

KSF Outline for Genetic Counsellor Principal Band 8a - Research

KSF DIMENSION, LEVEL AND INDICATOR						
	No.	Dimension	Foundation Gateway (Subset Outline)		Second Gateway (full Outline)	
			Level	Indicators	Levels	Indicators
Core Dimension	1	Communication	4	all	4	all
	2	Personal & People Development	3	all	3	all
	3	Health, Safety & Security	3	all	3	all
	4	Service Improvement	3	a,b,c,d,e,g	3	all
	5	Quality	3	all	3	all
	6	Equality & Diversity	3	a,e	3	all
Specific Dimension	HEALTH AND WELLBEING					
	HWB1	Promotion of health & Wellbeing & prevention of adverse effects to health & wellbeing				
	HWB2	Assessment & care planning to meet people's health & wellbeing needs	4	a,b,c,d,e,f,h	4	all
	HWB3	Protection of health & wellbeing				
	HWB4	Enablement to address health & wellbeing needs				
	HWB5	Provision of care to meet health & wellbeing needs				
	HWB6	Assessment & treatment planning	4	a,b,c,d,f,i	4	all
	HWB7	Interventions & treatment	3		4	all
	HWB8	Biomedical investigation & intervention				
	HWB9	Equipment & devices to meet health & wellbeing needs				
	HWB10	Products to meet health & wellbeing needs				
	ESTATES AND FACILITIES					
	EF1	Systems, vehicles & equipment				
	EF2	Environments & buildings				
	EF3	Transport & logistics				
	INFORMATION AND KNOWLEDGE					
	IK1	Information processing				
	IK2	Information collection & analysis	3*	all	3	All*
	IK3	Knowledge & information resources				
	GENERAL					
	G1	Learning & development				
	G2	Development & innovation	3	All	4	all
	G3	Procurement & commissioning				
	G4	Financial management				
	G5	Services & project management				
	G6	People management				
	G7	Capacity & capability				
G8	Public relations & marketing					

* Check with researcher – as may be at level 4

KSF Profile Genetic Counsellor Principal Band 8a – Research

Job Purpose: Research

To lead a high quality Clinical Genetics service for the population of [Insert location].
To help individuals and families deal with a known or suspected genetic condition.

This is achieved by counselling the individuals and their families to:

- Understand the role of the Clinical Genetics Service
- Understand the information about the genetic condition
- Appreciate the inheritance pattern and risk of recurrence
- Understand the options available
- Make decisions appropriate to their personal and family situation
- Make the best possible adjustment to the disorder or risk

The Genetic Counsellor will manage a clinical caseload of new and follow-up cases, and provide an independent Genetic Counselling service or arrange and participate in [Insert e.g. Joint-Geneticist co counselling appointments with medical and genetic counsellor colleagues].

To act as a significant educational resource both to the wider health care system and trainees in clinical genetics and genetic counselling. To act as Student Supervisor for those undertaking MSc Genetic Counselling Course, and be prepared to supervise placements for non genetic colleagues requiring experience at various levels e.g. non-participant observation, participant observation, etc within Clinical Genetics.

Core Dimensions

See Band 7 Genetic Counsellor KSF profile

Specific Dimensions

HWB2	See Band 7 Genetic Counsellor KSF profile – Whole person
HWB6	See Band 7 Genetic Counsellor KSF profile – Assess risk
HWB7	See Band 7 Genetic Counsellor KSF profile – Action – the counselling process

Specific Dimension IK2 Information collection and analysis

Foundation gateway	Level 3	All indicators
Second gateway	Level 3	All indicators

Level 3 Indicators

- a) Formulates and agrees with others:
- i.) the questions to be answered and issues to be addressed by the data/information
 - ii.) the concepts to be used for data and information collection, management, analysis, interpretation and reporting

