**JOB DESCRIPTION**

## Job Details:

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| Job Title: | Lead Clinical Scientist (Ionising Radiation) |
| Band: | 8b |
| Directorate: | Clinical Support and Cancer Services |
| Department: | Medical Physics |
| Base: | To be confirmed - Somerset |
| Accountable to: | Service Group Director |
| Responsible to: | Associate Director of Patient Care (SFT, Operational)  Head of Medical Physics (Partnership Trust, Professional) |

## Job Purpose:

An experienced, driven and independently minded, compassionate leader who can act on their own initiative, and promotes a culture of learning where colleague satisfaction is high, and the very best care can thrive.

The post holder will work collaboratively with colleagues across the Organisation, and Partnership Trusts, to deliver high standards across the multiple, highly specialist clinical scientific and technical services provided by Medical Physics to Somerset NHS Foundation Trust (SFT).

This role is responsible for the Trust-wide compliance with legislation, codes of practice and other relevant guidance in relation to ionising radiations including acting as:

* Accredited Radiation Protection Adviser (RPA) under the Ionising Radiations Regulations (IRR17), providing highly specialised scientific support and expert advice to all areas delivering ionising radiations
* Lead Medical Physics Expert (MPE) under the Ionising Radiation (Medical Exposures) Regulations 2017 (IR(ME)R2017), providing highly specialised scientific support and expert advice in all areas delivering ionising radiations, working collaboratively with the MPEs in radiotherapy, the Lead Clinical Scientist for Non-Ionising Radiation, and colleagues across Partnership organisations

Provides professional expertise in Medical Physics and Radiation Protection with focus on:

* All aspects of day-to-day radiological safety services including audit and safety advice
* Implementation of QA programme on all modalities of ionising diagnostic radiological equipment
* Establishment of an ongoing QC programme, providing training where necessary
* Management of calibration procedures and radiation dosimetry equipment quality assurance
* Assisting with equipment specification and selection, acceptance testing and leading the commissioning of diagnostic radiology equipment
* Leading research and development projects as assigned by the Head of Medical Physics
* Leading training of clinical scientists and clinical technologists ensuring competency to act as defined by national regulations and guidance
* Conducting formal teaching to postgraduate students (MSc level, FRCR) and internal courses
* Providing expert scientific support to the personal dosimetry service and occupational staff doses

