|  |  |
| --- | --- |
| **Organisation Name** *Free text/cut and paste from a word document* |  |
| **Title of Job***Free text or if chosen automated population from a chosen* *transferable role template* | Phlebotomist |
| **Scope of Job**  sets the context, job profile*Free text or from automated population from chosen TRT*  | The post holder will be trained as a phlebotomist to take blood samples and will carry out duties to include Ward, Clinic, and General Practice phlebotomy. |
| **Responsible to***Free text* |  |
| **Accountable to** *Free text* |  |
| **Contract type and** **working hours***Free text* |  |
| **Pay Grade** *Free text* |  |
| **Career Framework Level** *Short descriptor from Career Framework automated population from chosen TRT* | People at level 2 require basic factual knowledge of a field of work. They may carry out clinical, technical, scientific or administrative duties according to established protocols or procedures, or systems of work |
| **Key Areas of Responsibility***Free**text* |  |

|  |
| --- |
| **Level 2 Core Competences / National Occupational Standards:** |

|  |  |  |
| --- | --- | --- |
| **Underpinning Principle** | **Reference Function** | **Competence** |

|  |  |  |  |
| --- | --- | --- | --- |
| **1. COMMUNICATION** | 1.2 | Communicate effectively | GEN97Communicate effectively in a healthcare environment"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3001" |
| **2. PERSONAL & PEOPLE DEVELOPMENT** | 2.1.1 | Develop your own practice | SCDHSC0023Develop your own knowledge and practice"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3517" |
|  | 2.1.2 | Reflect on your own practice | GEN23Monitor your own work practices"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2051" |
| **3. HEALTH, SAFETY & SECURITY** | 3.5.1 | Ensure your own actions reduce risks to health and safety | IPC2.2012Perform hand hygiene to prevent the spread of infection"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3309" |
|  |  |  | PROHSS1Make sure your own actions reduce risks to health and safety"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3327" |
|  |  |  | CFAWRV1Make sure your actions contribute to a positive and safe working culture"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3610" |
|  | 3.5.2 | Protect individuals from abuse | SCDHSC0024Support the safeguarding of individuals"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3518" |
| **5. QUALITY** | 5.1.1 | Act within the limits of your competence and authority | GEN63Act within the limits of your competence and authority"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/85" |
| **6. EQUALITY & DIVERSITY** | 6.1 | Ensure your own actions support equality of opportunity and diversity | SCDHSC0234Uphold the rights of individuals"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3506" |
| **B. HEALTH INTERVENTION** | B2.1 | Obtain information from individuals about their health status and needs | CHS169Comply with legal requirements for maintaining confidentiality in healthcare"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2820" |
| **D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY** | D2.4 | Maintain information / record systems | CFABAD331Use a filing system"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3691" |
| **H. MANAGEMENT & ADMINISTRATION** | H1.3.1 | Contribute to the effectiveness of teams | SCDHSC0241Contribute to the effectiveness of teams"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3509" |
|  | H2.6 | Receive and pass on messages and information | ICF:FSIT communication fundamentals"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2883" |

|  |
| --- |
| **Role Specific Competences / National Occupational Standards:** |

|  |  |  |
| --- | --- | --- |
| **Underpinning Principle** | **Reference Function** | **Competence** |

