

Embalmer

Level 5 Apprenticeship Standard (ST0890)

Specification



This guide describes the different types of End-Point Assessment tests, the test rules and who should be involved. Preparing for End-Point Assessment and working with SIAS are also covered.

SIAS is the science industry assessment service. It is part of the Cogent Skills Group. For further information about apprenticeship standards and Trailblazers please contact info@siasuk.com.

Version History

Version	Updates
1.0	This document relates to the Embalmer assessment plan version 1.0.

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Objective

The aim of this End-Point Assessment (EPA) is to ensure that the apprentice is occupationally competent against the knowledge, skills and behaviours outlined in the assessment plan for this standard.

This occupation is found in the death care industry, typically within funeral organisations. Embalmers may be employed by an organisation or self-employed trade.

The broad purpose of the occupation is to preserve, prepare and present a deceased person, minimising risks to public health and assisting the bereaved by contributing to a healthy grieving process.

Prior Learning and Qualifications

There are no prior learning requirements for this standard.

Overview

Embalmers are responsible for verifying the completion of all necessary documentation prior to carrying out an embalming, carrying out embalming and the practical application of expertise and theoretical knowledge of embalming on a case-by-case basis to provide the best possible care to the deceased and experience to their families.

Embalmers often work alone or with the assistance of a mortuary technician in a sterile theatre attached to a funeral home or in a standalone mortuary. Under normal circumstances they work set hours but in exceptional circumstances, for example in the case of a flu epidemic, they may have to work unsociable hours in order to meet the industry demands.

In their daily work, an employee in this occupation interacts with internal and external stakeholders, for example the deceased, families, clients, funeral branches, doctors, crematoria, cemeteries, care homes, nursing homes, hospitals, hospices, coroners, mortuary technicians.

An employee in this occupation will be responsible for respectful and dignified care of the deceased and safe working practises within the area of work.

A full-time embalmer apprentice typically spends 36 months on-programme. The apprentice must spend at least 12 months on-programme and complete the required amount of off-the-job training in line with the apprenticeship funding rules.

The End-Point Assessment should be completed within an End-Point Assessment period lasting typically 3 months. The apprentice must complete their training and meet the gateway requirements before starting their End-Point Assessment. The End-Point Assessment will assess occupational competence. This End-Point Assessment has 2 assessment methods. The grades available for each assessment method are below.

Assessment method 1 - professional discussion underpinned by portfolio:

- fail
- pass
- distinction

Assessment method 2 - observation with questions:

- fail
- pass
- distinction

The result from each assessment method is combined to decide the overall apprenticeship grade. The following grades are available for the apprenticeship:

- fail
- pass
- merit
- distinction

Competence Evaluation

During the apprenticeship, regular evaluation of the competence of the apprentice against the apprenticeship standard will help to ensure that they achieve full occupational competence by the end of their training, and they are ready for EPA. Confirmation from the employer that the apprentice is fully competent is needed before EPA can take place.

As competence evaluation is an in-programme activity, the process that is used for this has not been mandated. It is for the employer supported by their training provider to decide how they wish to do this. To help with this SIAS has produced the SIAS Competence Tracker.

Gateway Requirements

The apprentice should only enter the gateway once the employer is content that the apprentice is working at or above the level of the occupational standard. In making this decision, the employer may take advice from the apprentice's training provider(s), but the decision must ultimately be made solely by the employer.

SIAS determines when all other gateway requirements have been met, and the End-Point Assessment period will only start once SIAS has confirmed this.

In addition to the employer's confirmation that the apprentice is working at or above the level of the occupational standard, the apprentice must have completed the following gateway requirements prior to starting End-Point Assessment:

- Achieved English and mathematics qualifications in line with the apprenticeship funding rules.
- Passed the IEBC Diploma apart from module 5 of the IEBC diploma which will form the End-Point Assessment.
- Submit a portfolio of evidence for the professional discussion underpinned by portfolio.