**Duties and Responsibilities:**

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| **Communication and Key Working Relationships** |
| * Lead Healthcare Scientist * Head of Medical Physics * Partnership Colleagues * Service Group Directors * Chief Nurse and Deputy Chief Nurse * Director of Allied Health Professions * Chief Medical Officer * Medical Director * Associate Directors of Patient Care * Research and Development Colleagues * Chief Operating Officer * Qualified Advisers Required by Statute * Other service managers * Governance Support Team * Professional Leads and Heads of Service * Other agencies and trusts * National and International Professional Groups and Bodies * Partner agencies, statutory and voluntary * Service user groups |
| **Communication** |
| * Clear and effective communication with immediate team and colleagues across Partnership Organisations to deliver safe and effective services * Act as Section Lead in Medical Physics – Radiation Physics and Ionising Radiation Protection. * Act as Lead Medical Physics Expert for county-wide Trust sites. * Provide expert advice within SFT for the Radiation Emergency Planning and Response. This requires the interpretation of overall Health Service Policy and Planning on emergency planning (e.g. operational doctrine on handling major incidents.) * Advise on radiation safety policies, procedures and protocols required to assure compliance with all Regulatory and National Standards relating to radiation. * Advise on building and equipment changes which require radiation protection * Receive, process, and deliver highly complex, sensitive, and contentious information both verbally and in writing, to and from a wide range of staff from multiple organisations and services. On occasion, communication with the public where there may be significant barriers to acceptance or understanding. |
| **Planning and Organisation** |
| * Deal with unpredictable scientific and technical situations. * Implement Trust and Medical Physics policies relating to section. * Prepare and maintain local rules and risk assessments. * Prepare the Statements of Service submitted to the Health and Safety Executive (HSE). * Advise the Head of Medical Physics, Clinical Scientists, Clinical Technologists, Radiology mangers and radiographers on quality assurance and dosimetry procedures of diagnostic imaging equipment. * Supervise the participation of the department in audits as required. * Prioritise and manage allocated work. * Delegate and oversee work appropriately. * Identify developmental and performance improvement needs of the service. * Keep abreast of the latest technical and scientific developments and their applications in Diagnostic Radiology. * Work independently with minimal supervision. |
| **Analytics** |
| * Make accurate measurements with highly complex instrumentation and evaluate results. * To frequently use radiation dosimetry equipment and imaging phantoms to assess and produce accurate results and make detailed assessments of the status of radiological equipment, to ensure accuracy of patient diagnosis. This work is frequently required to be done within tight timescales to minimise patient waiting times for diagnostic examinations. * Analyse complex numerical and graphical data and judge when preventative action is necessary to keep equipment within tolerance, while maintaining efficiency of the clinical service. * Analyse complex technical information and use judgement to determine appropriate checks and tolerances to return equipment to clinical use following repair or servicing. * Perform trend analysis and audit in aspects of Medical Physics service provision as agreed with Head of Medical Physics. * Set, monitor, and analyse service standards - maintenance of external contract commitments. * Carry out whole body and extremity dose assessments at the standards required by the HSE for approval * Use complex analytics to ensure safety of equipment, and environment for the organisation using highly complex spreadsheets, analyses and equipment and judgements * Responsible under legislation for highly complex calculations, their analysis and approvals of lead shielding to protect the public, passers-by, staff and patients for new designs housing ionising equipment for the organisation |
| **Responsibility for Patient / Client Care, Treatment & Therapy** |
| * Formulate and deliver reports to Trust level committees * Lead and manage the quality assurance programme for diagnostic radiology equipment and be responsible for development of QA procedures in line with local requirements and national recommendations. * Ensure each item of equipment is correctly calibrated and its performance is monitored against required standards. * Lead in the acceptance/commissioning testing (including critical examinations) of new diagnostic equipment, associated instrumentation and imaging techniques. * Manage the development of work instructions for the use of diagnostic equipment and associated imaging techniques. * Ensure that all procedures, written records, etc which are required are completed promptly and properly. * Provide an immediate response to the notification of faults with any equipment, assess their local significance and advise upon continued use of the equipment. Recommend and oversee any necessary subsequent quality assurance checks and certify that they are performed according to standard requirements before returning the equipment to clinical use. * Investigate non-compliant diagnostic equipment performance, liaise with engineers and equipment suppliers, in order to plan appropriate corrective actions. * Investigate patient overexposure (as a result of equipment malfunction) and staff overexposures and notifications to HSE or MHRA * Have detailed knowledge of all the legislation relating to the safe use of ionising radiation including the Ionising Radiations Regulations 2017, the Ionising Radiations (Medical Exposure) Regulations 2017, Environmental Permitting Regulations 2016 and the Carriage of Dangerous Goods and Use of Transportable Pressure Equipment Regulations 2009. * Develop and implement strategy for carrying out patient dose measurements, quality assurance and dose optimisation so that the best image quality is achieved with the minimum radiation dose. * Monitoring patient doses against national and local diagnostic reference levels. |
| **Policy, Service, Research & Development Responsibility** |
