

Combined nursing profiles

Please note:

These profiles can be used alongside the existing published nursing profiles and draw attention to the consultant profiles in Nursing Services and the Professional Manager profiles in Other.

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Clinical Support Worker	2	2
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Band 2
Nursing: Clinical Support Worker

Nursing Services: Clinical Support Worker Nursing (Hospital)
Community Services: Clinical Support Worker Nursing (Community)

Combined nursing profiles

Profile Label: Nursing: Clinical Support Worker

Job Statement: 1. Undertakes personal care duties for patients in the community, in hospital or other settings
2. Records patient information

Factor	Relevant Job Information	JE Level	Score
1. Communication & Relationship Skills	Provide and receive routine information requiring tact or persuasive skills; barriers to understanding Exchanges factual information with patients using persuasion, reassurance, tact, empathy; may overcome barriers to understanding, e.g. patient/client has physical impairment, mental health condition or learning disabilities	3a	21
2. Knowledge, Training & Experience	Range of routine work procedures, requiring job training Knowledge of personal care and related procedures, NVQ2 or equivalent experience	2	36
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Assesses patient's health, safety and wellbeing while undertaking personal care, deciding whether to refer to other staff as appropriate	2	15
4. Planning & Organisational Skills	Organises own day to day work tasks or activities Prioritises own work activities	1	6
5. Physical Skills	Physical skills obtained through practice Hand eye co-ordination for manoeuvring wheelchairs, bathing patients/clients, using hoists; standard driving	2	15
6. Responsibility for Patient/Client	Provides personal care to patients/clients Undertakes personal care duties, e.g. bathing, toileting	3(a)	15
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Follows policies, may participate in discussions on proposed changes to procedures	1	5
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/Handle cash, valuables; safe use of equipment other than equipment used personally; maintain stock control Careful use of equipment/handles patient/client valuables; ensure equipment used by others, e.g. hoists, is safe and properly used; orders supplies	1-2abc	5-12
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees Demonstrates own duties to new starters	1	5
10. Responsibility for information Resources	Record personally generated information Contributes to updating patient records	1	4
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Occasionally participates in audits, surveys, research and development activities	1	5
12. Freedom to Act	Well-established procedures, supervision close by/Standard operating procedures, someone available for reference Carries out routine personal care duties, supervision available/ Acts on own initiative when delivering personal care, supervision accessible	1-2	5-12
13. Physical Effort	Frequent moderate effort for several short periods/ frequent moderate effort for several long periods; occasional intense effort for several short periods Turns, manoeuvres patients/clients for toileting, bathing using aids; toileting, bathing without mechanical aids	3c-4bc	12-18
14. Mental Effort	Frequent concentration; work pattern predictable Concentration for personal care procedures, standard driving. Follows routine	2a	7
15. Emotional Effort	Occasional/frequent distressing or emotional circumstances Care of patients/clients with chronic illness/conditions, terminally ill and deaths	2a-3a	11-18
16. Working Conditions	Occasional highly unpleasant conditions/ frequent highly unpleasant conditions Foul linen, body fluids	3b-4b	12-18
JE Score/Band		Band 2	179-212

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Profiles used:

Nursing Services: Clinical Support Worker Nursing (Hospital)
Community Services: Clinical Support Worker Nursing (Community)

Band 3

Nursing: Clinical Support Worker Higher Level

Nursing Services: Clinical Support Worker Higher Level Nursing (Mental Health)

Nursing Services: Clinical Support Worker Higher Level Nursing (Hospital)

Community Services: Clinical Support Worker Higher Level Nursing (Community)

Combined nursing profiles

Profile Label: Nursing: Clinical Support Worker Higher Level

Job Statement: 1. Undertakes a range of delegated clinical health duties in hospital, community or other settings
2. Records patient/client information