|  |  |  |  |
| --- | --- | --- | --- |
| **3. HEALTH, SAFETY & SECURITY** | 3.5.1 | Ensure your own actions reduce risks to health and safety | GEN96Maintain health, safety and security practices within a health setting"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2859" |
|  |  |  | IPC3.2012Clean, disinfect and remove spillages of blood and other body fluids to minimise the risk of infection"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3362" |
|  |  |  | IPC4.2012Minimise the risk of spreading infection by cleaning, disinfection and storing care equipment"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3363" |
|  |  |  | IPC5.2012Minimise the risk of exposure to blood and body fluids while providing care"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3364" |
|  |  |  | IPC6.2012Use personal protective equipment to prevent the spread of infection"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3365" |
|  |  |  | IPC7.2012Safely dispose of healthcare waste, including sharps, to prevent the spread of infection"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3366" |
|  | 3.5.1 | (Contd..) Ensure your own actions reduce risks to health and safety | IPC12.2012Minimise the risk of spreading infection when storing and using clean linen"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3368" |
|  |  |  | IPC9.2012Minimise the risk of spreading infection when removing used linen"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3371" |
|  |  |  | SCDHSC0022Support the health and safety of yourself and individuals"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3516" |
| **5. QUALITY** | 5.1.2 | Manage and organise your own time and activities | HT4Manage and organise your own time and activities"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2501" |
| **6. EQUALITY & DIVERSITY** | 6.1 | Ensure your own actions support equality of opportunity and diversity | SCDHSC0234Uphold the rights of individuals"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3506" |
| **B. HEALTH INTERVENTION** | B2.1 | Obtain information from individuals about their health status and needs | CHS169Comply with legal requirements for maintaining confidentiality in healthcare"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2820" |
|  | B3.3.5 | Monitor and manage the environment and resources during and after health care actions | GEN7Monitor and manage the environment and resources during and after clinical/therapeutic activities"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/388" |
|  | B5.1 | Obtain specimens from individuals | CHS132.2012Obtain venous blood samples"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3383" |
|  | B5.3 | Package biomedical/clinical parcels for transportation | CHS182Transport specimens/samples"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2325" |
|  | B10.2 | Provide first aid to an individual | CHS36Provide basic life support"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/906" |
|  | B10.4 | Manage emergency situations | CHS228Control adverse events which arise during an individual's healthcare procedure"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2853" |
| **E. FACILITIES & ESTATES** | E2.3.2 | Transport resources | SS06Transport supplies of physical resources within the work area"https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2133" |

|  |
| --- |
| **Facets of Role (National Occupational Standards):** |

|  |  |  |
| --- | --- | --- |
| **Underpinning Principle** | **Reference Function** | **Competence** |

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | None Assigned |  |

|  |
| --- |
| **Locality Specific Competences / National Occupational Standards:** |

|  |  |  |
| --- | --- | --- |
| **Underpinning Principle** | **Reference Function** | **Competence** |

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | None Assigned |  |

|  |
| --- |
| **Personal Specification** |

|  |  |  |  |
| --- | --- | --- | --- |
| **Criteria** | **Essential**(pre-requisite for job) | **Desirable** | **Evidence****Application and/or Selection process****A and /or S** |
| **Physical requirements** |  |  |  |
| **Knowledge and skills required for post** Education/ Qualification |  |  |  |
| **Experience,** **Previous experience relevant to the post.** |  |  |  |

|  |
| --- |
| **Skills in communication, mathematics and use of IT** (Employability Skills Matrix, Skills for Health 2014) |

|  |  |  |  |
| --- | --- | --- | --- |
| **Communications and Customer Care*** Communicate effectively and appropriately with people in the workplace
* Listen and respond in formal and informal discussions, asking questions to clarify understanding
* Understand a range of texts, write simply and clearly and complete straightforward forms and work records
 |  |  |  |
| **Mathematics*** Complete simple calculations and understand and use simple charts, tables and graphs, extracting relevant information as required
 |  |  |  |
| **Use of IT*** Use IT as directed, maintaining confidentiality
 |  |  |  |

|  |
| --- |
| **Team working skills and attributes**(Employability Skills Matrix, Skills for Health 2014) |

|  |  |  |  |
| --- | --- | --- | --- |
| **Working with Others*** Work with others towards achieving shared goals, learning from mistakes and being open to the opinion of others including service users
 |  |  |  |
| **Solving Problems*** Follow a given procedure in response to a problem
 |  |  |  |

|  |
| --- |
| **Personal: personal skills, qualities, values and behaviours**(Employability Skills Matrix, Skills for Health 2014) |

|  |  |  |  |
| --- | --- | --- | --- |
| **Demonstrate positive attitudes, values and behaviours*** Demonstrate honesty, integrity, care and compassion at all times, and maintain the dignity and confidentiality of the service user
* Take care of your personal health, including hygiene and appearance
* Show interest in your work and be prepared to make suggestions
* Recognise and reflect on your own work and value other peoples�.
 |  |  |  |
| **Be responsible*** Be responsible and accountable for your own actions, manage your work/life balance, and attend work as required on time
* Understand your rights and responsibilities at work, comply with health and safety and equality policies, practices and procedures.
 |  |  |  |
| **Be adaptable*** Be open and positive in response to change.
 |  |  |  |
| **Learn continuously*** Be responsible for own learning and willing to make use of learning opportunities with support.
 |  |  |  |