Assessment Methods

The standard is assessed using two assessments.

1. Professional Discussion underpinned by a portfolio of evidence.
2. Observation with questions.

The assessment methods must be delivered in the following order:

Apprentices must pass the professional discussion supported by a portfolio before taking the autopsy and non-autopsy observation.

The autopsy and non-autopsy observation also informs the result of the professional body qualification. Therefore, the practical element of module 5 must not take place before the End-Point Assessment gateway. The successful apprentice will pass both the End-Point Assessment and the professional qualification at the same time. This allows for an integrated approach.

Professional Discussion underpinned by a portfolio of evidence

This assessment will take the form of a professional discussion which must be appropriately structured to draw out the best of the apprentice's competence and excellence and cover the KSBs assigned to this assessment method. A professional discussion involves a formal two-way conversation between the end-point assessor and apprentice.

Portfolio of Evidence

Apprentices must compile a portfolio of evidence during the on-programme period of the apprenticeship.

It should contain evidence related to the KSBs that will be assessed by this assessment method. The portfolio of evidence will typically contain 15 discrete pieces of evidence. Evidence should be mapped against the KSBs. Evidence may be used to demonstrate more than one KSB; a qualitative as opposed to quantitative approach is suggested.

Evidence sources may include:

- workplace documentation and records, for example: dynamic case risk assessments, post embalming completion reports
- workplace policies and procedures
- witness statements
- annotated photographs
- a sample of completed on programme written tests for information only
- coursework and homework

This is not a definitive list; other evidence sources can be included.

The portfolio of evidence should not include reflective accounts or any methods of self-assessment. Any employer contributions should focus on direct observation of performance (for example, witness statements) rather than opinions. The evidence provided should be valid and attributable to the apprentice; the portfolio of evidence should contain a statement from the employer and apprentice confirming this.

The portfolio is not directly assessed. It underpins the professional discussion and therefore should not be marked by SIAS. SIAS will review the portfolio in preparation for the professional discussion but are not required to provide feedback after this review of the portfolio.

Gateway evidence must be submitted to the SIAS. The EPA period starts when SIAS confirms all gateway requirements have been met.

Professional Discussion

The professional discussion will be structured to give the apprentice the opportunity to demonstrate the KSBs mapped to this assessment method to the highest available grade.

The End-Point Assessor will conduct and assess the professional discussion underpinned by a portfolio of evidence.

The underpinning portfolio will have been submitted to SIAS at gateway and must evidence all the KSBs mapped to this assessment method. The End-Point Assessor can use the contents of the portfolio to identify discussion topics for the professional discussion.

SIAS will give an apprentice 2 weeks' notice of the professional discussion.

The End-Point Assessor will have at least 2 weeks to review the portfolio of evidence.

The professional discussion must last for 60 minutes. The End-Point Assessor can increase the time of the professional discussion by up to 10%. This time is to allow the apprentice to respond to a question if necessary. Further time may be granted for apprentices with appropriate needs, in-line with SIAS's Reasonable Adjustments policy.

For the professional discussion, the End-Point Assessor must ask a minimum of 8 questions. Questions will be open and competence based. Follow-up questions are allowed to seek clarification and to make a judgement against the grading descriptors.

The purpose of the questions will be to assess the apprentice's competence against the following themes:

- Embalming history, standards, legislations and regulations.
- Managing embalming supplies.
- Managing the embalming workplace.
- CPD, coaching, mentoring and communication.

Apprentices must have access to their portfolio of evidence during the professional discussion. Apprentices can refer to and illustrate their answers with evidence from their portfolio of evidence, however the portfolio of evidence is not directly assessed.

Apprentices are expected to understand and use relevant occupational language that would be typical of a competent person in this occupation. The End-Point Assessor will keep accurate records of the assessment. The records will include the KSBs met, the grade achieved and answers to questions.

The end-point assessor will make all grading decisions.

