

JOB DESCRIPTION

JOB DETAILS	
Job Title	Lead Healthcare Scientist
Reports to	Clinical Lead for Neurophysiology/Senior Operations Manager
Band	Band 8b
Department/Directorate	Neurophysiology - Medicine Care Group

JOB PURPOSE
<p>The Clinical Neurophysiology Specialty provides a district wide service to Exeter, South Devon and North Devon (SEND). Specialist diagnostic services are offered to a wide range of specialties, in addition, highly specialist investigations are provided for Neurology, Paediatrics and Orthopaedics.</p> <p>The role includes accountability for planning, service delivery and maintenance, quality, and service development. Development of a comprehensive and cost-efficient Clinical Neurophysiology Service across the SEND STP footprint.</p> <p>The postholder is expected to contribute to the regional and national organisation of Neurophysiology services including sitting on professional advisory committees wherein national policy is decided.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<ul style="list-style-type: none"> To be accountable for the direct management, provision and delivery of a comprehensive and effective Clinical Neurophysiology Service to Exeter, North Devon and South Devon as required. To include staff management and service planning over the long term and short term. Alongside the Clinical Lead for Neurophysiology, translate Care Group/Trust plans into a clinical service strategy for Neurophysiology services across the South, East and North Devon region (SEND), ensuring best practise is leveraged. To lead and hold professional accountability for all Healthcare Science staff working within the SEND service, ensuring all standards of performance are sustained to deliver a high quality and productive service. To provide effective direction and leadership to staff ensuring there is clarity of expected performance levels, provision of support is agreed and accountability is managed. To actively build skills and capability of all staff to enable continuous service improvement and development while ensuring appraisal, revalidation and agreed HR processes including sickness and absence management are adhered to. To work collaboratively with the medical staff, senior scientists and senior physiologists to lead the engagement of clinical staff in the development and implementation of the clinical service strategy and service provision ensuring the delivery of safe, equitable, high quality and efficient patient care within the financial resources allocated. To work alongside the Clinical Lead, Senior Operations Manager and management teams across SEND to secure financial management of the service. Contributing to managing budgets, developing and delivering cost improvement programmes, complying with all Trust financial rules, recognising and balancing finance versus quality/safety/efficiency. To work in collaborative partnership with the Clinical Lead, Senior Operations Manager, management teams across SEND, peers, stakeholders and staff to develop a robust service improvement/ redesign programme in order to deliver the expected patient safety and financial outcomes/benefits. To ensure the clinical care within the service is delivered safely and to a high standard through robust clinical practices, clinical resourcing and clinical governance.

- To contribute to the Trust Clinical Governance Agenda through responsibility for implementing and developing patient involvement, education, clinical guideline production, audit and research within the service line.
- To plan, manage and deliver a workforce strategy, including a robust Healthcare Science training programme, which meets the long-term service needs across the SEND network.
- To independently undertake highly specialised and advanced clinical neurophysiological investigations, including provision of clinical interpretations and advice to referring clinicians

KEY WORKING RELATIONSHIPS

Clinical Leadership, Service Management, Staff Management, Diagnostic Investigations, Development.

