Step Guide
Cancer Screening Practitioners – Screening Practitioner (Band 6)

This step guide will help you to understand and use the national profile identified in the RCN "KNOW YOUR WORTH: re-banding the nursing workforce within the NHS" guidance document. This guidance provides detailed information about the various stages to get through a job evaluation review, where you can substitute the step guide below at pages 13-14 of that document. The step guide works through each factor systematically to identify where there may be gaps in your current job information to match it to the profile. As profiles can have multiple options per factor, the guide will focus on the highest option.

You will need to identify the level your job has reached for each of the 16 factors using this guide, so will therefore need a copy of your existing Matched Job Report (MJR) which details how your post was originally assessed. Understanding the original assessment is an important piece of the jigsaw, it will help you understand what gaps in information there may be and help you focus on these areas to update the job information.

The profile can be found on the NHS Employers website in the Nursing and midwifery family.

First step is to check that the job statement at the top of the profile does align to your job, it doesn't need to be exact just a good fit. The statement for the Cancer Screening Practitioners – Screening Practitioner profile is:

1. Assess patients for colorectal investigation
2. Act as the patient's advocate supporting them to navigate clinical care pathways for colorectal cancer conditions
3. Work collaboratively with the Screening Programme Hub
4. Co-ordinate health promotion activities with local health promotion services to improve access

Where you answer:

- **"yes"** your job information may already be sufficient to match the required level. You can, and should, strengthen this description if it does not accurately represent your role.
- **"no"** your job information may need strengthening in this area, then provides prompts to think about how your job information could be improved.

Factor 1 – Communications and relationships skills Does your MJR score level 4 or above? Think about: The type of communication in which you advocate for the patient using empathy and counselling skills, including sensitive discussions when they are not suitable for colonoscopy screening and need an alternative, such as Barium enema or CT colon.
Factor 2 – Knowledge, training and experience Does your MJR score level 6 or above? Think about: How you would explain to a newly qualified nurse what additional training, qualifications, competencies or experience they need to become fully competent in the role. For example, this may be through competency pathways such as a structured preceptorship. You need to have a sound level of specialist knowledge regarding the national agenda on improving cancer services, specifically colorectal cancer and knowledge of clinical governance, risk management, valid consent and withdrawal of consent, usually gained through training and experience of working in a specialist area.

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Factor 3 – Analytical and judgemental skills Does your MJR score level 4 or above? Think about: The types of judgements you make when assessing/diagnosing conditions and how you would choose the most suitable treatment pathway, including when to refer to other professionals.
Factor 4 – Planning and organisational skills Does your MJR score level 3 or above? Think about: The types of planning you undertake, which maybe ongoing. Some examples at this level would be planning programmes of care and coordinating delivery and activities with local services, such as GPs, consultants and discharge planning.
Factor 5 – Physical skills Does your MJR score level 2 or above? Think about: Does your job description mention standard keyboard skills? This might be directly stated, or it could be implied by terms such as the need to produce reports, you will also need to evidence physical skills such as cannulation.
Factor 6 – Responsibility for patient/client care Does your MJR score level 6 or above? Think about: Your role in the diagnosis, care or education of patients who are being screened or who have known bowel cancer.
Factor 7 – Responsibility for policy/service development Does your MJR score level 2 or above? Think about: Whether you get involved in the development of local policies or protocols and the responsibility you have for their implementation, such as ensuring junior staff and students are aware of them.
Factor 8 – Responsibility for financial & physical resources Does your MJR score level 1 or above? Think about: How you contribute to the safe use of equipment that you personally use, for example, ensuring that faults are reported.
Factor 9 – Responsibility for human resources Does your MJR score level 2 or above? Think about: The responsibility you have for other staff, such as from a supervisory or student support perspective and whether you allocate work to less junior staff.
Factor 10 – Responsibility for information resources Does your MJR score level 2 or above? Think about: The work you undertake at a computer, inputting information captured by others into electronic patient records, with a specific responsibility for the 30-day post procedure mortality data.
Factor 11 – Responsibility for research and development Does your MJR score level 1 or above? Think about: Whether you conduct audits which are necessary for your work.
Factor 12 – Freedom to Act Does your MJR score level 3 or above? Think about: Whether you have the autonomy to undertake your role as you see fit, referring to workplace policies, procedures and codes of conduct, linking in with your manager at agreed times so that work is managed, rather than supervised. This would include using established protocols to manage a caseload of patients within the screening pathway.

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Factor 13 – Physical Effort Does your MJR score level 3 or above? Think about: The level of physical effort required for the role, for example using frequent, moderate effort for several short periods in a shift would be associated with manoeuvring patients.
Factor 14 – Mental effort Does your MJR score level 2 or above? Think about: The type and frequency of concentration required for patient pre-assessment and follow up clinics, and whether your work pattern is predictable.
Factor 15 – Emotional effort Does your MJR score level 3 or above? Think about: The types of emotional situations you are exposed to, such as providing endoscopy results and the frequency that this happens.
Factor 16 – Working conditions Does your MJR score level 4 or above? Think about: The frequency you are exposed to highly unpleasant working conditions, for example, exposure to bodily fluids during clinical procedures.

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