Professional Discussion Grading Descriptors

KSB Theme	Pass	Distinction
<p>Embalming: history, standards, legislation and regulations</p> <p>K1 K2 K6 K13 K25 S5 S9 S16 S20</p>	<p>P1 Describes the history of and reasons for modern embalming, the psychological implications of death and the role of the embalmer. (K13)</p> <p>P2 Outlines the implications of variations in size and weight of the deceased on the embalming process. (K6)</p> <p>P3 Evaluates the systems and technology that supports embalming case recording. (K25)</p> <p>P4 Explains embalming standards, regulations, legislation and how they inform the organisational policies, protocols and procedures of the embalming activities they perform, including monitoring the safety and hygienic condition of the embalming theatre and equipment. (K1, K2, S5)</p> <p>P5 Describes how they carry out audit planning and reporting in accordance with their scope of practice, ensuring all legal and organisational paperwork is completed, reporting any risks and discrepancies where appropriate. (S9, S16)</p> <p>P6 Explains how they use technology safely and securely when using, recording and storing Embalming case data and information related to the deceased and clients in line with GDPR requirements, and Standard operating procedures SOP. (S20)</p>	<p>D1 Evaluates the importance of audit planning and reporting to Embalming activities. (S9)</p>

KSB Theme	Pass	Distinction
<p>Managing Embalming supplies</p> <p>K3 K4 S8 S14</p>	<p>P7 Explains how they manage, order and monitor stock levels undertake rotation and control, using preferred suppliers where appropriate and in line with organisational requirements. (K3, K4, S8)</p> <p>P8 Outlines how they adapt their workload based on an initial assessment of the deceased, business and client requirements, timescales and in collaboration with the wider team. (S14)</p>	<p>D2 Justifies adaptations made to their workload based on their initial assessment of the deceased, business and client requirements, timescales and in collaboration with the wider team. (S14)</p>
<p>Managing the Embalming workplace</p> <p>K5 K7 K17 K26 S6 S17</p>	<p>P9 Describes the design of an embalming theatre including temperature control and ventilation, the equipment, instruments and consumables available and how to use them safely during the embalming process. (K17)</p> <p>P10 Outlines the organisational requirements for the completion of risk assessments in the embalming workplace. (K26)</p> <p>P11 Articulates how they manage and monitor repairs, equipment replacement and cleaning schedules in line with local SOP, reporting and escalating risks where appropriate. (S6, S17)</p> <p>P12 Explains how they deal with incidents and accidents in the embalming theatre in accordance with their own scope of practice. (K5, K7)</p>	<p>D3 Critically evaluates the design of the embalming theatre, equipment, and other workplace factors to provide justifications for required risk assessment information for embalming processes, supported with their own detailed example. (K17, K26)</p>

KSB Theme	Pass	Distinction
CPD, coaching, mentoring and communication K10 K11 K12 S15 S19	<p>P13 Explains how they adapt and choose an appropriate communication style and method to suit a specific situation. (K10, S15)</p> <p>P14 Outlines the coaching and mentoring techniques they use in the workplace, how they role model best practice and actively seek out areas for continuous professional and personal development. (K12, S19)</p> <p>P15 Describes how they seek out and research areas for continuous professional and personal development including the importance of keeping up to date with embalming knowledge, techniques and equipment. (K11)</p>	D4 Justifies the selected communication method and style when communicating with different stakeholders. (K10, S15)

Professional Discussion Knowledge, Skills and Behaviours

Ref	Statement
Knowledge	
K1	Industry standards, regulations and legislation, where to access information and how to implement in your work
K2	Organisational policies, protocols and procedures for embalmers and the embalming cases they perform.
K3	The procedures for ordering supplies and use of preferred suppliers
K4	Required stock levels for embalming consumables and sundries in line with scope of practice including management of stock levels
K5	Dealing with incidents and accidents in the embalming theatre
K6	Implications of variations in size and weight of the deceased on the embalming process
K7	How to act within own scope of practice and who to escalate any issues to
K10	The importance of choosing the appropriate methods and tools for communicating with all stakeholders, clients or colleagues adapting style and technique to suit the specific situation
K11	The importance of keeping up-to-date with embalming knowledge, techniques and equipment and how to research this information
K12	Coaching and mentoring techniques
K13	History of embalming, the reasons for modern embalming, the psychological implications of death and the role of the embalmer.