- b) Identifies appropriate and valid sources which can provide data and information of sufficient quality and quantity
- c) Identifies, develops and implements a range of valid, reliable, cost-effective and ethical methods for addressing the agreed questions and issues, minimising disruption to the people providing the data/information and complying with relevant legislation, policies and procedures
- d) Defines and implements search strategies for reviewing data and information and summarising the results
- e) Monitors the quality and quantity of the data and information and takes the necessary action to deal with any problems and maintain data quality
- f) Collates and analyses data and information using methods appropriate to:
 - i.) the initial questions/issues to be addressed
 - ii.) the nature of the data and information
- g) Interprets, appraises and synthesises data and information appropriately and identifies:
 - i.) consistency and inconsistency in outcomes
 - ii.) any limitations in the analyses used
 - iii.) and continually holds issues raised open to question
- h) Develops justifiable and realistic conclusions and recommendations to time and presents them using format, layout, images and structure appropriate to:
 - i.) the needs and interests of the intended audience(s)
 - ii.) accepted conventions and protocols
 - iii.) the intended purpose of the presentation

Examples of Application

Data and information might be:

- qualitative
- quantitative

Data and information may be held in systems, which are:

- electronic databases
- paper records

Data and information might relate to:

- primary service users, including information about their assessment, diagnosis, care/treatment, test results
- relatives of primary service users
- control populations
- laboratory information, including results of molecular, cytogenetic and biochemical testing
- service provision
- medical literature

Legislation, policies and procedures:

- confidentiality
- data protection
- records management
- freedom of information
- consent
- public interest
- ethical practice
- AGNC competency framework

Problems with data and information may relate to:

- incomplete data
- insufficient quantity/quality for valid analysis
- limitations of data in addressing the research question

Formats may include:

- reports created from electronic information systems
- written reports or articles
- verbal presentation of findings
- statistical analysis

Images include:

- graphs and charts
- diagrams
- pictures

Specific Dimension G2 Development and innovation

Foundation gateway Level 3 All indicators

Second gateway Level 4 All indicators

Level 3 Indicators

- a) Scans the environment to identify new and emerging developments of potential relevance to their work
- b) Appraises developments and identifies the benefits they could bring and any potential risks
- c) Determines with others those developments that are worthy of testing and how this can best be achieved
- d) Tests and reviews developments in a way which:
 - i.) is ethically and methodologically sound
 - ii.) enables a rigorous evaluation of their feasibility, benefits and risks
 - iii.) involves all relevant parties in the process
 - iv.) comply with legislation, policies and procedures
- e) Evaluates the outcomes of testing and reports them in the correct format to the people who need them

- f) Makes recommendations to appropriate people regarding the implementation of developments

Level 4 Indicators

- a) Scans the environment to identify new and emerging developments of potential relevance to their work and priorities for further development
- b) Designs, develops and tests new and innovative concepts / models / methods / practices / products / equipment in a way which:
- i.) is ethically, technically and methodologically sound for the nature of the innovation
 - ii.) enables a rigorous evaluation of their feasibility, benefits and risks
 - iii.) involves all relevant parties in the process
 - iv.) comply with legislation, policies and procedures
- c) Evaluates the outcomes of testing and modifies innovations to improve their quality
- d) Publicises the innovations in the appropriate places to inform the development of others' knowledge and practice
- e) Evaluates feedback on the innovations and uses it to improve future developments

Examples of Application

Developments may be in the areas of:

- assessment, diagnosis, interventions in genetic conditions
- health and well being
- service effectiveness
- resource use
- systems
- service delivery

Legislation, policies and procedures:

- confidentiality
- data protection
- records management
- freedom of information
- consent
- public interest
- ethical practice
- AGNC competency framework

Testing and reviewing might include:

- trialling new policies/procedures in the workplace
- pilot studies
- writing new guidelines/policies

- risk assessment

Level 4

Examples of Application

Priorities may be influenced by:

- developments in related fields
 - new or emerging technologies
 - quality/efficacy of current practice
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