



SECTION 3 - EFFORT FACTORS

JOB DETAILS

Job Title	Senior Programme Manager	Band	Indicative Band 8b
Hours of Work	37.5	Base	As agreed
Department	Digital Delivery	Directorate	Integration

FACTORS

(1) WORKING CONDITIONS	YES	NO
Body fluids, faeces, vomit		✓
Contaminated equipment or work areas		✓
Driving/being driven in emergency situations		✓
Driving/being driven in normal situations		✓
Dust/dirt		✓
Excessive noise and/or vibration		✓
Excessive temperatures		✓
Exposure to aggressive physical behaviour where there is little/no support		✓
Exposure to aggressive verbal behaviour where there is little/no support		✓
Exposure to dangerous chemicals/substances in/not in containers		✓
Fleas or lice		✓
Humidity		✓
Infectious material/foul linen		✓
Inclement weather		✓
Noxious fumes		✓
Unpleasant smells/odours		✓
Unpleasant substances/non-household waste		✓
Use of VDU more or less continuously		✓

(2) PHYSICAL EFFORT	YES	NO
Climbing or crawling		✓
Controlled restraint, ie jobs requiring training/certification in this		✓
Heavy duty cleaning		✓
Kneeling, crouching, twisting, bending, or stretching		✓
Lifting weights/equipment with mechanical aids		✓
Lifting weights/equipment without mechanical aids		✓
Making repetitive movements		✓



Manipulating objects		✓
Manual digging		✓
Pushing/pulling trolleys or similar		✓
Running		✓
Standing/sitting with limited scope for movement for long periods		✓
Standing/walking for substantial periods of time		✓
Working at heights		✓
Working in physically cramped conditions		✓
Working in uncomfortable/unpleasant physical conditions		✓

(3) MENTAL EFFORT	YES	NO
Analyse statistics	✓	
Attend meetings (describe role):	✓	
Carry out calculations	✓	
Carry out clinical diagnosis		✓
Carry out clinical/social care interventions		✓
Carry out formal student/trainee assessments		✓
Carry out non-clinical fault finding		✓
Carry out screening tests/microscope work		✓
Check documents	✓	
Drive a vehicle		✓
Give evidence in a court/tribunal/formal hearing		✓
Operate equipment/machinery		✓
Prepare detailed reports	✓	

(4) EMOTIONAL EFFORT	YES	NO
Arriving at the scene of an accident		✓
Caring for the terminally ill		✓
Communicating life changing events		✓
Dealing with difficult situations/circumstances		✓
Dealing with people with challenging behaviour		✓
Designated to provide emotional support to frontline staff		✓
Giving unwelcome news to patients/clients/carers/staff		✓
Processing (eg typing/transmitting) news of highly distressing events		✓



(5) FREEDOM TO ACT		YES	NO
Does the post holder generally work with the supervisor/manager close by/ available?			✓
Does the post holder generally work with the supervisor/manager contactable by telephone?			✓
Is the post holder the lead specialist in their field?			✓
How often on average is guidance/advice given?	Daily	Weekly ✓	Other <i>please comment below</i>
How often is your work checked/monitored/assessed?	Daily	Weekly ✓	Other <i>please comment below</i>

COMMENTS