K17	How an embalming theatre is designed including temperature control and ventilation, equipment, instruments and consumables and how to use them safely during the embalming process
K25	Systems and technology that supports embalming case recording
K26	Key requirements, information and correct process for how and when to complete a risk assessment in the embalming workplace
Skills	
S5	Apply local standard operating procedures to embalming activities including monitoring and maintaining the safety and hygienic condition of the embalming theatre and equipment
S6	Manage and monitor the repair and replacement of damaged equipment in the embalming theatre
S8	Manage, order and monitor stock rotation and control in line with organisational requirements
S9	Carry out audit planning and reporting in accordance with scope of practice
S14	Adapt workload based on initial assessment of the deceased, business and client requirements, timescales and in collaboration with the wider team
S15	Adapt methods and styles of communication to suit the needs of individuals
S16	Ensure all legal and organisational paperwork is completed, reporting any risks and discrepancies where appropriate
S17	Manage, monitor and carry out cleaning schedule in line with local standard operating procedures, reporting risks and issues, escalating where appropriate
S19	Role model best practice and actively seek out areas for continuous professional and personal development
S20	Use technology safely and securely when using, recording and storing embalming case data and information related to the deceased and clients in line with the General Data Protection Regulation requirements, and standard operating procedures

Observation with questions

An observation with questions involves an end-point assessor observing and questioning an apprentice undertaking work as part of their normal duties, in the workplace. This allows for a demonstration of the KSBs through naturally occurring evidence. Simulation is not allowed.

The observation must be of an apprentice completing their usual work. It would be difficult to replicate the working environment in a way that is congruent and authentic without the independent assessor having the opportunity to observe the apprentice in their real work environment.

The observation with questions must be structured to give the apprentice the opportunity to demonstrate the KSBs mapped to this assessment method to the highest available grade.

The observation must take 6 hours. The end-point assessor can increase the time of the observation with questions by up to 10%. This time is to allow the apprentice to complete a task or respond to a question if necessary.

The observation with questions may take place in parts but must be completed within 2 working days. A working day is typically 7.5 hours. The reason for this split is due to the nature of the work involved in Embalming and the complexities that can occur during the process, consideration needs to be given to each individual set of deceased circumstances.

On average the Embalming of a deceased takes 3 hours, however this is impacted by factors such as illness, weight, age, health condition, height and trauma associated with cause of death. Apprentices should be allowed to complete the embalming should it exceed the time allocated based on these factors. To ensure the apprentice is able to perform to the highest standard and achieve the highest grade a break between autopsy and non-autopsy cases is required.

The end-point assessor should observe the following during the observation:

- Pre embalming activities.
- The embalming process.
- Post embalming activities.

The assessment may be stopped by the end-point assessor if there is a breach, because the apprentice's actions are proving detrimental to the deceased which would result in irreparable damage or disfigurement. In addition to this, the end-point assessor can terminate an assessment if upon arrival the venue does not meet the required Health and Safety standards.

These activities provide the apprentice with the opportunity to demonstrate the KSBs mapped to this assessment method.

In order for an apprentice to fully demonstrate competence against every knowledge, skill and behaviour and given the fact that each deceased has its own individual set of circumstances surrounding death and complexities, questioning is required to enable the end-point assessor to assess what they are unable to observe on the day.

The end-point assessor must ask at least 4 questions. Questioning can occur both during and after the observation. The time for questioning is included in the overall assessment time.