Factor	Relevant Job Information	JE Level	Score
1. Communication & Relationship Skills	Provide and receive routine information; barriers to understanding Exchanges factual information with patients using persuasion, reassurance, tact, empathy; may overcome barriers to understanding, e.g. patient/client has physical impairment, mental health condition or learning disabilities	3a	21
2. Knowledge, Training & Experience	Range of work procedures and practices; base level of theoretical knowledge Knowledge of care and related procedures, clinical observations, relevant legislation; NVQ3 or equivalent experience	3	60
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Assess patient/client condition through basic observations/ test results, assess comfort of patient/client, instigate emergency procedures	2	15
4. Planning & Organisational Skills	Organise own day to day work tasks or activities Plans own work activities	1	6
5. Physical Skills	Physical skills obtained through practice/ Developed physical skills; manipulation of objects, people; narrow margins for error; Highly developed physical skills, accuracy important; manipulation of fine tools, materials Hand eye coordination required when using test equipment, e.g. blood glucose monitors, psychometric testing, manipulating wheelchairs, driving/Restraint of patients/clients; venepuncture	2-3ab	15-27
6. Responsibility for Patient/Client	Implement clinical care/ care packages Undertakes a range of delegated clinical care duties; record patient observations	4a	22
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Follows policies, may participate in discussions on proposed changes to procedures	1	5
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/Handle cash, valuables; safe use of equipment other than equipment used personally; maintain stock control Careful use of equipment/handles patient/client valuables; ensure equipment used by others, e.g. hoists, is safe and properly used; orders supplies	1-2abc	5-12
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/ Day to day supervision Demonstrates own duties to new starters/ supervises work of students and junior staff	1-2	5-12
10. Responsibility for information Resources	Record personally generated information Contributes to updating patient records	1	4
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Occasionally participates in audits, surveys, research and development activities	1	5
12. Freedom to Act	Standard operating procedures, someone available for reference Acts on own initiative when delivering patient/client care, supervision accessible	2	12
13. Physical Effort	Frequent moderate effort for several short periods/ Frequent moderate effort for several long periods; Occasional intense effort for several short periods Turns, manoeuvres patients/clients for toileting, bathing using aids, restrains patients/clients, active participation in physical activities, e.g. sports activities; toileting, bathing without mechanical aids	3c-4bc	12-18
14. Mental Effort	Frequent concentration; work pattern predictable/unpredictable Concentration required for clinical and personal care procedures, predictable/ Unpredictable when responding to emergency situations, e.g. patient/client restraint	2a-3a	7-12
15. Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances Care of patients/clients with chronic illness/conditions, terminally ill and deaths, challenging behaviour	2a-3ab	11-18

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16. Working Conditions	Frequent unpleasant conditions; Occasional highly unpleasant conditions/ Some exposure to hazards; Frequent highly unpleasant conditions Foul linen, body fluids; physically aggressive behaviour	3ab-4ab	12-18
JE Score/Band	Band 3 = 216-270		217-267

Profiles used:

Nursing Services: Clinical Support Worker HL Nursing (Mental Health)
Clinical Support Worker HL Nursing (Hospital)
Community Services: Clinical Support Worker HL Nursing (Community)

Band 4

Nursing: Associate Practitioner/Nursery Nurse

Nursing Services:	Nurse Associate Practitioner Acute Nursery Nurse (Neonatal Unit)
Community Service:	Nurse Associate Practitioner (Community) Nurse Associate Practitioner (Mental Health) Nursery Nurse (Community)

Combined nursing profiles

Profile Label: Nursing: Associate Practitioner/Nursery Nurse

- Job Statement:**
1. Implements care packages under the supervision of registered clinical practitioners in a range of settings
 2. Carries out nursing care programmes, e.g. clinical observations, participates in social inclusion and/or parenting support activities
 3. May supervise/assess clinical support workers
 4. May participate in case conferences and case review meetings, e.g. safeguarding