No. of Staff reporting to this role: 12

The postholder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis

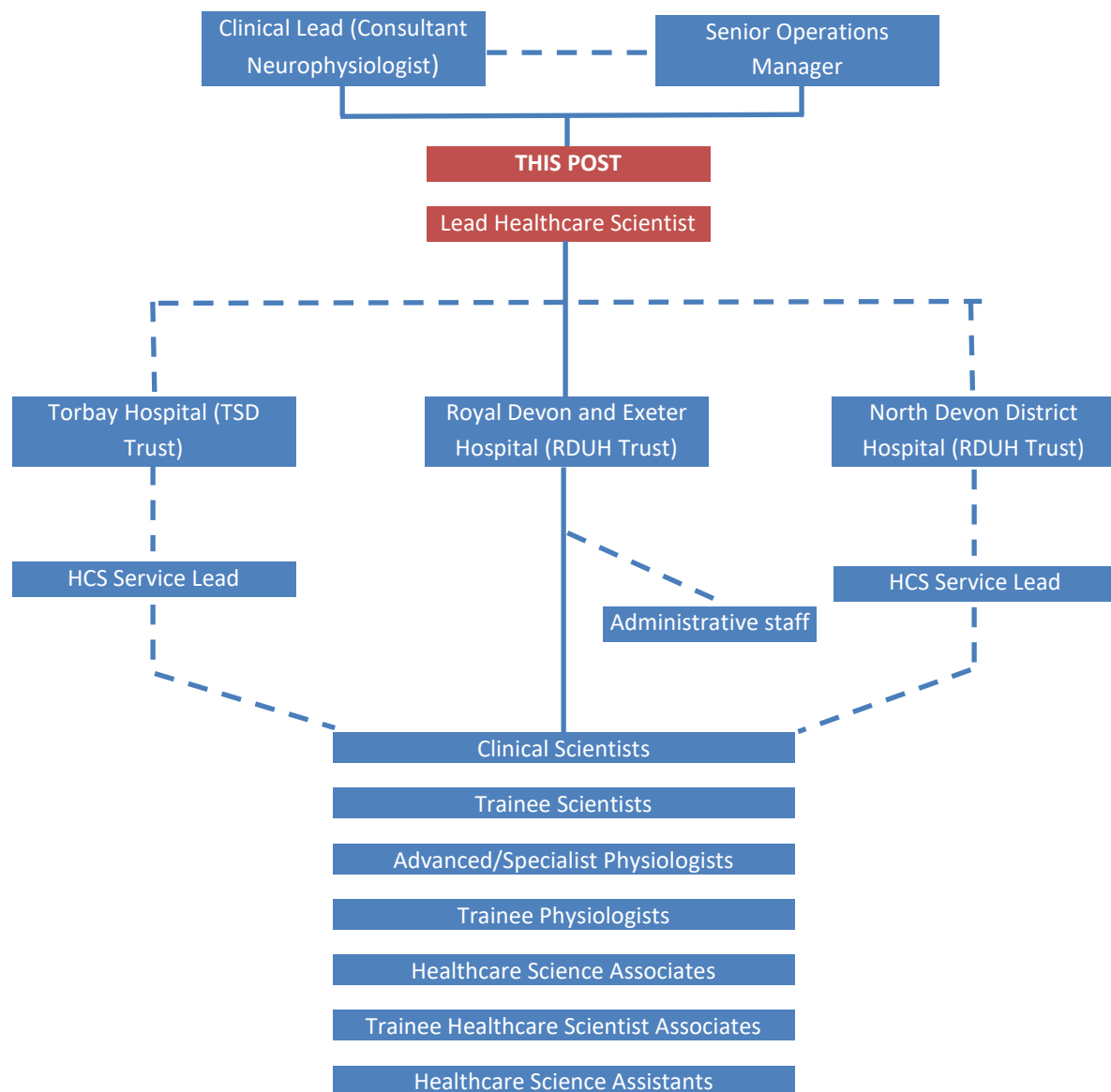
In addition, the postholder will deal with the wider healthcare community, external organisations and the public.

This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none"> • Consultant Neurophysiologist (Clinical Lead) • Clinical Physiologists • Clinical Scientists • Students • Other Medical Staff • Senior Operations Manager/Operations Manager • Clerical Staff • Patients, Relatives, Visitors and other hospital staff • Care Group General Manager • Care Group Director 	<ul style="list-style-type: none"> • Regional and National Clinical Networks • Neighbouring Trusts under SLA • Patients, Relatives, Visitors and other hospital staff

ORGANISATIONAL CHART



— = line management accountability

- - = Collaborative professional relationship

FREEDOM TO ACT

- Responsibility to translate Care Group/Trust plans into a clinical service strategy for Neurophysiology services across the South, East and North Devon region (SEND), and ensuring best practise is leveraged.
- Leads and holds professional accountability for all Healthcare Science staff working within the SEND service, ensuring all standards of performance are sustained to deliver a high quality and productive service.
- Independent clinician undertaking highly specialised and advanced clinical neurophysiological investigations, including provision of clinical interpretations and advice to referring clinicians.
- Decides how quality results are best achieved.

- Interprets organisational and occupational policy for the service, alongside Clinical Lead.
- Autonomously performs a comprehensive range of investigations to established national and professional standards, in accordance with current departmental protocols and procedures.
- Interprets and leads implementation of new national and international policy / guidance (clinical, regulatory, and commissioning) and advises the service, producing definite SOPs / guidelines on behalf of the service and care group, wherever required.

