

Profile Label: 7a – Final Draft Version

Job Statement:

1. Assesses patients/clients, plans, implements care in a variety of settings, provides highly specialist advice;
2. Deliver specialist nursing care to a defined caseload/within a defined area of nursing
- 3 Provides advice and support to nurses/multi-disciplinary team
4. Provides specialist education and training to other staff, students and/or patients/clients
5. Leads clinical audits in own specialist area

Factor	Relevant Job Information	JE Level	Score
<p>1. Communication & Relationship Skills</p>	<p>4a Providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding;</p> <p>5a Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding</p> <p>5c providing and receiving complex, sensitive or contentious information, where there are significant barriers to acceptance which need to be overcome using developed interpersonal and communication skills such as would be required when communicating in a hostile, antagonistic or highly emotive atmosphere</p>	<p>4a-5ab</p>	<p>32-45</p>

	<p>4a Communicates sensitive/ confidential information concerning patients/clients requiring empathy, persuasion and reassurance/ Some patients may have 'additional' needs</p> <p>5a Communicates highly sensitive, confidential information e.g. safeguarding/public protection suspected patient abuse or sexually transmitted diseases /clients requiring empathy, persuasion and reassurance; e.g.life limiting/changing information</p> <p>5c Communicates complex, sensitive or contentious information concerning patients/clients patients/clients may be challenging behaviours e.g. unpredictable behaviours due to client group</p>		
2. Knowledge, Training & Experience	<p>Highly developed specialist knowledge, underpinned by theory and experience</p> <p>Professional/clinical knowledge acquired through degree, supplemented by specialist training, experience, short courses, CPD to Masters level or equivalent</p>	7	196
3. Analytical & Judgemental Skills	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>.</p> <p>Skills for assessing and interpreting complex needs of patients/clients e.g. clinical assessment of multiple pathology and complex health and social needs/ conditions, interpretation of investigation/test outcomes; ordering diagnostic tests. Selecting appropriate referral pathway</p>	4	42
4.Planning & Organisational Skills	<p>Plan and organise complex activities or programmes, requiring formulation, adjustment</p>	3	27

	Plans specialised nursing service provision and/or specialised health and education programmes; coordinates multi-disciplinary groups in specialist area e.g include planning and running of nurse led clinics		
5. Physical Skills	<p>3a The post requires developed physical skills to fulfil duties where there is a specific requirement for speed or accuracy. This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margins for error, or</p> <p>b) the post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials.</p> <p>3a Restraint of patients/clients using approved techniques;</p> <p>3b Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures, piclines and peg feeds.</p>	3ab	27
6. Responsibility for Patient/Client	<p>6a Develops specialist programmes of care</p> <p>6c Provides highly specialised advice concerning care</p> <p>6a Assesses care plans, develops, implements and evaluates specialised programmes of care/ care packages;</p> <p>6c Provide specialist advice concerning the care or</p>	6ac	39

	treatment of identified groups or categories of patients/clients, to nurses and multi-disciplinary team clinicians and colleagues.		
7. Responsibility for Policy/Service Development	<p>Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity</p> <p>Significant contributor to development/leads implement of the development of protocols for specialist area, impact on other disciplines within multi-disciplinary team.</p>	3	21
8. Responsibility for Financial & Physical Resources	<p>1 Observes personal duty of care in relation to equipment and resources used in course of work.</p> <p>2(a) Regularly handles or processes cash, cheques, patients' valuables, or (b) responsible for the safe use of equipment other than equipment which they personally use, or (c) responsible for maintaining stock control and/or security of stock, or (d) Authorised signatory for small cash/financial payments, or</p> <p>1 Responsible for equipment used</p> <p>2a Handles patient valuables; 2b Dismantling and assembling equipment for use by other staff or patients/clients 2c orders supplies, stock or equipment e.g. to maintain sufficient resources for own work /ward area or team 2d Authorised to sign off ' e.g., expenses, agency/bank timesheets,</p>	1-2abcd	5-12
9. Responsibility	<p>2 (a) Responsible for day-to-day supervision or co-ordination of staff within a section/function of a</p>	2abc-3ac	12-21

