

Profile Label: 7b Final draft

Job Statement:

1. Provide leadership and management for nursing specialist and associated staff.
2. Assess patients/clients; plans, implements care; provides specialist advice; maintains associated records.
3. May liaise with other agencies in planning programmes of care and/or health and education programmes.
4. Authorised signatory; purchase assets/supplies; or may be responsible for delegated budget for Team.

Factor	Relevant Job Information	JE Level	Factor Score
<p>1. Communication & Relationship Skills</p>	<p>4a Providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathetic 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>5a Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiation, training, empathetic, or reassurance skills are required. This may be because agreement or co-operation is required or 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 Communicate sensitive/highly sensitive, confidential information concerning patients/clients requiring empathy, persuasion and reassurance.</p> <p>5a Communicate highly sensitive, confidential information e.g, safeguarding/public protection suspected patient abuse or sexually transmitted diseases /clients requiring empathy, persuasion and reassurance; eg.life limiting and or life changing information</p> <p>5c Communicate complex, sensitive or contentious information to patients/clients that may be challenging/unpredictable in their behaviours due to client group.</p>	<p>4a-5ac</p>	<p>32-45</p>
<p>2. Knowledge, Training & Experience</p>	<p>Specialist knowledge across range of procedures underpinned by theory.</p> <p>Professional knowledge acquired through degree supplemented by post registration/graduate specialist training, experience and/or short courses or equivalent</p>	<p>6</p>	<p>156</p>

3. Analytical & Judgemental Skills	<p>4 Judgements involving complex facts or situations, which require the analysis, interpretation, and comparison of a range of options.</p> <p>4 Skills for assessing and interpreting complex needs of patients/clients e.g. clinical assessment of multi-pathology and complex health and social needs/ conditions, decisions on whether to order and/or making an interpretation of investigation/test outcomes/ selecting appropriate pathway.</p>	4	42
4.Planning & Organisational Skills	<p>3 Planning and organisation of a number of complex activities or programmes, which require the formulation and adjustment of plans.</p> <p>Plans specialised nursing service provision and/or specialised health and education programmes; co-ordinates multi-disciplinary groups in specialist area e.g. include planning and running of nurse led clinics.</p> <p>Plans delivery of specialist nursing care, allocation and deployment of staff, co-ordinates multi-agency activities.</p>	3	27
5. Physical Skills	<p>3a The post requires developed physical skills, 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 margin for error.</p> <p>3b The post requires 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; dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures, PICC lines,peg tubes.</p> <p>3b Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures.</p>	3ab	27
6. Responsibility for Patient/Client	<p>6a Develops specialised programmes of care/care packages.</p> <p>6c Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients.</p> <p>6d Accountable for the direct delivery of a service within a sub-division of a clinical, clinical technical or social care service.</p> <p>6a Assess care plans, develops, implements and evaluates specialist programmes of care/care packages.</p> <p>6c Provide specialist advice concerning the care or treatment of identified groups or categories of patients/clients, to nurses and multi-disciplinary team clinicians and colleagues.</p> <p>6d Is responsible for leading and delivering a service for a geographical area/unit/specialist team.</p>	6acd	39

7. Responsibility for Policy/Service Development	<p>2 Implements policies for own work area and proposes changes to working practices or procedures for own work area.</p> <p>3 Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity.</p> <p>4 Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity.</p> <p>2 Contributes or participates to policy and practice changes arising from e.g. audits, complaints.</p> <p>3 Lead nursing contributor to and proposes changes to policies which impact on other areas e.g. changes to pathways within service which impact on the multi-disciplinary team.</p> <p>4 Accountable and responsible for leading on developing and implementing policies and ensuring compliance and standards of care, including e.g. NMC standards and maintained by all staff</p>	2-3-4	12-21-32
8. Responsibility for Financial & Physical Resources	<p>3a Authorised signatory for cash/financial payments.</p> <p>3b Responsible for the purchase of some physical assets or supplies.</p> <p>3c Monitors or contributes to the drawing up of department/service budgets or financial initiatives.</p> <p>3d Holds a delegated budget from a budget for a department/service.</p> <p>3a Sign off expenses, authorising agency/bank spend.</p> <p>3b Purchase/approve equipment or supplies; making recommendation and decision on appropriate suppliers.</p> <p>3c Oversee and/or monitoring management of budget and best use of resource allocation and/or cost improvement plans.</p> <p>3d Hold delegated budget for section/team.</p>	3abcd	21
9. Responsibility for Human Resources	<p>3a Responsible for day to day management of a group of staff.</p> <p>3b Responsible for the allocation or placement and subsequent supervision of qualified staff or students.</p> <p>3c Responsible for the teaching/delivery of core training on a range of subjects or specialist training.</p> <p>4a Responsible as line manager for a single function or department.</p> <p>4b Responsible for the teaching or devising of training and development programmes as a major job responsibility.</p> <p>3a Manages staff; organises student placements.</p>	3abc-4ab	21-32

	<p>3b Allocates placement and supervision of staff, students.</p> <p>3c Delivers specialist training to nurses and/or other members of the multi-disciplinary team.</p> <p>4a Line manage staff within own area of responsibility/service, including recruitment, development, and performance.</p> <p>4b Develop and deliver training packages and/or teaches other groups of staff as a major job responsibility.</p>		
10. Responsibility for information Resources	<p>Record personally generated information.</p> <p>Maintains work related records.</p>	1	4
11. Responsibility for Research & Development	<p>Regularly undertakes R&D activity as a requirement of the job.</p> <p>2a 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>Expected results are defined but the post holder decides how they are best achieved and is guided 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>	4	32
13. Physical Effort	<p>3a There is a frequent requirement to exert light physical effort for several long periods during a shift.</p> <p>3b There is an occasional requirement to exert moderate physical effort for several long periods during a shift.</p> <p>3c There is a frequent requirement to exert intense physical effort for several short periods during a shift.</p> <p>3a Turns manouevers patients for toileting,bathing, using aids, will be kneeling/crawling into cramp spaces/working at bed/wheel chair height</p> <p>3b/c Kneels and crouches to dress wounds; Manoeuvres patients, lifts substantial equipment.</p>	3abc	12
14. Mental Effort	<p>2a There is a frequent requirement for concentration where the work pattern is predictable, with few competing demands for attention.</p> <p>3a There is a frequent requirement for concentration where the work pattern is unpredictable.</p> <p>2a Concentration in providing clinical care e.g. immunisation.</p>	2a-3a	7-12

	3a. Calculating drug doses for infusion, carrying out tests with interruptions to deal with unpredictable client behaviour, staffing issues.		
15. Emotional Effort	<p>3a Frequent exposure to distressing or emotional circumstances.</p> <p>4b Frequent exposure to highly distressing or highly emotional circumstances.</p> <p>3a Imparts unwelcome news, care of terminally ill</p> <p>4b Safeguarding issues, e.g. child abuse. Some challenging behaviour</p>	3a-4b	18-25
16. Working Conditions	<p>3b Occasional exposure to highly unpleasant working conditions.</p> <p>4b Frequent exposure to highly unpleasant working conditions.</p> <p>3b/4b Body odours, dust, noise/Body fluid, verbal aggression</p>	3b-4b	12-18
JE Score/Band	Band 7 = 466-539	437	474 - 536

Profiles used:

Nursing Services: Nurse Team Manager
Community Services: Nurse Team Manager (MH, Comm)
Nurse Team Manager (Schools)
Nurse Team Manager (Community)
Nurse Team Manager (Learning Disabilities)