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| **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* |  |

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

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

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| **1. COMMUNICATION** | 1.2 | Communicate effectively | GEN97  Communicate 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 | SCDHSC0023  Develop 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 | GEN23  Monitor 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 | IPC2.2012  Perform hand hygiene to prevent the spread of infection  "https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3309" |
|  |  |  | PROHSS1  Make 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" |
|  |  |  | CFAWRV1  Make 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 | SCDHSC0024  Support 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 | GEN63  Act 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 | SCDHSC0234  Uphold 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 | CHS169  Comply 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 | CFABAD331  Use 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 | SCDHSC0241  Contribute 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:FS  IT communication fundamentals  "https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2883" |

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

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

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| **3. HEALTH, SAFETY & SECURITY** | 3.5.1 | Ensure your own actions reduce risks to health and safety | GEN96  Maintain health, safety and security practices within a health setting  "https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2859" |
|  |  |  | IPC3.2012  Clean, 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" |
|  |  |  | IPC4.2012  Minimise 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" |
|  |  |  | IPC5.2012  Minimise 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" |
|  |  |  | IPC6.2012  Use personal protective equipment to prevent the spread of infection  "https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3365" |
|  |  |  | IPC7.2012  Safely 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 | IPC12.2012  Minimise 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" |
|  |  |  | IPC9.2012  Minimise the risk of spreading infection when removing used linen  "https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/3371" |
|  |  |  | SCDHSC0022  Support 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 | HT4  Manage 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 | SCDHSC0234  Uphold 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 | CHS169  Comply 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 | GEN7  Monitor 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 | CHS132.2012  Obtain 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 | CHS182  Transport 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 | CHS36  Provide basic life support  "https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/906" |
|  | B10.4 | Manage emergency situations | CHS228  Control 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 | SS06  Transport supplies of physical resources within the work area  "https://tools.skillsforhealth.org.uk/role/edit\_role\_template/10/competence/show/html/id/2133" |

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

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

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

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

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|  |  | None Assigned |  |

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| **Personal Specification** |

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| **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.** |  |  |  |

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

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| **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 |  |  |  |

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

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| **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 |  |  |  |

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

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| **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. |  |  |  |