Factor	Relevant Job Information	JE Level	Score
1. Communication & Relationship Skills	Provide and receive routine information requiring tact or persuasive skills; Provide and receive complex or sensitive information; Provide advice, instruction or training to groups/ Provide and receive complex, sensitive information; barriers to understanding Provides information on e.g. test results; receives sensitive patient/client-related information; delivers training, e.g. parentcraft classes, to groups of parents or carers/ Communicates with patients/clients and carers, using empathy and reassurance and where there are barriers to understanding, e.g. learning disabilities or language	3abc-4a	21-32
2. Knowledge, Training & Experience	Range of work procedures and practices, majority non-routine; intermediate level theoretical knowledge Diploma or equivalent appropriate qualification, e.g. foundation degree; or NVQ3 level qualification plus short courses or relevant experience to diploma level	4	88
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis/Range of facts or situations requiring analysis; comparison of a range of actions Makes judgements which require assessment of facts, e.g. sleep problems, nutrition, emergency situations, wound care/ Deciding on implementation of care programmes where there is a number of options	2-3	15-27
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own workload, which includes e.g. home visits, social inclusion activities, planning parentcraft classes	2	15
5. Physical Skills	Physical skills obtained through practice/ Developed physical skills; manipulation of objects, people; narrow margins for error; Highly developed physical skills, accuracy important; manipulation of fine tools, materials Hand eye coordination required e.g. when using test equipment, manoeuvring wheelchairs, resuscitation, driving/ Safe restraint of patients/clients; venepuncture	2-3ab	15-27
6. Responsibility for Patient/Client	Implement clinical care/ care packages; Carries out care packages, including providing advice to patients/clients or carers	4a	22
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment May comment on proposed changes to policies	1	5
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ Handle cash, valuables; Maintain stock control Safe use of equipment/ Handles patient/client valuables; orders supplies, equipment, activity materials	1-2ac	5-12
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/ Day to day supervision; Day to day supervision; Undertake basic workplace assessments Demonstrates tasks to less experienced or new staff/ Day-to-day supervision; clinical supervision of students; undertakes NVQ assessments	1-2abc	5-12
10. Responsibility for information Resources	Record personally generated information Maintains patient/client records	1	4
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work May participate in R&D and clinical trials or complete staff surveys	1	5
12. Freedom to Act	Standard operating procedures, someone available for reference Follows procedures and treatment plans, supervision/advice available	2	12
13. Physical Effort	Frequent sitting or standing in a restricted position; Occasional / Frequent moderate effort for several short periods Standing, sitting in a restricted position e.g. when undertaking sustained activities at an incubator; manoeuvring patients/clients, pushing wheelchairs, trolleys / Lifting equipment, babies, safe patient/client restraint	2ad-3c	7-12

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14. Mental Effort	Frequent concentration; work pattern predictable Concentration on patient/client treatment, care plans, observations	2a	7
15. Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances/ Occasional traumatic circumstances Care of patients/clients with chronic illnesses, conditions/ Terminally ill patients/clients or dealing with difficult family circumstances; occasional/ frequent exposure to safeguarding issues or severely challenging patient/client behaviour	2a- 3ab-4b	11-18- 25
16. Working Conditions	Some exposure to hazards: Frequent highly unpleasant conditions Physical aggression; contact with body fluids, foul linen	4ab	18
JE Score/Band	Band 4 = 271-325		255*- 323

Profiles used:

Nursing Services: Nurse Associate Practitioner Acute
Nursery Nurses (Neonatal Unit)

Community Services: Nursing Associate Practitioner (Community)
Nursing Associate Practitioner (Mental Health)
Nursery Nurse (Community)

Band 5 Nursing: Nurse

Nursing Services:	Nurse
	Nurse (Mental Health)
Community Services	Nurse (Community)
	Nurse (Schools)
	Nurse (GP Practice)
	Nurse (Learning Disabilities)

Combined nursing profiles

Profile Label: Nursing: Nurse

Job Statement:

1. Assesses patients/clients/children; plans, develops or implements programmes of care; provides advice; in a variety of settings; maintains associated records
2. Carries out nursing procedures
3. May provide clinical supervision to other staff, students
4. May provide health promotion information, advice