| * Advise and assist in the production of radiation protection documentation to assure regulatory compliance * To provide expert advice for the development of audit tools and be closely involved with management and analysis of the regulatory Internal Audit programme, carry out audits of regulatory compliance, and assist departments during inspections by various inspectorates (HSE, CQC) * Support the overall departmental development as agreed with Head of medical physics – e.g.: being aware of forthcoming changes in the field so that long term strategic plans are made, assisting in the preparation of business cases for additional staff to implement impending new legislation, consider changes to personal monitoring system to accommodate changes in supply etc. * Write, develop, review, authorise, and implement ionising radiation protection advice documentation within the Medical Physics Quality System. * Ensure that all activities are carried out within a quality framework and meet regulatory requirements. * Coordinate and support research and development programmes as agreed with Head of Medical Physics and assist with the costing and resourcing of any such changes. * Initiate R&D activities within the department and collaborate with other academic and NHS colleagues in such areas. * Undertake, and keep appropriate records of, Continuing Professional Development in order to enhance practice and maintain conditions of state registration. * Participate in professional activities at a national level. * Keep abreast of current scientific, technical, and legislative developments in Radiology and Radiation Protection and associated fields. This is achieved by attending meetings and reading appropriate publications. * Present talks at local meetings, e.g.: feedback from courses/scientific meetings, RPS training, National, and International conference as required. * Participate in physics and multi-disciplinary development teams for the development and evaluation of new equipment, accessories and imaging techniques. * NHS service research and development is necessary for continuous improvement of diagnostic radiology, the implementation and development of new equipment and the development of new treatment techniques and methods. This is a significant role of Clinical Scientists, in particular: * Initiating and undertaking highly complex, clinically relevant, research and development. * Publishing research in internationally recognised peer reviewed research journals and to communicate research through national and international conferences. * Liaising with clinicians, other clinical scientists, etc. to support and participate in the Department’s research and development programme, with the aim of continuous improvement of the clinical service. * Supervise clinical scientists, clinical technologists and students undertaking R+D projects as necessary. * Participate in the development and modification of image processing software |
| **Responsibility for Finance, Equipment & Other Resources** |
| * Responsible for the safe use of expensive (>£50,000) and highly complex diagnostic X-ray equipment during testing, and for ensuring that, on completion of testing, the X-ray equipment is left in a safe state and that the room is left tidy. * Manage physical assets used for dosimetry and quality assurance, including: dosimeters, image quality phantoms, dose measurement systems. * Ensure that all equipment is working effectively and safely. Arrange for repair, calibration, and equipment stability and integrity checks. * Lead in the implementation and development of changes in the service delivery as agreed with the Head of Medical Physics, with the costing and resourcing of any such changes. * Lead in equipment evaluations as part of the planned equipment replacement programme, or as required to support new clinical innovations. * Undertake costings, setting prices, review of maintenance contracts, stock control etc. Authorised signatory for expenses and requisitions (up to £50,000). * Produce reports as part of the quality assurance service within medical physics following specialised testing on the full range of highly complex diagnostic x-ray equipment. The test results have a direct impact on patient care and require analysis, comparison and interpretation of highly complex facts and comparison of a range of options. |
| **Responsibility for Supervision, Leadership & Management** |
| * Deputise for and as agreed with the Head of Medical Physics. * The post holder will initiate and lead multidisciplinary teams across the Trust for delivery of regulatory actions * Undertake staff appraisal and job description reviews as required. * Ensure the optimum utilisation of available staff and other resources in order to provide an effective and efficient service. * Be responsible for presenting cases of need for equipment required for service development and thus contributing to the development of departmental budget. For specific projects the post holder would be responsible for purchasing and maintaining the required resources. * Have shared responsibility for the teaching and training commitments of the department, including that of Clinical Scientists, Clinical Technologists and other professional groups. * Support training programmes within Medical Physics and the wider MDT * Supervise junior physicists, clinical technologists or students carrying out research projects in Medical Physics. * To be responsible for, and line manage Clinical Scientists and Clinical Technologists as appropriate * Assist in the overall leadership and management of the Medical Physics Service. |
| **Information Resources & Administrative Duties** |
| * Formulate and deliver reports to Trust level committees * Health and safety within Medical Physics. Undertake risk assessments, audits, follow up after incidents etc. * Undertake prior examination of plans and designs for installations and the acceptance into service of new, or modified, equipment in relation to engineering controls, design features, safety features and warning devices provided to restrict exposure to ionising radiation. * Undertake risk assessments and preparation of contingency plans. * Ensure that the Quality Management System is maintained and developed. * Produce and update written work instructions and procedures that are relevant to the jobholder’s own area of expertise. * Support the Head of Medical Physics in the development of the IT infrastructure for Diagnostic Radiology. * Supervise, create, format, manipulate and ensure the integrity of software, including spreadsheets and databases used for Radiation Protection activities. * Carry out relevant administrative procedures as appropriate for the service. |
| **Any Other Specific Tasks Required** |
| * Implement and ensure compliance with Medical Physics Quality documentation. * Carry out all duties in accordance with the requirements of the Health & Safety at Work Regulations, relevant Statutory Regulations, Approved Codes of Practice and Local Rules. * Behave courteously and professionally at all times and seek to maintain highest level of service as expected of the Medical Physics department. * Take the required precautions when dealing with ionising radiation, infectious and electrical hazards. * Liaise with local Heads of Department, Lead Radiographers, or their representatives as appropriate across the various sites in SFT and will adhere to local policies and practices. * Discuss and communicate sensitive and confidential in a proper manner. |