The end-point assessor will make the grading decision. The end-point assessor will assess the observation and responses to questions holistically when deciding the grade.

Observation with Questioning Grading Descriptors

Theme	Pass Criteria	Distinction Criteria
<p>Pre-Embalming Activities</p> <p>K8 K15 K16 K20 K21 K23 S1 S3 S7 S11 S12 S21 B1</p>	<p>P1 Demonstrates the completion of a risk assessment on equipment and the embalming room as per local SOP, and ensures the embalming theatre is safe and ready to use. (S7, S12)</p> <p>P2 Applies the correct terminology for the constituents and properties of embalming fluids when following organisational guidelines for safe use, dilution, storage, contact time, PPE and mixing of chemicals and disinfectants in embalming. (K15, K16, S21)</p> <p>P3 Follows specific needs of client, the deceased person or their next of kin instructions, in respect of religious and cultural requirements, gender, cause of death, infection risk, funeral date and any further information that may impact the embalming process respecting the diverse needs of individuals in line with organisational policies. (K8, S11, B1)</p> <p>P4 Carry out pre embalming operational techniques for autopsy or non-autopsy cases in relation to the contextual requirements of the deceased person. (K21, S1)</p> <p>P5 Carry out pre embalming of special conditions operational</p>	<p>D1 Regularly checks equipment and embalming room environment to minimise risk and ensure compliance with SOPs'. (S12)</p> <p>D2 Checks PPE and replaces if damaged or defective. (K15)</p>

Theme	Pass Criteria	Distinction Criteria
	<p>techniques and procedures for autopsy or non-autopsy cases in relation to the contextual requirements of the deceased person. (K23, S3)</p> <p>P6 Takes into account natural changes and stages that occur after death and how they impact on embalming. (K20)</p>	
<p>The art and Science of Embalming</p> <p>K14 K18 K19 K22 S2 S10 B2 B3 B4</p>	<p>P7 Carry out embalming operational techniques and procedures in relation to the contextual requirements of the deceased person. (K22, S2, B2)</p> <p>P8 Takes account of body systems, anatomy and physiology when carrying out embalming. (K18, K19, B3, B4)</p> <p>P9 Applies the principles of cytology, histology, micro-biology and pathology to the embalming process. (K14)</p> <p>P10 Demonstrates the correct identification of the deceased person, recording any personal effect in accordance with local SOP, including reporting any anomalies as required. (S10)</p>	<p>D3 Demonstrates the contextual requirements of the deceased person in relation to anatomy, physiology, bodily systems, cytology, histology, microbiology, pathology and critically evaluates their selected embalming operational techniques and procedures. (K14, K18, K19, K22, S2, B4)</p>
<p>Post Embalming Activities</p> <p>K9 K24 S4 S13 S18</p>	<p>P11 Demonstrates the safe removal and disposal or return of soiled items from the deceased in accordance with legislation and local SOP. (S13)</p> <p>P12 Applies post embalming operational techniques when carrying out post embalming procedures in relation to the contextual requirements of the deceased person. (K24, S4)</p>	<p>D4 Applies their selected post embalming operational techniques and procedures and explains how they result in an optimum final presentation of the deceased person, in relation to the contextual requirements. (K24, S4)</p>

Theme	Pass Criteria	Distinction Criteria
	P13 Demonstrates management, monitoring and carrying out of cleaning, sterilisation and disinfection including general and hazardous waste, escalating where appropriate. (K9, S18)	

Fail – An apprentice will fail where they do not demonstrate all the pass descriptors.