COMMUNICATION/RELATIONSHIP SKILLS

- Frequent communication is expected with a wide range of people including patients (adult and paediatric), carers, ward staff, referring clinicians (from both primary and secondary/tertiary care), managers across SEND and the senior leadership team at RDUH and Torbay Hospital. Patients may have physical or learning disability, conditions which are psychological or psychiatric in nature.
- Demonstrate a variety of skills to facilitate communication of information to include persuasion, negotiation, training, influencing, motivation and reassuring in order to develop collaborative working and agreement across the Neurophysiology team, Trust staff, patients, carers and relevant external stakeholders, including locum staffing agencies and Torbay and South Devon NHS Foundation Trust via a service-level agreement (SLA).
- Providing vision, direction, and leadership to enable the Neurophysiology service to deliver high quality patient care.
- Develop systems to ensure good communication and team effectiveness
- Able to communicate ideas both within the specialty and to senior management, including clinical strategy, and to generate action and delivery through others.
- Leading and shaping the department's core values and behavioural expectations, including encouraging a culture of openness and honesty, and ensuring duty of candour to patients.
- Provides complex and highly complex information to patients and referring clinicians, including explaining investigation procedures, results and highly technical information, providing advice regarding appropriateness of investigations and clinical interpretation of investigations in a specialism where opinions can differ.
- Responsibility to fully explain and obtain patient consent for the use of digital video recordings. In addition, explain to patient/parents/guardians the requirement for consent to perform procedures such as hyperventilation, photic stimulation, and sleep deprivation, including the possible risks and implications of consent.
- Participate in the education of other health care professionals providing lectures, formal training, information and advice relevant to the specialist clinical services provided by Neurophysiology, including presentation at regional, national and international level.
- Communicates extremely delicate and sensitive information to patients and potentially controversial information to members of the wider team and other organisations.

ANALYTICAL/JUDGEMENTAL SKILLS

- Makes judgements regarding planning and development the Neurophysiology service across SEND, ensuring services and workforce provision across the three sites enable equitable access for patients to both routine and highly specialist investigations.
- Makes managerial and leadership decisions regarding the regional service, which require analysis and comparison of a range of options.
- As a lead clinician for the service, ensures appropriate action is taken following incidents or feedback from staff and patients.
- Produce and manage databases / spreadsheets to facilitate the collation and analysis of data and information relating to service provision. Identify and plan future resource requirements for development of patient services
- Assesses and evaluates information and scenarios and make judgements across a wide range of highly complex clinical, scientific and managerial issues, such as capacity planning for the range of Neurophysiology procedure clinics delivered across Eastern, Northern and South

Devon sites, factoring in referral demand taken from data produced by Business Intelligence reports and also displayed within EPIC work queues

- Has expert understanding of specialist healthcare science activities and management knowledge acquired through higher specialist training. This includes extended scope nerve conduction study reporting, independent Polysomnography and MSLT reporting and conducting joint EMG procedure clinics alongside Consultant Neurophysiologist
- Provision of advice to multi-disciplinary colleagues regarding availability/appropriateness of tests to answer clinical problem
- Makes clinical judgements regarding interpretation of highly complex neurophysiological data, taking into consideration the patient clinical history which may contain complex and contradictory facts.
- Provide technical advice regarding availability/appropriateness of tests to answer clinical problem. Often establishing and discussing with referrer the most appropriate test to investigate patient problem.
- Assess risks associated with work activity. Quantify and prevent risks associated. Determine, develop and encourage health, safety and security practices in the workplace.
- Undertake responsibility for assessing, adapting and implementing new clinical techniques and technologies to enhance and provide an optimum service within area of specialist expertise.
- Apply evidence-based practice over the range of neurophysiological investigations.
- Undertake analysis of standard and prolonged lengths of complex clinical data, and production of accurate factual reports on all neurophysiological investigations, and where necessary comparisons made to normal data. To include accurate documentation/descriptions of any clinical change/events.
- Responsibility for accurate analysis, and unsupervised editing of complex diagnostic ambulatory/videometry EEG data to identify and extract relevant information for reporting by the consultant. To include identification of reported or unreported seizures, and relevant EEG abnormalities.
- Responsibility to bring to the attention of and discuss, both standard and advanced neurophysiological investigation findings with the Consultant Neurophysiologist/ reporting clinician, to assist in diagnosis.
- Responsibility to discuss/interpret standard and highly specialised neurophysiological investigations (EEG, Ambulatory EEG/Video EEG Telemetry/ Evoked potentials/Spinal Cord Monitoring) with referring clinician; interpretation of data may affect patient management.
- Provides advice regarding availability/appropriateness of tests to answer clinical problem. Often establishing and discussing with referrer the most appropriate test to investigate patient problem and aid diagnosis.

