technical advice to clinicians	5(b) (c)
7. Responsibility for Policy/Service Development	<b>Implement policies, propose changes to practices for area, impact on other areas</b> 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	<b>Authorised signatory; purchase of some assets, supplies; hold delegated budget</b> 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	<b>Day to day management</b> 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	<b>Record personally generated information/data entry, text processing or storage of data</b> 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	<b>Occasionally participate in/regularly undertake R&amp;D; clinical trials; equipment testing</b> Occasionally/regularly undertakes R&D activities; clinical trials; equipment testing	1-2(a) (b) (c)
12. Freedom to Act	<b>Broad occupational policies</b> Works autonomously, manages team and area of work	4
13. Physical Effort	<b>Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods</b> Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	<b>Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration</b> 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	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset, distressed patients, carers, staff issues	1-2(a)
16. Working Conditions	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with contained body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	<b>JE Score 489 - 533</b>	<b>Band 7</b>

**Profile Label:**

**Healthcare Scientist Advanced (Research) (Career Framework Stage 7)**

**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
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide and receive highly complex information/ present complex information to large groups</b> 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)
<b>2. Knowledge, Training &amp; Experience</b>	<b>Highly specialist expertise underpinned by theoretical knowledge &amp; experience</b> Understanding of specialist healthcare science activities, research techniques; acquired through training to master's degree or equivalent level of knowledge	7
<b>3. Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations, requiring analysis, interpretation, comparison of options</b> Analysis & interpretation of research results	4
<b>4. Planning &amp; Organisational Skills</b>	<b>Plan straightforward tasks, some ongoing/ plan and organise complex activities requiring formulation and adjustment</b> Plans own research workload/ plans research project	2-3
<b>5. Physical Skills</b>	<b>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</b> 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
<b>6. Responsibility for Patient/Client Care</b>	<b>Assists patients/clients/relatives during incidental contacts</b> May have contact with patients as part of research activity	1
<b>7. Responsibility for Policy/Service Development</b>	<b>Implement policies, proposes changes to practices for own area of work</b> Ensures implementation of policies, proposes changes to practices for work area	2
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of equipment other than that used personally; maintain stock control, security</b> Responsible for safe use of research equipment by others; orders supplies for area of work, storage of smear slides or other samples	2(b) (c)
<b>9. Responsibility for Human Resources</b>	<b>Day to day supervision; clinical supervision; practical training</b> Supervises junior staff in own work area; provides clinical supervision; trains less experienced staff, researchers	2(a) (b) (c)
<b>10. Responsibility for Information Resources</b>	<b>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</b> 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)
<b>11. Responsibility for Research &amp; Development</b>	<b>Research as major part of work/ co-ordinates research programme</b> R&D activities as major part of work/ co-ordinates research programme	3 - 4
<b>12. Freedom to Act</b>	<b>Clearly defined occupational policies/ broad occupational policies</b> Works independently/ works autonomously, lead researcher for area	3-4
<b>13. Physical Effort</b>	<b>Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods</b> Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
<b>14. Mental Effort</b>	<b>Occasional/frequent requirement for prolonged concentration</b> Microscope or equivalent research activity for lengthy periods	3(a) – 4(a)
<b>15. Emotional Effort</b>	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset, distressed patients, carers	1-2 (a)
<b>16. Working Conditions</b>	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with body fluids	2(a)-3(a)
<b>JE Score/Band</b>	<b>JE Score 434* - 528</b>	<b>Band 7*</b>

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

**Profile Label:**  
**Job Statement:**

**Healthcare Scientist Professional Manager (Career Framework Stage 8)**

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 team of staff, including planning, allocation and quality checking of work