Factor	Relevant Job Information	JE Level	Score
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates sensitive, confidential information concerning patients/clients requiring empathy, persuasion and reassurance. Some may have special needs	4a	32
2. Knowledge, Training & Experience	Expertise within specialism, underpinned by theory Professional, clinical knowledge acquired through training to degree/diploma level	5	120
3. Analytical & Judgemental Skills	Range of facts or situations requiring comparison of a range of options Judgements on problems requiring investigation, analysis, e.g. assessment of condition	3	27
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans provision of care for patients/clients/children, e.g. clinics, health education. May organise staff	2	15
5. Physical Skills	Physical skills obtained through practice/ Developed physical skills; manipulation of objects, people; narrow margins for error; Highly developed physical skills, accuracy important; manipulation of fine tools, materials Driving, carries out immunisations/ 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	2-3ab	15-27
6. Responsibility for Patient/Client	Develop programmes of care/care packages; Provide specialised advice in relation to care Assesses, plans, implements and evaluates clinical care of patients/clients; gives specialist advice to clients/carers	5ac	30
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Follows policies, makes comments on proposals for change	1	5
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ Handle cash, valuables; Maintain stock control; Authorised signatory, small payments Responsible for equipment used/ Handles patient valuables; orders supplies; signs timesheets	1-2acd	5-12
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/ Day to day supervision; Professional /clinical supervision Demonstrates duties to new starters/ Supervises work of others; clinical supervision of staff, students.	1-2ab	5-12
10. Responsibility for information Resources	Record personally generated information Maintains work-related records	1	4
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ Regularly undertake R & D activity; clinical trials Occasional participation in R&D activity/ Undertakes R&D activity; clinical trials	1-2ab	5-12
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Works within codes of practice and professional guidelines	3	21
13. Physical Effort	Light physical effort for short periods/ Frequent light effort for several short periods/ Frequent moderate effort for several short periods/ Frequent moderate effort for several long periods Walks, sits and stands/ Walks and stands most of shift; kneels and crouches to e.g. dress wounds/ Manoeuvres patients, lifts substantial equipment, bathes patients	1-2b-3c4b	3-7-12-18
14. Mental Effort	Frequent concentration; work pattern predictable/Unpredictable Concentrates in providing clinical care, e.g. immunisation, calculating drug dosages for infusion, carrying out tests/ Interruptions to deal with unpredictable patient/client behaviour	2a-3a	7-12

Combined nursing profiles

15. Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances/ Frequent highly distressing or emotional circumstances Imparts unwelcome news, care of terminally ill/ safeguarding issues, e.g. child abuse. Some challenging behaviour	2a-3ab4b	11-18-25
16. Working Conditions	Frequent unpleasant conditions; Occasional/ Frequent highly unpleasant conditions Body odours, dust, noise/ Body fluid, verbal aggressions	3ab-4b	12-18
JE Score/Band	Band 5 = 326-395		312*-390

Profiles used:

Nursing Services: Nurse
Nurse (Mental Health)

Community Services: Nurse (Community)
Nurse (Schools)
Nurse (GP Practice)
Nurse (Learning Difficulties)

Band 6 Nurse Specialist

Nursing Services:	Nurse Specialist
Community Services:	Nurse Specialist (Community)
	Nurse Specialist (Learning Disabilities)
	Nurse Specialist (GP Practice)
	Nurse Specialist (Schools)
	Nurse Specialist (Special Schools)
	Nurse Specialist (Mental Health, Community)

Nurse Team Leader

Nursing Services:	Nurse Team Leader
Community Services:	Nurse Team Leader (Learning Disabilities)

It was not possible to combine the two Team Leader profiles within the rules of genericising, so we propose that they should remain as they currently are published.