Observation with Questioning Knowledge, Skills and Behaviours

Ref	Statement
Knowledge	
K8	Specific needs of clients, the deceased person or next of kin e.g. religious, cultural, age, gender requirements and the restrictions these may impose on the embalming process.
K9	Products, methods and equipment for effective post-embalming cleaning, sterilisation and disinfection including the management of general and hazardous waste.
K14	How cytology, histology, microbiology and pathology apply to the embalming process.
K15	Requirements for the safe use, dilution, storage, contact time, protective personal equipment and mixing of chemicals and disinfectants in embalming.
K16	Constituents and properties of embalming fluids and chemical terminology in embalming.
K18	Anatomy and physiology relevant to the embalming process.
K19	Systems in the body that impact the embalming process.
K20	Natural changes and stages that occur after death and how they impact on embalming.
K21	Pre-embalming operational techniques and procedures for adult and child autopsy and non-autopsy cases.
K22	Embalming operational techniques and procedures for autopsy or non-autopsy cases, in relation to the contextual requirements of the deceased person e.g. adult or child.
K23	Pre embalming of special conditions, for autopsy or non-autopsy cases in relation to the contextual requirements of the deceased person e.g. adult or child.
K24	Post embalming operational techniques and procedures for autopsy or non-autopsy cases, in relation to the contextual requirements of the deceased person e.g. adult or child.
Skills	
S1	Carry out pre embalming operational techniques for autopsy or non-autopsy cases in relation to the contextual requirements of the deceased person e.g. adult or child.
S2	Carry out embalming operational techniques and procedures for autopsy or non-autopsy cases, in relation to the contextual requirements of the deceased person e.g. adult or child.

S3	Carry out pre embalming of special conditions operational techniques and procedures for autopsy or non-autopsy cases in relation to the contextual requirements of the deceased person e.g. adult or child.
S4	Carry out post embalming operational techniques and procedures for autopsy or non-autopsy cases, in relation to the contextual requirements of the deceased person e.g. adult or child.
S7	Ensure the embalming theatre is safe and ready to use.
S10	Ensure that the correct identification of the deceased and recording of personal effects has been carried out in accordance with local standard operating procedures and report any anomalies.
S11	Undertake the deceased person or their next of kin instructions, following conditions pertaining to religious and cultural requirements, cause of death, infection risk, funeral date and any further information that may impact the embalming process.
S12	Complete risk assessments on equipment and embalming room environment as per local standard operating procedures.
S13	Remove from the deceased, safely dispose of or return soiled items according to legislation and local standard operating procedures.
S18	Manage the standard of care within the embalming theatre challenging inappropriate behaviour and practice, identifying training needs and reporting where appropriate.
S21	Safe use, mixing and handling of chemicals and disinfectants when completing embalming processes.
Behaviours	
B1	Professional, respectful and considerate of the diverse needs of individuals.
B2	Treat colleagues, clients and the deceased with dignity, empathy and sensitivity at all times.
B3	Be adaptable, resilient, flexible and able to multi-task.
B4	Adopt critical thinking to judge situations and solve problems as they arise.

Final Grade

All assessment methods are weighted equally in their contribution to the overall End-Point Assessment grade.

Performance in the End-Point Assessment will determine the apprenticeship grade of fail, pass, merit or distinction.

End-Point Assessors must individually grade the observation with questions and professional discussion supported by a portfolio of evidence assessment methods.

SIAS will combine the individual assessment method grades to determine the overall End-Point Assessment grade.

Apprentices who fail one or more assessment method will be awarded an overall End-Point Assessment fail.

To gain an overall End-Point Assessment pass, apprentices must achieve a pass in all the assessment methods.

To achieve an overall End-Point Assessment distinction, apprentices must achieve a distinction in both assessment methods.

Grades from individual assessment methods will be combined in the following way to determine the grade of the End-Point Assessment as a whole:

Professional Discussion underpinned by portfolio of evidence	Observation with questions	Overall Grading
Fail	Fail	Fail
Fail	Pass	Fail
Pass	Fail	Fail
Pass	Pass	Pass
Pass	Distinction	Merit
Distinction	Pass	Merit
Distinction	Distinction	Distinction

Moderation

Assessment organisations will undertake moderation of end-point assessor decisions through observations and examination of documentation on a risk sampling basis. Results cannot be confirmed until moderation has been completed.