**The post holder will undertake other duties as may be required to achieve the Trust’s objectives, commensurate with the grading of the post.**

Department Organisational Chart

A diagram of a company

Description automatically generated

**Department Core Purpose**

To provide expert radiation protection and medical physics services to Somerset NHS Foundation Trust, ensuring total compliance with all regulatory requirements.

The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

## Review of this Job Description

## This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

## General Information

## At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

## Confidentiality

## The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the General Data Protection Act (2018), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

## Equality & Diversity

## Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

## Safeguarding

## All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust’s procedure for raising concerns about the welfare of anyone with whom they have contact.

## Risk Management / Health and Safety

## Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974, ensure that agreed safety procedures are carried out and maintain a safe environment for employees, patients and visitors.

## Records Management

## The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the General Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

## Clinical Governance

## The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.

## Prevention and Control of Healthcare Associated Infection

## The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

## Smoking

## The Trust operates a ‘non-smoking’ policy. Employees are not permitted to smoke anywhere within the premises of the Trust or when outside on official business.

## Policies & Procedures

## Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

## Sustainability Clause

## Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

## Person Specification

**This is a specification of the Qualifications, Skills, Experience, Knowledge, Personal Attributes and Other Requirements which are required to effectively carry out the duties and responsibilities of the post (as outlined in the Job Description).**