PLANNING/ORGANISATIONAL SKILLS

- Plans and organises a broad range of complex activities, which may require re-formulation and adjustment to ensure alignment with Divisional and Trust priorities across the SEND network.
- Plans service, including long term planning, development of clinical service strategy across the SEND organisations.
- Lead the investigation of formal complaints in the service.

PATIENT/CLIENT CARE

- Accountable for the direct management, provision, and delivery of a comprehensive and effective Clinical Neurophysiology Service to Exeter, South Devon and North Devon as required. To include staff management and service planning over the long term and short term. Support to the South Devon service at Torbay Hospital (via an approved SLA) is limited to the provision of Healthcare Scientist-led tests, with oversight of the RDUH staff and scheduling of clinics, not the wider operational, financial and governance oversight of this service, which falls under the remit of Torbay and South Devon NHS Foundation trust
- The postholder will have regular direct patient contact which includes the planning and performing of a wide range of advanced and highly complex, diagnostic, neurophysiological investigations on a range of different patients of all ages and abilities, to a high level of competence. This includes

Electroencephalography (EEG), Evoked Potentials (EPs), Nerve Conduction Studies (NCS), Polysomnography and related sleep studies (PSG, MSLT, MWT), Intra-operative monitoring (IOM).

- To be skilled in dealing with young children, those with learning disabilities (adults and children), persons detained at His Majesty's pleasure and those with psychiatric or challenging behaviour are essential.
- The postholder will have regular indirect patient contact which includes the independent provision of accurate clinical interpretations for the following investigations:
 - Nerve conduction: carpal tunnels syndrome, ulnar neuropathy, and generalised peripheral neuropathy.
 - Evoked potentials: SEPs, VEPs
 - Sleep studies: PSG and MSLT/MWT investigations for the investigation of neurological sleep disorders, in collaboration with the lead neurologist for sleep disorders.
- Alongside the Clinical Lead, will be accountable for the teaching and monitoring of quality and accuracy of advanced practice performed by other healthcare science staff within the service, including independent clinical interpretation:
 - Normal EEG clinical reporting
 - Nerve conduction: carpal tunnels syndrome, ulnar neuropathy, generalised peripheral neuropathy – performing and clinical reporting.
 - Evoked potentials: SEPs, VEPs - clinical reporting
 - Sleep studies: PSG and MSLT/MWT investigations – performing and clinical reporting.
 - Intraoperative monitoring for orthopaedic spinal cases, in collaboration with the orthopaedic surgeons
- Ensure staff meet with national professional standards and requirements with respect to State Registration and competency to practice, including monitoring of advanced practice and clinical reporting.
- To ensure all patient information is treated with confidentiality in accordance with relevant legislation.
- Accountable for the development of information regarding investigations for primary and secondary care patients and carers, ensuring evaluation of information provision. The postholder will encourage openness and honesty within the department and ensure duty of candour to patients.
- Provision of a highly specialist & complex diagnostic service, investigative procedures, and clinical reporting, to a high degree of competency in keeping with local, national and international professional guidelines.

POLICY/SERVICE DEVELOPMENT

- Responsible for planning of the clinical technical service in conjunction with the Lead Clinician and Senior Operations Manager, including formulation of long-term service development plans and workforce planning needs for consideration by senior management.
- Alongside the medical Clinical Lead for Neurophysiology, translate Care Group/Trust plans into a clinical service strategy for Neurophysiology services across the South, East and North Devon region (SEND), ensuring best practise is leveraged.
- Works in collaborative partnership with the medical Clinical Lead, management teams across SEND, peers, stakeholders, and staff to develop a robust service improvement/ redesign programme in order to deliver the expected patient safety and financial outcomes/benefits.
- Responsible for implementing policies and procedures within the Neurophysiology Service across North and East RDUH sites and Torbay and South Devon NHS Foundation Trust as per service-level agreement (SLA).
- Responsible for maintenance & monitoring of service delivery targets and actively work to reduce waiting times through service re-design and increased efficiency within the department on a daily basis.
- Takes a lead role in clinical governance for the service. Co-chairs the specialty governance meetings. Attends and represents the Neurophysiology service within Care Group Governance meetings, as necessary. Advises Care Group Governance on Neurophysiology related clinical governance issues.
- Lead responsibility to develop clinical competencies and provide training for the further development of advanced practice and clinical reporting.