Factor	Relevant Job Information	JE level
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide and receive complex information, persuasive, motivational skills required, tact and persuasive skills required, barriers to understanding; provide and receive highly complex information</b> Communicates test, 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)
<b>2. Knowledge, Training &amp; Experience</b>	<b>Highly developed specialist knowledge underpinned by theoretical knowledge &amp; practical experience</b> Understanding of specialist healthcare science activities, management knowledge acquired through training to master's degree or equivalent level of knowledge	7
<b>3. Analytical &amp; Judgemental Skills</b>	<b>Complex/ highly complex facts or situations, requiring analysis, interpretation, comparison of options</b> Content of advice, recommendations on specialist equipment, procedures, techniques, services/ expert opinion may differ	4-5
<b>4. Planning &amp; Organisational Skills</b>	<b>Plan complex activities, requiring formulation, adjustment/ plans road range of complex activities, requiring formulation, development of plans, strategies</b> Plans workload for area of work, including adjustments to deal with emergencies and on call arrangements/ long term planning for service	3-4
<b>5. Physical Skills</b>	<b>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</b> 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
<b>6. Responsibility for Patient/Client Care</b>	<b>Provide highly specialist clinical technical services; provide highly specialist advice; accountable for direct delivery of sub-division of/ clinical, clinical technical service</b> 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
<b>7. Responsibility for Policy/Service Development</b>	<b>Implement policies, propose changes to practices for service</b> Ensures implementation of policies, proposes and develops changes to practices for service	4
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Hold budget</b> Holds budget for service	4(a)
<b>9. Responsibility for Human Resources</b>	<b>Line manager for function</b> Manages staff of service, including recruitment, allocation of workloads, quality of work, performance issues	4(a)
<b>10. Responsibility for Information Resources</b>	<b>Record personally generated information/data entry, text processing or storage of data</b> Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	1-2(a)
<b>11. Responsibility for Research &amp; Development</b>	<b>Occasionally participate in/regularly undertake R&amp;D; clinical trials; equipment testing/ major job requirement</b> Occasionally/regularly undertakes R&D activities; clinical trials; equipment testing	1-2(a) (b) (c)-3(a)
<b>12. Freedom to Act</b>	<b>Broad occupational policies/ interprets for service</b> Works autonomously, manages team and area of work/ interprets policies for service	4-5
<b>13. Physical Effort</b>	<b>Combination of sitting, standing, walking/ restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods</b> Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	1-2(a) (b) (d)
<b>14. Mental Effort</b>	<b>Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration</b> Concentration for tests, investigations, frequent interruptions for urgent tests; microscope or equivalent work for lengthy periods	3(a) (b) – 4(a)
<b>15. Emotional Effort</b>	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset, distressed patients, carers, staff issues	1-2(a)
<b>16. Working Conditions</b>	<b>Occasional exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with contained body fluids, verbal abuse	2(a)
<b>JE Score/Band</b>	<b>JE Score 532* - 640</b>	<b>Band 8a*-b-c</b>

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

Profile Label:

**Healthcare Scientist Principal/ Consultant (Career Framework Stage 8)**

Job Statement:

1. Performs a range of highly 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
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups</b> 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)
<b>2. Knowledge, Training &amp; Experience</b>	<b>Advanced theoretical and practical knowledge &amp; experience</b> Understanding of specialist healthcare science activities acquired through training to master's degree or equivalent level of knowledge plus further specialist training	8(a)
<b>3. Analytical &amp; Judgemental Skills</b>	<b>Complex/highly complex facts or situations, requiring analysis, interpretation, comparison of options</b> Analysis & interpretation of test, investigation results/analysis, interpretation in specialist area where expert opinions differ	4-5
<b>4. Planning &amp; Organisational Skills</b>	<b>Plan complex activities requiring formulation, adjustment</b> Plans specialist service(s) and workload	3
<b>5. Physical Skills</b>	<b>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</b> 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
<b>6. Responsibility for Patient/Client Care</b>	<b>Provide highly specialist clinical technical services; provide highly specialist advice</b> Undertakes, screens, interprets highly specialist diagnostic tests, including specialist equipment testing; provides specialist, technical advice to clinicians	6(b) (c)
<b>7. Responsibility for Policy/Service Development</b>	<b>Implement policies, propose changes to practices for area, impact on other areas</b> Ensures implementation of policies, proposes and develops changes to practices, new ways of working for specialist area with impact on other disciplines	3
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Safe use of equipment other than that used personally; maintain stock control, security; authorise payments/ purchase of assets or supplies; hold delegated budget</b> Responsible for safe use of equipment by others; orders supplies for area of work, storage of smear slides or other samples; authorises invoices/ purchases specialist supplies or equipment; holds delegated budget for specialist service	2(b) (c) (d)- 3(a) (b) (d)
<b>9. Responsibility for Human Resources</b>	<b>Day to day management; provide specialist training</b> Day to day management of team of staff; provides specialist training for internal, external groups	3(a) (c)
<b>10. Responsibility for Information Resources</b>	<b>Record personally generated information/data entry, text processing or storage of data</b> Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	1-2(a)
<b>11. Responsibility for Research &amp; Development</b>	<b>Regularly participate in R&amp;D; clinical trials; equipment testing/ research as major part of work/ co-ordinate R&amp;D activities</b> Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities as major part of work/ co-ordinates specialist R&D	2(a) (b) (c)- 3-4
<b>12. Freedom to Act</b>	<b>Broad occupational policies/ interprets policies</b> Works autonomously, lead specialist for area/ interprets policies for specialist field	4-5
<b>13. Physical Effort</b>	<b>Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods</b> Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
<b>14. Mental Effort</b>	<b>Frequent requirement for concentration, work pattern predictable/ occasional/frequent prolonged concentration; occasional intense concentration</b> Concentration for tests, investigations/ microscope or equivalent work for lengthy periods/ intense concentration for lengthy and intricate investigations	2(a)- 3(a) – 4(a) (b)
<b>15. Emotional Effort</b>	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset, distressed patients, carers	1-2(a)
<b>16. Working Conditions</b>	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with body fluids, verbal abuse	2(a)-3(a)
<b>JE Score/Band</b>	<b>JE Score 548 – 650</b>	<b>Band 8a-c</b>

Profile Label:

**Healthcare Scientist Principal (Research) (Career Framework Stage 8)**

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	<b>Present complex information to large groups</b> 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	<b>Advanced theoretical and practical knowledge</b> 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	<b>Complex/ highly complex facts or situations, requiring analysis, interpretation, comparison of options</b> 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	<b>Plan and organise complex activities requiring formulation and adjustment</b> Plans complex research projects	3
5. Physical Skills	<b>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</b> 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	<b>Assists patients/clients/relatives during incidental contacts</b> May have contact with patients as part of research activity	1
7. Responsibility for Policy/Service Development	<b>Implement policies, proposes changes to practices, impact on other areas/ policy development, implementation for more than one area of activity</b> 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	<b>Holds delegated budget/ budget holder for department, service</b> Holds, manages research budget (s)/ holds, manages research budget equivalent to service budget	3(d)-4(a)
9. Responsibility for Human Resources	<b>Day to day management; provides specialist training</b> Manages research team; provides specialist training to own and other disciplines	3(a) (c)
10. Responsibility for Information Resources	<b>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</b> 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 & Development	<b>Co-ordinates research programme/ initiates research activities</b> Co-ordinates research programme/ initiates research in specialist field	4-5
12. Freedom to Act	<b>Broad occupational policies/ interprets policies</b> Works autonomously, lead researcher for area/ interprets policies for specialist field	4-5
13. Physical Effort	<b>Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods</b> Microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	2(a) (b) (d)
14. Mental Effort	<b>Occasional/frequent requirement for prolonged concentration</b> Microscope or equivalent research activity for lengthy periods	3(a) – 4(a)
15. Emotional Effort	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset, distressed patients, carers	1-2 (a)
16. Working Conditions	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with body fluids	2(a)-3(a)
JE Score/Band	<b>JE Score 552 – 665</b>	<b>Band 8a-b-c</b>

**Profile Label:**

**Healthcare Science Service Manager (Career Framework Stage 8)**

**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 laboratory, workshop, service staff, including recruitment, workload allocation, career development, performance