Re-takes and re-sits

Apprentices who fail one or more assessment method(s) can take a re-sit or a re-take at their employer’s discretion. The apprentice’s employer will need to agree that a re-sit or re-take is appropriate.

A re-sit does not need further learning, whereas a re-take does.

Apprentices should have a supportive action plan to prepare for a re-sit or a re-take.

The employer and SIAS should agree the timescale for a re-sit or re-take. A re-sit is typically taken within 1 month of the EPA outcome notification. The timescale for a re-take is dependent on how much re-training is required and is typically taken within 3 months of the EPA outcome notification.

All failed assessment methods must be re-sat or re-taken within a 6-month period from the EPA outcome notification, otherwise the entire EPA will need to be re-sat or re-taken in full.

Re-sits and re-takes are not offered to an apprentice wishing to move from pass to a higher grade.

The apprentice will get a maximum EPA grade of a pass they need to re-sit or re-take one or more assessment methods, unless SIAS determines there are exceptional circumstances.

Certification

The outcomes from the End-Point Assessment will be reviewed and a grade conferred by SIAS in accordance with SIAS QA procedures, which are available from SIAS. SIAS will notify the employer of the outcome of each of the assessments.

SIAS will apply for the apprentice's certificate, which will be sent by ESFA. The certificate confirms that the apprentice has passed the End-Point Assessment, has demonstrated full competency across the standard and is job-ready.

Assessment Specification

The assessment specification can be found in the published assessment plan for the standard. Details of which elements of the apprenticeship standard will be tested by each test are given in the Mapping Knowledge, Skills, and Behaviours section of this guide.

Mapping of Knowledge, Skills, and Behaviours

Key:	
Professional discussion underpinned by portfolio	PD
Observation with questions	Obs

Ref	KSB to be assessed	Assessment Method
Knowledge		
K1	Industry standards, regulations and legislation, where to access information and how to implement in your work.	PD
K2	Organisational policies, protocols and procedures for embalmers and the embalming cases they perform.	PD
K3	The procedures for ordering supplies and use of preferred suppliers.	PD
K4	Required stock levels for embalming consumables and sundries in line with scope of practice including management of stock levels.	PD
K5	Dealing with incidents and accidents in the embalming theatre.	PD
K6	Implications of variations in size and weight of the deceased on the embalming process.	PD
K7	How to act within own scope of practice and who to escalate any issues to.	PD
K8	Specific needs of clients, the deceased person or next of kin e.g. religious, cultural, age, gender requirements and the restrictions these may impose on the embalming process.	Obs
K9	Products, methods and equipment for effective post-embalming cleaning, sterilisation and disinfection including the management of general and hazardous waste.	Obs
K10	The importance of choosing the appropriate methods and tools for communicating with all stakeholders, clients or colleagues adapting style and technique to suit the specific situation.	PD
K11	The importance of keeping up-to-date with embalming knowledge, techniques and equipment and how to research this information.	PD
K12	Coaching and mentoring techniques.	PD
K13	History of embalming, the reasons for modern embalming, the psychological implications of death and the role of the embalmer.	PD
K14	How cytology, histology, microbiology and pathology apply to the embalming process.	Obs
K15	Requirements for the safe use, dilution, storage, contact time, protective personal equipment and mixing of chemicals and disinfectants in embalming.	Obs