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| **Requirement** | **Essential / Desirable** | **How Assessed** |
| **QUALIFICATIONS & TRAINING**  **Evidence of Qualifications required**   * Honours (first or second class) degree in Physics, or equivalent * Relevant Higher Degree (e.g. MSc) * PhD by research or equivalent * Member of IPEM or other relevant professional bodies. * HCPC registration as a Healthcare Scientist * Accreditation as a Radiation Protection Adviser under RPA2000 (or working towards) * Accreditation as a Radioactive Waste Adviser under RPA2000 (or working towards) * Has a record of CPD and continued learning, in order to maintain Registration and RPA 2000 Accreditation. * Registered with RPA 2000 as a Medical Physics Expert | **E**  **E**  **D**  **E**  **E**  **E**  **D**  **E**  **E** | **Interview &**  **Application form** |
| **KNOWLEDGE**  Advanced theoretical and practical knowledge in Radiation Physics, Diagnostic Radiology and Radiation Protection (especially relating to Diagnostic Radiology, Radiotherapy, academic and industrial applications) including:   * Relevant legislation, especially IRR17 and IR(ME)R2017 and extensive specialist experience in interpreting different situations and judging measures required to ensure compliance extensive experience. (Accreditation as a Radiation Protection Adviser (RPA) under IRR17 requires advanced theoretical and practical knowledge of a range of work procedures and practices, and the ability to communicate advice (verbally and in writing). * Dosimetry and Quality Assurance in Diagnostic Radiology, including sufficient knowledge and experience to act as a Medical Physics Expert (MPE) under IR(ME)R2017. * Detailed knowledge of highly specialised techniques employed to set up and assess performance and radiation safety of diagnostic X-ray equipment. * Able to perform radiation shielding calculations and radiation protection surveys. * Detailed knowledge of management issues (responsibilities etc) required by a Radiation Employer to comply with Legislative requirements. * Expert knowledge of relevant legislation, national and international standards, professional and other guidelines, e.g. IRR17, IR(ME)R2017, Medical and Dental Guidance Notes, PM 77, IPEM 77, RADS (Part1 and Part3), NHS Emergency planning guidance and policy etc, ICRP Publications, CEC Directives etc. | **E**  **E**  **E**  **E**  **E**  **E** | **Interview &**  **Application form** |
| **EXPERIENCE**  Extensive experience working as a state registered clinical scientist specialising in diagnostic radiology physics and radiation protection, to include:   * Management of a wide range of routine QC checks of diagnostic imaging equipment * Completion of machine specific QC checks * Developing new procedures/processes and producing appropriate associated documentation * Commissioning ionising diagnostic imaging equipment * Problem solving in the context of a multi-disciplinary radiology team * Line management and training of staff * Track record (e.g. published papers) demonstrating ability to initiate and progress new areas of research and development in areas relevant to x-ray quality assurance and radiation protection. | **E**  **E**  **E**  **D**  **E**  **E**  **D** | **Interview &**  **Application form** |
| **SKILLS & ABILITIES**   * Highly skilled in MS Office. Able to develop documents and spreadsheets (including setting and adjusting formulae) and extract information. * Able to use non-windows-based computers applications Q-pulse etc. * Work independently, and/or as part of a team of Clinical Scientists & Clinical Technologists and multi-disciplinary teams. | **E**  **D**  **E** | **Interview &**  **Application form** |
| **COMMUNICATION SKILLS**   * Evidence of a good standard of Literacy / English language skills * Effective written and oral communication * Able to communicate highly complex, sensitive, and contentious information both verbally and in writing to various staff groups in many organisations (see front page of job description) where there may be significant barriers to acceptance. Exposure to radiation can be a highly emotive subject. * Able to prepare and deliver highly complex scientific teaching and training to colleagues, trainees, and professional staff. * Able to find and discuss solutions to problems on a regular basis and through teamwork * Able to persuade managers of external services to conduct forward planning and improve imaging capabilities in a rapidly changing technological environment. | **E**  **E**  **E**  **E**  **E**  **E** | **Interview &**  **Application form** |
| **PLANNING & ORGANISING SKILLS**   * Interpersonal skills – ability to make rapid assessments under pressure in a clinical environment, informing other team members/disciplines of appropriate courses of action. * Analytical skills – judgement, objective setting. * Listening, influencing and persuading skills. * Prioritise and manage own work and that of the Diagnostic and Ionisation Radiation Protection section in Medical Physics. * Dynamism – self-confidence and decisiveness. * Motivational skills * Organisational awareness at all levels. | **E**  **E**  **E**  **E**  **E**  **E**  **E** | **Interview &**  **Application form** |
| **PHYSICAL SKILLS**   * Manual dexterity *(e.g. for making precision measurements with Test equipment/ handling fragile/delicate equipment)* * Able to concentrate frequently when subject to unpredictable working patterns *(e.g. when interrupted to provide urgent advice)* * Able to concentrate for prolonged periods *(e.g. when making complex measurements, investigating solutions to equipment/ treatment problems and analysing data)* | **E**  **E**  **E** | **Interview &**  **Application form** |
| **OTHER**   * All SFT mandatory training relevant to the role * Ability to work flexibly to meet service needs * Full driving license | **E**  **E**  **E** | **Interview &**  **Application form** |
| **SUPPORTING BEHAVIOURS**  To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values/standards and reflect these as their behaviours:   * Kindness * Respect * Teamwork | | |