for Human Resources	<p>department/service, or (b) regularly responsible for professional/clinical supervision of a small number of qualified staff or students, or (c) regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments</p> <p>3a Responsible for day to day management of a group of staff 3c Responsible for the delivery of specialist training</p> <p>2a Supervises work of others in the team or MDT; 2b regular clinical supervision of staff, students; 2c regularly provides training to nursing or other disciplines where the topic or subjects connected with their own work</p> <p>3a Lead and manage a specialist team of nurses 3c Provide specialist education to training to own and other professions</p>		
10. Responsibility for information Resources	<p>Record personally generated information</p> <p>Maintains work-related records relating to personally generated clinical observations, test results, own court or case reports, research data.</p>	1	4
11. Responsibility for Research & Development	<p>2a Regularly undertake R & D activity as a requirement of the job</p> <p>Undertakes R&D activity; clinical trials; equipment testing . Regular undertaking of multi stranded audit/relevant research e.g. measurement of service effectiveness/patient satisfaction to support e improvement in service/clinical outcomes</p>	2a	12
12. Freedom to Act	<p>4 Expected results are defined but the post holder decides how they are best achieved and is guided</p>	4	32

	<p>by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points.</p> <p>There is significant discretion to work within professional guidelines and/or a set of defined parameters e.g. lead practitioner or specialist for section/department or clinical field, Or has responsibility for a defined caseload or locality in the community.</p>		
13. Physical Effort	<p>2a There is a frequent requirement for sitting or standing in a restricted position for a substantial proportion of working time</p> <p>2b there is a frequent requirement for light physical effort for several short periods during a shift.</p> <p>2c there is an occasional requirement to exert light physical effort for several long periods during a shift.</p> <p>2d there is an occasional requirement to exert moderate physical effort for several long periods during a shift.</p> <p>3(a) There is a frequent requirement to exert light physical effort for several long periods during a shift</p> <p>3 (b) there is an occasional requirement to exert moderate physical effort for several long periods during the shift</p> <p>3 (c) there is a frequent requirement to exert moderate physical effort for several short periods during a shift</p> <p>Walks and stands most of shift; kneels and crouches to e.g. dress wounds</p> <p>Manoeuvres patients with mechanical aids , lifts substantial equipment</p>	2abcd-3ac	7-12
14. Mental Effort	<p>2a There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for</p>	2ab-3a	7-12

	<p>attention, or</p> <p>2(b) there is an occasional requirement for concentration where the work pattern is unpredictable.</p> <p>3: (a) There is a frequent requirement for concentration where the work pattern is unpredictable,</p> <p>2a Concentrations in providing clinical care, e.g. immunisation, calculating drug doses for infusion, carrying out tests/ 2b Occasional interruptions to deal with e.g. bleep 3a Frequent Interruptions e.g. to deal with unpredictable client behaviour</p>		
15. Emotional Effort	<p>2 (a) Occasional exposure to distressing or emotional circumstances,</p> <p>3 (a) Frequent exposure to distressing or emotional circumstances</p> <p>3 (b) Occasional exposure to highly distressing or emotional circumstances</p> <p>2a Occasionally/ 3a Frequently gives and explains unwelcome news to patients/relatives,</p> <p>3b Involvement and/or care of terminally ill/ directly deals with safeguarding issues, e.g. child abuse / patients who exhibit challenging behaviour</p>	2a-3ab	11-18
16. Working Conditions	<p>3 (a) Frequent exposure to unpleasant working conditions</p> <p>3(b) occasional exposure to highly unpleasant working conditions</p> <p>4(b) frequent exposure to highly unpleasant</p>	3ab-4b	12-18

	<p>working conditions</p> <p>3a being in the vicinity of, unpleasant odours, dust, noise/ 3b Occasional direct contact Body fluids, deals with verbal aggression form patients/clients/service users, families or carers 4b Frequent direct contact with e.g. uncontained body fluids fleas lice noxious fumes</p>		
JE Score/Band	Band 7 = 466 - 539		486 - 538

Profiles used: Nursing Services: Nurse Advanced Community Services: Nurse Advanced (Schools)