Ref	KSB to be assessed	Assessment Method
K16	Constituents and properties of embalming fluids and chemical terminology in embalming.	Obs
K17	How an embalming theatre is designed including temperature control and ventilation, equipment, instruments and consumables and how to use them safely during the embalming process.	PD
K18	Anatomy and physiology relevant to the embalming process.	Obs
K19	Systems in the body that impact the embalming process.	Obs
K20	Natural changes and stages that occur after death and how they impact on embalming.	Obs
K21	Pre-embalming operational techniques and procedures for adult and child autopsy and non-autopsy cases.	Obs
K22	Embalming operational techniques and procedures for autopsy or non-autopsy cases, in relation to the contextual requirements of the deceased person e.g. adult or child.	Obs
K23	Pre embalming of special conditions, for autopsy or non-autopsy cases in relation to the contextual requirements of the deceased person e.g. adult or child.	Obs
K24	Post embalming operational techniques and procedures for autopsy or non-autopsy cases, in relation to the contextual requirements of the deceased person e.g. adult or child.	Obs
K25	Systems and technology that supports embalming case recording.	PD
K26	Key requirements, information and correct process for how and when to complete a risk assessment in the embalming workplace.	PD
Skills		
S1	Carry out pre embalming operational techniques for autopsy or non-autopsy cases in relation to the contextual requirements of the deceased person e.g. adult or child.	Obs
S2	Carry out embalming operational techniques and procedures for autopsy or non-autopsy cases, in relation to the contextual requirements of the deceased person e.g. adult or child.	Obs
S3	Carry out pre embalming of special conditions operational techniques and procedures for autopsy or non-autopsy cases in relation to the contextual requirements of the deceased person e.g. adult or child.	Obs
S4	Carry out post embalming operational techniques and procedures for autopsy or non-autopsy cases, in relation to the contextual requirements of the deceased person e.g. adult or child.	Obs

Ref	KSB to be assessed	Assessment Method
S5	Apply local standard operating procedures to embalming activities including monitoring and maintaining the safety and hygienic condition of the embalming theatre and equipment.	PD
S6	Manage and monitor the repair and replacement of damaged equipment in the embalming theatre.	PD
S7	Ensure the embalming theatre is safe and ready to use.	Obs
S8	Manage, order and monitor stock rotation and control in line with organisational requirements.	PD
S9	Carry out audit planning and reporting in accordance with scope of practice.	PD
S10	Ensure that the correct identification of the deceased and recording of personal effects has been carried out in accordance with local standard operating procedures and report any anomalies.	Obs
S11	Undertake the deceased person or their next of kin instructions, following conditions pertaining to religious and cultural requirements, cause of death, infection risk, funeral date and any further information that may impact the embalming process.	Obs
S12	Complete risk assessments on equipment and embalming room environment as per local standard operating procedures.	Obs
S13	Remove from the deceased, safely dispose of or return soiled items according to legislation and local standard operating procedures.	Obs
S14	Adapt workload based on initial assessment of the deceased, business and client requirements, timescales and in collaboration with the wider team.	PD
S15	Adapt methods and styles of communication to suit the needs of individuals.	PD
S16	Ensure all legal and organisational paperwork is completed, reporting any risks and discrepancies where appropriate.	PD
S17	Manage, monitor and carry out cleaning schedule in line with local standard operating procedures, reporting risks and issues, escalating where appropriate.	PD
S18	Manage the standard of care within the embalming theatre challenging inappropriate behaviour and practice, identifying training needs and reporting where appropriate.	Obs
S19	Role model best practice and actively seek out areas for continuous professional and personal development.	PD
S20	Use technology safely and securely when using, recording and storing embalming case data and information related to the deceased and	PD

Ref	KSB to be assessed	Assessment Method
	clients in line with the General Data Protection Regulation requirements, and standard operating procedures.	
S21	Safe use, mixing and handling of chemicals and disinfectants when completing embalming processes.	Obs
Behaviours		
B1	Professional, respectful and considerate of the diverse needs of individuals.	Obs
B2	Treat colleagues, clients and the deceased with dignity, empathy and sensitivity at all times.	Obs
B3	Be adaptable, resilient, flexible and able to multi-task.	Obs
B4	Adopt critical thinking to judge situations and solve problems as they arise.	Obs

Further Information

For information about SIAS policies, quality assurance, re-sits, appeals, complaints and general enquiries please see our website: www.siasuk.com

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