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	<b>Provide and receive complex information, persuasive, motivational skills required; barriers to understanding/ presents complex information to large groups</b> 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	<b>Advanced theoretical and practical knowledge</b> 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	<b>Complex/ highly complex facts or situations, requiring analysis, interpretation, comparison of options</b> 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	<b>Plan complex activities, requiring formulation, adjustment/ plans broad range of complex activities requiring development of long term plans, strategies</b> Plans workload for laboratory, workshop, specialist service making adjustments to deal with emergencies and on call arrangements/ long term service planning	3-4
5. Physical Skills	<b>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</b> 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	<b>Accountable for delivery of sub-division/ clinical technical service</b> Responsible for delivery of laboratory, workshop, specialist service(s)	6(d)-7
7. Responsibility for Policy/Service Development	<b>Implement policies, propose changes to practices for area, impact on other areas/ responsible for policy development for service</b> Ensures implementation of policies, proposes and develops changes to practices for work area with impact on other areas of work/ responsible for policy, service development	3-4
8. Responsibility for Financial & Physical Resources	<b>Authorise payments; purchase assets, supplies; hold delegated budget/ holds budget</b> Authorises invoices for supplies & equipment; orders supplies for area of work; holds delegated budget/ holds budget for service	3(a) (c) (d)-4(a)
9. Responsibility for Human Resources	<b>Line manager for single function or department</b> Line manager for staff, including recruitment, workload allocation, performance, career development	4(a)
10. Responsibility for Information Resources	<b>Record personally generated information/data entry, text processing or storage of data</b> 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	<b>Regularly undertake R&amp;D; clinical trials; equipment testing/ research as major part of work/ co-ordinates research activity</b> Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities as major part of work/ co-ordinates R&D activities	2(a) (b) (c)-3 –4
12. Freedom to Act	<b>Broad occupational policies/ interprets policies</b> Manages team and area of work/ interprets policies for department/ service	4-5
13. Physical Effort	<b>Combination of sitting, standing, walking/ restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods</b> 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	<b>Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration</b> Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods	3(a) (b) – 4(a)
15. Emotional Effort	<b>Rare/occasional exposure to distressing or emotional circumstances</b> May work with terminally ill, upset, distressed patients, carers, staff issues	1-2(a)
16. Working Conditions	<b>Occasional exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with body fluids, verbal abuse	2(a)
JE Score/Band	JE Score 556 - 703	Band 8a-d

**Profile Label:**  
**Job Statement:**

**Healthcare Scientist Consultant (Career Framework Stage 9)**

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 national, international impact
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	<b>Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups</b> 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	<b>Advanced theoretical and practical knowledge</b> Advanced in-depth clinical scientific technical expertise acquired through training to doctorate level plus further specialist training or equivalent higher professional qualification e.g. royal medical college membership	8(a)
3. Analytical & Judgemental Skills	<b>Highly complex facts or situations, requiring analysis, interpretation, comparison of options</b> Analysis & interpretation of test, investigation results in specialist area where expert opinions differ	5
4. Planning & Organisational Skills	<b>Plan complex activities requiring formulation, adjustment/ plan, organise broad range of complex activities, formulates, adjusts plans or strategies</b> Plans specialist service and workload/ long term planning, strategy for development of specialist service	3-4
5. Physical Skills	<b>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</b> 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/ 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	<b>Provide highly specialist clinical technical services; provide highly specialist advice</b> 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	<b>Implement policies, propose changes to practices for area, impact on other area/ responsible for policy development for service</b> 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	<b>Authorised signatory; purchase of assets or supplies; hold delegated budget</b> Authorises invoices; purchases specialist supplies or equipment; holds delegated budget for specialist service	3(a) (b) (d)
9. Responsibility for Human Resources	<b>Day to day management; provide specialist training/ line manager</b> Day to day management of team of staff; provides specialist training to own or other disciplines/ line manager for staff of specialist service	3(a) (c)-4(a)
10. Responsibility for Information Resources	<b>Record personally generated information/data entry, text processing or storage of data</b> 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	<b>Research as major part of work/ co-ordinates research programmes/ initiate and develop R&amp;D</b> R&D activities as major part of work/ co-ordinates research programmes in specialist field/ initiates R&D programmes	3 –4 –5
12. Freedom to Act	<b>Broad occupational policies, establish interpretation</b> Interprets policies for own specialist field	5
13. Physical Effort	<b>Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods</b> 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	<b>Frequent requirement for concentration, work pattern predictable/ occasional/frequent requirement for prolonged concentration; occasional/ frequent intense concentration</b> Concentration for tests, investigations/ microscope or equivalent work for lengthy periods/ intense concentration for lengthy and intricate investigations	2(a)- 3(a) – 4(a)-5
15. Emotional Effort	<b>Rare/occasional/ regular exposure to distressing or emotional circumstances; occasional highly distressing or emotional circumstances</b> Works with terminally ill, upset, distressed patients, carers; imparts news of impairment	1-2(a)-3(a) (b)
16. Working Conditions	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with contained body fluids, verbal abuse	2(a)-3(a)
JE Score/Band	JE Score 597* - 732	Band 8 c*-d-9

