

## ROLE PROFILE GRADE 1 (Manual)

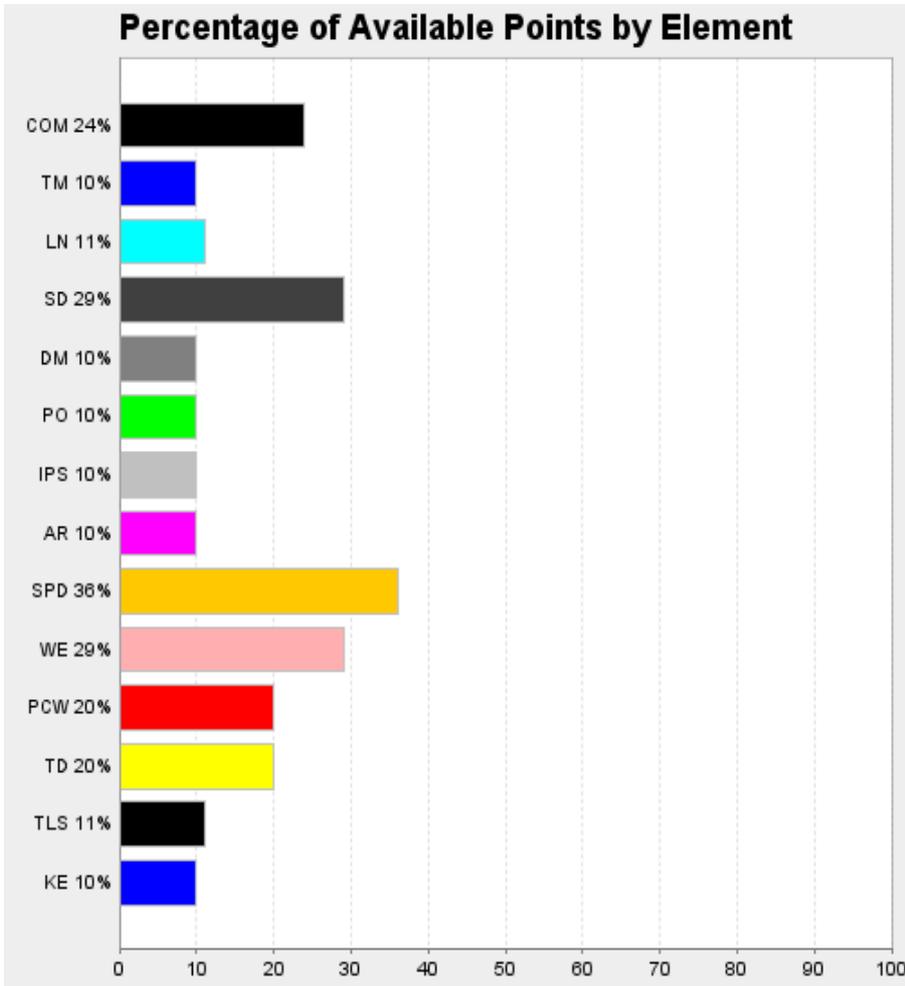
Role Title	Points Range
Grade 1 (Manual)	Up to 170