- Actively contribute to the regional and national agenda for the development of Neurophysiology services.
- Accountable for the quality of the Clinical –Technical Neurophysiology Service including clinical audit of activities and quality assurance of equipment
- Engage users and carers to develop Neurophysiology services
- Works collaboratively and cooperatively with others to lead development of the Neurophysiology Services provided within the region.

FINANCIAL/PHYSICAL RESOURCES

- Responsible for the efficient/effective use of service resources with regard to quality/clinical priority, including ordering, authorising and maintaining stock control, liaising with distributors and procurement department to ensure cost and quality assurance.
- Designated budget holder for pay and non-pay for the Neurophysiology service.
- Unit 4 requisitioner and authoriser for the service.
- Responsible / accountable for the safe and efficient use of highly specialist equipment with current replacement value of approximately £300k.
- Works with the Senior Operations Manager to review pressures and requirements for the departmental budget.
- Advises the Senior Operations Manager on medical / scientific equipment requirements (capital and maintenance needs).

HUMAN RESOURCES

- To plan, manage and deliver a workforce strategy, including a robust Healthcare Science training programme, which meets the long-term service needs across the SEND network.
- Designated line manager, including recruitment, training, work allocation, appraisals and performance management.
- Ensure staff meet with national professional standards and requirements with respect to State Registration and competency to practice, including monitoring of advanced practice and clinical reporting.
- Ensure all staff comply with CPD guidelines, professional codes of conduct.
- To ensure the clinical care within the service is delivered safely and to a high standard through robust clinical practices, clinical resourcing, and clinical governance.
- To contribute to the Trust Clinical Governance Agenda through responsibility for implementing and developing patient involvement, education, clinical guideline production, audit and research within the service line.
- Accountable for the implementation, management, and delivery of a Student Training Programme to meet the required professional standards of State Registration and Practitioner competency, i.e., PTP (BSc), STP (MSc), HSST (PhD) pathways of Healthcare Science Training - neurosensory (Neurophysiology)
- Ensure staff participating in delivery of Student Training meet required standards re training competency, i.e., Assessors Training certification by college provider.
- Participate in the education of other health care professionals providing lectures, training, information, and advice relevant to the specialist clinical services provided by Neurophysiology, including presentation at regional and national level.

INFORMATION RESOURCES

- Records personally generated test results and is responsible for database maintenance for the service. The minimum time for a routine investigation is approximately one hour, but highly complex investigations such as spinal cord monitoring, sleep studies and long-term EEG monitoring are performed and analysed over periods of up to eight hours, requiring continuous concentration and documentation of events.
- Frequent (weekly) handling and manipulation of statistical information produced centrally by Business Intelligence regarding service performance and activity, in the form of pivot tables, and also locally collected data taken from the waiting list and patient tracking list on EPIC
- Responsible for safe archiving of pertinent clinical data to various storage media.
- Contribute to the formulation of quarterly report and annual report.

RESEARCH AND DEVELOPMENT

- Address specific health targets of DOH directives and NSF related to own areas of practice for education and audit
- Alongside the medical Clinical Lead, responsible for the continued implementation and development of audit and research within the Neurophysiology department, including completion of the audit cycle and evaluation of service improvements. Identify and implement areas of audit and research around Neurophysiology
- Take a lead role in the development and updating of evidence-based clinical guidelines and protocols for Neurophysiology
- To regularly undertake and collaborate on clinical research nationally (e.g. CITADEL trial), regionally and locally and on local audits projects within own area and as required for role
- Ensure patient and public involvement in the development of the service.

PHYSICAL SKILLS

- Accurate measurement and application of electrodes for EEG investigations using the International 10-20 system to a range of patients including those who may display challenging behaviour and in a range of technically difficult environments such as NNU, ITU and wards.
- Accurate application of electrodes for EPs according to department protocol.
- Accurate application of electrodes for a range of NCS, adjusting positioning to gain optimum results.
- Highly developed, accurate, reliable hand eye co-ordination for precise measurement and placement of electrodes to ensure the recording of accurate and quality investigations. Patients include neonatal and paediatrics, those who may display challenging behaviour. Performed in a range of technically difficult environments such as NNU, ITU and wards, where access to the patient's head may be restricted.
- Skills for positioning of patient to ensure optimal patient comfort and quality investigation results.
- All physical skills are conducted with a focus on accuracy, not speed