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

Profile Label:  
Job Statement:

**Healthcare Scientist Consultant Head Of Service (Career Framework Stage 9)**

1. Directs and manages a clinical/technical/scientific service
2. Delivers specialist healthcare scientist activities; provides expert advice, opinion and leadership to other professionals; may act as lead clinician
3. Provides training in own or other disciplines in general and specialist areas; may undertake research

Factor	Relevant Job Information	JE level
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups</b> 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)
<b>2. Knowledge, Training &amp; Experience</b>	<b>Advanced theoretical and practical knowledge</b> Expert understanding of specialist healthcare science activities and management knowledge acquired through training to doctorate level plus further specialist training or equivalent higher professional qualification e.g. royal medical college membership	8(a)
<b>3. Analytical &amp; Judgemental Skills</b>	<b>Highly complex facts or situations, requiring analysis, interpretation, comparison of options</b> Analysis & interpretation of test, investigation results in specialist area where expert opinions differ	5
<b>4. Planning &amp; Organisational Skills</b>	<b>Plan, organise broad range of complex activities, formulates, adjusts plans or strategies</b> Plans service, including long term planning, development of service	4
<b>5. Physical Skills</b>	<b>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</b> 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/ skills for e.g. tests on patients requiring highest level of precision and only one opportunity	3(a)(b)-4-5
<b>6. Responsibility for Patient/Client Care</b>	<b>Accountable for delivery of sub-division of a service/ accountable for delivery of clinical technical service</b> Responsible for delivery of healthcare science service/ accountable for delivery of healthcare science service	6(d)-7
<b>7. Responsibility for Policy/Service Development</b>	<b>Responsible for policy implementation, development for service</b> Responsible for development, implementation for policies, procedures, protocols, for service	4
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Budget holder for department/service</b> Holds budget for service, function	4(a)
<b>9. Responsibility for Human Resources</b>	<b>Line management</b> Line manager for staff, including recruitment, workload allocation, performance, career development	4(a)
<b>10. Responsibility for Information Resources</b>	<b>Record personally generated information/data entry, text processing or storage of data</b> Records personally generated test results or similar/ responsible for database maintenance for whole laboratory, service or department	1-2(a)
<b>11. Responsibility for Research &amp; Development</b>	<b>Research as major part of work/ co-ordinates research/ initiates research, secures funding</b> R&D activities as major part of work/ co-ordinates research programmes/ initiates R&D	3-4 –5
<b>12. Freedom to Act</b>	<b>Broad occupational policies, establish interpretation</b> Interprets policies for service	5
<b>13. Physical Effort</b>	<b>Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods</b> Light physical effort/ microscope or similar work; lifts, moves boxes, trays, pushes trolleys; manoeuvres patients for tests	1-2(a) (b) (d)
<b>14. Mental Effort</b>	<b>Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged; occasional intense concentration</b> Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods; intense concentration for lengthy, intricate investigation	3(a) (b) – 4(a) (b)
<b>15. Emotional Effort</b>	<b>Rare/occasional/ frequent exposure to distressing or emotional circumstances; occasional highly distressing or emotional circumstances</b> Works with terminally ill, upset, distressed patients, carers, difficult staffing issues; imparts news of impairment	1-2(a)-3(a)(b)
<b>16. Working Conditions</b>	<b>Occasional/frequent exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with contained body fluids, verbal abuse	2(a)-3(a)
<b>JE Score/Band</b>	<b>JE Score 646 – 746</b>	<b>Band 8c-d-9</b>