<b>1. COMMUNICATION</b>
(a) Oral Communication. May frequently receive, understand and convey straightforward information in a clear and accurate manner. Examples might include, replying to simple requests for information, passing on messages and handling routine telephone enquiries.
(b) Written Communication. May frequently or occasionally receive, understand and convey straightforward information in a clear and accurate manner. Examples may include, taking messages, preparing standard letters, confirming appointments and handling straightforward correspondence including emails.
<b>2. TEAM WORK AND MOTIVATION</b>
Generally required to participate in and deliver their contribution to a team, be co-operative when asked but may not be required to take a proactive role in the team.
<b>3. LIAISON AND NETWORKING</b>
This is not a requirement for the role OR May be required to liaise with others outside of their immediate work team to pass information on and keep people informed to ensure that work is done effectively.
<b>4. SERVICE DELIVERY</b>
Generally required to deal with internal or external contacts who ask for a service or require information; create a positive image of the institution by being responsive and prompt in responding to requests and referring the user to the right person if necessary. Contact is usually initiated by the customer and typically involves routine tasks with set standards or procedures. Examples may include responding to requests for information from employees, students, parents or members of the public.
<b>5. DECISION MAKING PROCESSES</b>
Is not generally required to make independent or collaborative decisions on a regular routine basis. There may however be a requirement to provide advice or input that has a minor impact that will help the decision making of others such as giving feedback on the usage of a service or recommending a product to sell/buy.
<b>6. PLANNING AND ORGANISING RESOURCES</b>
Generally required to complete tasks to a given plan, with allocated resources, typically following the instruction of others. Examples might include; working to a set pattern each day, preparing food or working from a set of detailed instructions.
<b>7. INITIATIVE AND PROBLEM SOLVING</b>
Mainly required to solve standard day to day problems as they arise either by choosing between a limited number of options which have clear consequences, by following guidelines or referring to what has been done before. The role holder should be able to recognise when a problem should be referred to others. Problems dealt with will usually be of the type that recur on a regular, routine basis.
<b>8. ANALYSIS AND RESEARCH</b>
May be required to establish the basic facts in situations which require further investigation and inform others if necessary. Examples may include; balancing money in a cash register and reporting any mismatch, carrying out routine maintenance checks and reporting faults, checking stock levels against an inventory.

<b>9. SENSORY AND PHYSICAL DEMANDS</b>
<p>May be required to carry out tasks at a level which would require either learning certain methods or routines or involve moderate physical effort. Examples might include lifting heavy, awkward or highly valuable objects, learning to use a specialist tool or piece of equipment effectively.</p> <p>OR</p> <p>Will generally be required to complete basic tasks which either would require either a minimum of instruction or light, if any, physical effort, involving the use of simple generally available tools or equipment. Examples might include using standard office or laboratory equipment, light gardening or maintenance tools, basic kitchen equipment or occasionally moving goods/light objects/equipment.</p>
<b>10. WORK ENVIRONMENT</b>
<p>Generally be required to work in an environment which is relatively stable and has little impact on the role holder or the way in which work is completed, for example working in an office.</p> <p>Occasionally, there may be a requirement to understand how the work environment could impact on own work or that of others, taking standard action, within health and safety guidelines, to adapt to the environment, for example following safe procedures when using machinery or ensuring that standard protective clothing is available and worn.</p>
<b>11. PASTORAL CARE AND WELFARE</b>
<p>On occasions may be required to show sensitivity to those who may need help or, in extreme cases, are showing signs of obvious distress. May be required to initiate appropriate action by involving relevant people.</p>
<b>12. TEAM DEVELOPMENT</b>
<p>Occasionally will be required to advise or guide new starters working in the same role or unit on standard information or procedures.</p>
<b>13. TEACHING AND LEARNING SUPPORT</b>
<p>This is not a requirement for the role.</p>
<b>14. KNOWLEDGE AND EXPERIENCE</b>
<p>Generally required to be aware of basic principles and practices; have an understanding of the systems and procedures which directly impact on their own work and be supervised or work closely with colleagues s/he can turn to for support. Knowledge of how to carry out the role will typically be gained through practice.</p>

**EXAMPLE OF POSSIBLE SCORING FOR A GRADE 1 (MANUAL) ROLE**

This is only an illustrative example of how a role in Grade 1 may score on each element. Please note that there will be a variance in the percentage of points given for each element for each individual role. The graph below should only be used as an example.



- Com      Communication
- TM      Team Work and Motivation
- LN      Liaison and Networking
- SD      Service Delivery
- DM      Decision Making
- PO      Planning & Organising
- IPS      Initiative and Problem Solving
- AR      Analysis and Research
- SPD      Sensory and Physical Demands
- WE      Work Environment
- PCW      Pastoral Care and Welfare
- TD      Team Development
- TLS      Teaching and Learning Support
- KE      Knowledge and Experience