

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

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
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

	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