

Job Statement: *(Up to 4 Key elements)*

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| Assesses/diagnoses/ treats own caseload of patients/clients & maintain associated records. |
| Undertake discrete research/audit projects, including development, design and implementation; disseminate research findings |
| Contribute to the implementation of research findings into clinical practice and service development. |
| Participate in the education and training of health professionals on the application of research evidence on clinical practice. |

| Factor | Relevant Job Information | Job Level | JE Score |
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| 1. Communication & Relationship Skills | Provide and receive complex or sensitive information; barriers to understanding Communicate complex information to patients regarding their condition & expected outcomes. | 4a | 32 |
| 2. Knowledge, Training & Experience | Specialist knowledge across a range of procedures underpinned by theory. Professional, clinical knowledge acquired through degree supplemented by specialist training to post-graduate diploma level; knowledge of research methodologies | 6 | 156 |
| 3. Analytical & Judgemental Skills | Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Analysis and interpretation of complex statistical /analytical/ research outcomes and queries; judgements regarding a range of clinical issues or complex patient conditions. | 4 | 42 |
| 4. Planning & Organisational Skills | Plan and organise straightforward activities, some ongoing Plan and co-ordinate research activities, | 2 | 15 |
| 5. Physical Skills | Developed physical skills;advanced sensory skills; manipulation of objects, people; narrow margin for error/ Highly developed physical skills, high degree of precision. Use of clinical equipment or physical skills to assess and diagnose patients / Dexterity, co-ordination and sensory skills for assessment; manual assessment and treatment of patients, clients. | 3(a)(b))-4 | 27-42 |
| 6. Responsibility for Patient/Client Care | Provides clinical technical services/Develop programmes of care/care packages; provide specialist clinical technical services; provide specialist advice in relation to care. Assesses, diagnoses and implements care packages; therapeutic or diagnostic procedures; provides specialised advice to patients, clients | 4(b) 5 abc | 22-30 |
| 7. Responsibility for Policy/Service Development | Implement policies and propose changes to practices, procedures for own area Contribute to the implementation of research findings into clinical practice and service development | 2 | 12 |
| 8. Responsibility for Financial & Physical Resources | Personal duty of care in relation to equipment, resources/Authorised signatory, small payments. Personal duty of care for equipment used/authorised signatory for small cash or financial payments | 1-2d | 5-12 |
| 9. Responsibility for Human Resources | Professional/clinical supervision; provide training in own discipline Supervises work of less experienced staff; undertakes and provides training in clinical/ research/ audit skills and methods. | 2(b) (c) | 12 |
| 10. Responsibility for Information Resources | Occasional requirement to develop or create reports, documents Use advanced software to create reports and analyse and manoeuvre data | 2(b) | 9 |
| 11. Responsibility for Research & Development | Regularly undertakes: R&D activity, clinical trials/ R&D activities as major job requirement Regularly undertakes clinical audit or trials/ Frequently undertakes R&D | 2(a)(b)) = 3 | 12 – 21 |

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| | activities | | |
| 12. Freedom to Act | Clearly defined occupational policies ;w ork is managed rather than supervised /Broad occupational policies Work is managed not supervised, accountable for own professional actions, /Significant discretion to work independently , | 3-4 | 21-32 |
| 13. Physical Effort | Frequent light effort for t several short periods; Occasional light effort for several long periods/ Frequent moderate effort for several short periods. Pushing or lifting equipment/ Moves, manoeuvres patients, equipment | 2(a)(b))- 3(b)(c)) | 7-12 |
| 14. Mental Effort | Frequent concentration; work pattern predictable Concentration for patient assessment treatment and research activities | 2(a) | 7 |
| 15. Emotional Effort | Occasional/ frequent distressing or emotional circumstances . Patients with terminal illnesses, challenging behaviour, rare abnormalities | 2(a)- 3(a) | 11-18 |
| 16. Working Conditions | Occasional/ frequent unpleasant conditions; occasional highly unpleasant conditions. Odours, fleas, lice/ body fluids | 2(a)- 3(a) (b) | 7-12 |
| | | 6 | 397- 464 |