**SUPPLIMENTARY INFORMATION**

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| **Physical Effort** | **Yes** | **No** | **If yes – Specify details here - including duration and frequency** |
| Working in uncomfortable / unpleasant physical conditions |  | ⌧ |  |
| Working in physically cramped conditions |  | ⌧ |  |
| Lifting weights, equipment or patients with mechanical aids |  | ⌧ |  |
| Lifting or weights / equipment without mechanical aids | ⌧ |  |  |
| Moving patients without mechanical aids |  | ⌧ |  |
| Making repetitive movements |  | ⌧ |  |
| Climbing or crawling |  | ⌧ |  |
| Manipulating objects | ⌧ |  |  |
| Manual digging |  | ⌧ |  |
| Running |  | ⌧ |  |
| Standing / sitting with limited scope for movements for long periods of time |  | ⌧ |  |
| Kneeling, crouching, twisting, bending or stretching |  | ⌧ |  |
| Standing / walking for substantial periods of time |  | ⌧ |  |
| Heavy duty cleaning |  | ⌧ |  |
| Pushing / pulling trolleys or similar | ⌧ |  |  |
| Working at heights |  | ⌧ |  |
| Restraint ie: jobs requiring training / certification in physical interventions |  | ⌧ |  |
| **Mental Effort** | **Yes** | **No** | **If yes - Specify details here - including duration and frequency** |
| Interruptions and the requirement to change from one task to another (give examples) | ⌧ |  |  |
| Carry out formal student / trainee assessments | ⌧ |  |  |
| Carry out clinical / social care interventions |  | ⌧ |  |
| Analyse statistics | ⌧ |  |  |
| Operate equipment / machinery | ⌧ |  |  |
| Give evidence in a court / tribunal / formal hearing |  | ⌧ |  |
| Attend meetings (describe role) | ⌧ |  | As MPE, RPA and Lead CS for Section |
| Carry out screening tests / microscope work |  | ⌧ |  |
| Prepare detailed reports | ⌧ |  |  |
| Check documents | ⌧ |  |  |
| Drive a vehicle | ⌧ |  |  |
| Carry out calculations | ⌧ |  |  |
| Carry out clinical diagnosis |  | ⌧ |  |
| Carry out non-clinical fault finding | ⌧ |  |  |
| **Emotional Effort** | **Yes** | **No** | **If yes - Specify details here - including duration and frequency** |
| Processing (e.g.: typing / transmitting) news of highly distressing events |  | ⌧ |  |
| Giving unwelcome news to patients / carers / staff | ⌧ |  |  |
| Caring for the terminally ill |  | ⌧ |  |
| Dealing with difficult situations / circumstances | ⌧ |  |  |
| Designated to provide emotional support to front line staff |  | ⌧ |  |
| Communicating life changing events |  | ⌧ |  |
| Dealing with people with challenging behaviour |  | ⌧ |  |
| Arriving at the scene of a serious incident |  | ⌧ |  |
| **Working conditions – does this post involve working in any of the following:** | **Yes** | **No** | **If yes - Specify details here - including duration and frequency** |
| Inclement weather |  | ⌧ |  |
| Excessive temperatures |  | ⌧ |  |
| Unpleasant smells or odours |  | ⌧ |  |
| Noxious fumes |  | ⌧ |  |
| Excessive noise &/or vibration |  | ⌧ |  |
| Use of VDU more or less continuously | ⌧ |  |  |
| Unpleasant substances / non household waste |  | ⌧ |  |
| Infectious Material / Foul linen |  | ⌧ |  |
| Body fluids, faeces, vomit |  | ⌧ |  |
| Dust / Dirt |  | ⌧ |  |
| Humidity |  | ⌧ |  |
| Contaminated equipment or work areas |  | ⌧ |  |
| Driving / being driven in **Normal** situations | ⌧ |  | The role will expect cross site working |
| Driving / being driven in **Emergency** situations |  | ⌧ |  |
| Fleas or Lice |  | ⌧ |  |
| Exposure to dangerous chemicals / substances in / not in containers |  | ⌧ |  |
| Exposure to Aggressive Verbal behaviour |  | ⌧ |  |
| Exposure to Aggressive Physical behaviour |  | ⌧ |  |

The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

**Job Profile Agreement**

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| --- | --- | --- | --- |
| Agreed and Signed: | (Manager) | Date: |  |
| Agreed and Signed: | (Post Holder) | Date: |  |
| Date Role Description is Effective From: | |  | |