PHYSICAL EFFORT

- Frequent (daily) computer use requiring sitting for long periods of time in a restricted position, in both a clinical capacity (e.g. when reporting long-term monitoring studies and polysomnography tests) and also for leadership role when attending meetings and undertaking service planning
- Occasional (weekly) requirement for pushing and manoeuvring heavy mobile clinical equipment (e.g. from department to wards for inpatient investigations).
- Rare lifting and manoeuvring of non-mobile clinical equipment
- Travel to alternative RDUH sites, e.g. North Devon District Hospital, when necessary, either via public transport or via access to a vehicle, with a valid UK driving licence and business insurance

MENTAL EFFORT

- Conducting standard investigations, which are approximately 1 hour in length.
- Delivering occasional (i.e. weekly) periods of analytical review for complex investigations such as ambulatory EEG, video EEG telemetry and Polysomnography reporting and spinal monitoring. This may be up to 8 hours and requires prolonged concentration

EMOTIONAL EFFORT

- Due to the underlying conditions of some the patients referred, occasionally it will be difficult to obtain an investigation due to combative and/or verbally aggressive behaviour.
- Investigations are occasionally repeated at intervals in patients with deteriorating conditions which may be distressing, or rarely, highly distressing dependant on the situation.
- On very rare occasions investigations may be being performed as death occurs which may be highly distressing.

WORKING CONDITIONS

- Frequent close proximity with patients required (<1m) in order to undertake all diagnostic investigations. This is for periods from ½ hour to 1 hour on average.

- Moderately frequent exposure to chlorine-based cleaning products within the clinical environment e.g. Chlorclean
- Occasional exposure to Collodion during application of electrodes for long-term monitoring. Rare exposure to acetone during electrode removal.
- Occasional exposure to challenging behaviour when undertaking investigations, due to the presence of mental or learning disabilities.
- Occasional exposure to noise; on rare occasions this may exceed 80Db (e.g. when undertaking an investigation on a distressed young child).
- Rare exposure to animals when essential to patient safety and wellbeing e.g. guide dogs
- Occasional exposure to verbal aggression due to underlying conditions of patients referred to the service.
- Occasional exposure to blood and bodily fluids.

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

APPLICABLE TO MANAGERS ONLY

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.
- Ensuring during 1:1's / supervision with employees you always check how they are

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

Job Title	Lead Healthcare Scientist
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING MSc Clinical Science or equivalent (experience and scientist equivalence) Further specialist training and knowledge/experience equivalent to higher specialist training. Management/Leadership qualification (or working towards). State registration as Clinical Scientist (HCPC/ RCCP higher). NSHCS train the trainer qualification.	E E E E	 D
KNOWLEDGE/SKILLS Ability to lead a team and demonstrate honesty and integrity. Ability to show insight into difficult situations. Ability to provide vision, direction, and leadership to achieve strategic goals and objectives. Capable of independent working, decision-making, trouble shooting and networking. Expert knowledge of Neurophysiology acquired through experience to higher specialist training level. Highly developed leadership and management skills acquired through experience and management training. Advanced communication skills, with an ability to relay complex and highly complex clinical information to a variety of audiences including patients, carers, managers, medical colleagues. Skills to perform and clinically interpret a range of neurophysiological investigations. Knowledge of quality improvement methods and project planning. Knowledge of relevant guidelines applicable to practice.	E E E E E E E	 D
EXPERIENCE Significant post-registration experience in Clinical Neurophysiology. Possesses the managerial authority and capability necessary to perform their duties. Previous experience of service development and redesign.	E E E	
PERSONAL ATTRIBUTES Communicates ideas to generate action and delivery through others. Analytical skills Highly developed interpersonal and influencing skills. Excellent verbal & written expression. Ability to work autonomously. Ability to motivate & direct others. Enthusiasm. Reliability & punctuality. Attention to detail, patience & concentration. Able to prioritise and deal with multiple demands in an organised manner. Ability to deal with difficult or emotional situations in a professional, understanding, and consistent way. Able to make rational decisions where information may be limited or conflicting.	E E E E E E E E E E	

OTHER REQUIRMENTS The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	
Ability to travel to other locations as required, via either via public transport or via access to a vehicle, with a valid UK driving licence and business insurance	E	

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	Y		X		
Laboratory specimens	N				
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	Y		X		
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y			X	
Animals	Y	X			
Cytotoxic drugs	N				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	Y	X			
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				X
Heavy manual handling (>10kg)	Y	X			
Driving	Y		X		
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y		X		
Mental Effort	Y				X
Emotional Effort	Y		X		
Working in isolation	Y		X		
Challenging behaviour	Y		X		