Profile Label:

**Healthcare Scientist Consultant Director (Career Framework Stage 9)**

Job Statement:

1. Directs and manages a range of complex clinical/scientific/technical services; provides strategic direction and expert leadership
2. Manages, plans, develops provision of a healthcare science service(s), including staff, budget management
3. Directs the development and integration of service practice, research, teaching, training

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	<b>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</b> 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	<b>Advanced theoretical and practical knowledge</b> Extensive knowledge and expertise of specialist healthcare science activities, management acquired through training to doctorate level plus further specialist training or equivalent royal medical college membership	8(a)
3. Analytical & Judgemental Skills	<b>Highly complex facts or situations, requiring analysis, interpretation, comparison of options</b> Assess, evaluate and make judgements across a wide range of highly complex clinical, scientific and managerial issues where expert opinions differ	5
4. Planning & Organisational Skills	<b>Plan, organise broad range of complex activities, formulates, adjusts plans or strategies/ formulate long term strategic plans, involving uncertainty, impact across organisation and beyond</b> Plans service, including long term planning, development of service/ strategic service development across organisations, agencies	4-5
5. Physical Skills	<b>Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials</b> Skills for positioning patients for tests; hand eye co-ordination for e.g. inoculating specimens, manipulating specimens under microscope	3(a)(b)
6. Responsibility for Patient/Client Care	<b>Accountable for delivery of clinical technical service/ corporate responsibility</b> Accountable for delivery of healthcare science service(s)/ corporate accountability	7-8
7. Responsibility for Policy/Service Development	<b>Responsible for policy implementation, development for service/ directorate or equivalent</b> Responsible for development, implementation for policies, procedures, protocols, for service/ services equivalent to a directorate	4 –5
8. Responsibility for Financial & Physical Resources	<b>Budget holder for department, service/ several services</b> Holds budget for service, function/ several services or equivalent	4(a)- 5(a)
9. Responsibility for Human Resources	<b>Line management for single function/ several, multiple departments</b> Line manager for staff, including recruitment, workload allocation, performance, career development/ line manager for staff equivalent to several departments	4(a)-5(a)
10. Responsibility for Information Resources	<b>Record personally generated information/data entry, text processing or storage of data</b> 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	<b>Co-ordinates research/ initiates research programmes</b> Co-ordinates R&D activities for service; initiates and secures funding for R&D activities	4 -5
12. Freedom to Act	<b>Broad occupational policies, establish interpretation</b> Interprets policies for service(s)	5
13. Physical Effort	<b>Combination of sitting, standing, walking/ restricted position for long periods; frequent light; occasional moderate effort for several short periods</b> 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	<b>Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration</b> Concentration for tests, investigations, frequent interruptions for urgent tests/ microscope or equivalent work for lengthy periods	3(a) (b) – 4(a)
15. Emotional Effort	<b>Occasional exposure to distressing or emotional circumstances</b> Deals with complaints, difficult staffing issues	2(a)
16. Working Conditions	<b>Occasional exposure to unpleasant conditions</b> Handles contained or controlled biological materials, contact with body fluids, verbal abuse	2(a)
JE Score/Band	JE Score 673 – 769	Band 8d-9