Combined nursing profiles

Profile Label: Nurse Specialist

Job Statement:

1. Assesses patients; plans, implements and monitors care; provides advice. This may be carried out in a specialist area and/or using specialist nursing skills
2. Provides day-to-day supervision and/or clinical supervision to others

Factor	Relevant Job Information	JE Level	Score
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding/ Provide and receive highly complex, sensitive or contentious information; barriers to understanding; Provide and receive complex, sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere Communicates sensitive/ highly sensitive, confidential information concerning patients/clients requiring empathy, persuasion and reassurance. Some may have special needs; patients/clients may be hostile, antagonistic	4a-5ac	32-45
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses	6	156
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing and interpreting complex needs of patients/clients	4	42
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans provision of care for patients/clients, e.g. clinics, health education. May organise staff	2	15
5. Physical Skills	Physical skills obtained through practice/ Developed physical skills; manipulation of objects, people; narrow margins for error; manipulation of fine tools, materials Driving, carries out immunisations/ 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	2-3ab	15-27
6. Responsibility for Patient/Client	Develop programmes of care/care packages; Provide specialised advice in relation to care/ Develop specialised programmes of care/ care packages; provide highly specialised advice Assesses, plans, implements and evaluates clinical care of patients/clients; gives specialist advice to patients/clients/carers/ Develops and implements specialist programmes of care	5ac-6a	30-39
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment/ Implement policies and propose changes to practices, procedures for own area Follows policies, makes comments on proposals for change/Implements policies and proposes changes to working practices or procedures in own work area	1-2	5-12
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ Handle cash, valuables; Maintain stock control; Authorised signatory, small payments Responsible for equipment used/ Handles patient valuables; orders supplies; signs timesheets	1-2acd	5-12
9. Responsibility for Human Resources	Day to day supervision; Professional /clinical supervision Supervises work of others; clinical supervision of staff, students; provides training to others	2abc	12
10. Responsibility for information Resources	Record personally generated information Maintains work-related records	1	4
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Occasional participation in R&D activity	1	5
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/ Broad occupational policies Works within codes of practice and professional guidelines/ lead specialist, area or team; may manage a caseload in the community	3-4	21-32
13. Physical Effort	Light physical effort for short periods/ Frequent light effort for several short periods/ Frequent moderate effort for several short periods Walks, sits and stands/ Walks and stands most of shift; kneels and crouches to e.g. dress wounds/ Manoeuvres patients, lifts substantial equipment	1-2b-3c	3-7-12

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14. Mental Effort	Frequent concentration; work pattern predictable/ Unpredictable Concentrations in providing clinical care, e.g. immunisation, calculating drug doses for infusion, carrying out tests/ Interruptions to deal with unpredictable client behaviour	2a-3a	7-12
15. Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances Imparts unwelcome news, care of terminally ill/ safeguarding issues, e.g. child abuse. Some challenging behaviour	2a-3ab	11-18
16. Working Conditions	Frequent unpleasant conditions; Occasional/ Frequent highly unpleasant conditions Body odours, dust, noise/ Body fluid, verbal aggression	3ab-4b	12-18
Band 6 = 396-465			375*- 461

Profiles used:

Nursing Services: Nurse Specialist
 Community Services: Nurse Specialist (Community)
 Nurse Specialist (Learning Disabilities)
 Nurse Specialist (GP Practice)
 Nurse Specialist (Schools)
 Nurse Specialist (Special Schools)
 Nurse Specialist (Mental Health, Community)

Band 7 Nurse Advanced

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

Nurse Team Manager

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)

Combined nursing profiles

Profile Label: Nurse Advanced

Job Statement:

1. Assesses patients/clients, plans, implements care in a variety of settings, provides highly specialist advice; maintains associated records
2. Lead specialist in a defined area of nursing care
3. Provides specialist education and training to other staff, students and/or patients/clients
4. Undertakes research and leads clinical audits in own specialist area

Factor	Relevant Job Information	JE Level	Score
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding/ Provide and receive highly complex, sensitive or contentious information; barriers to understanding; Present complex, sensitive or contentious information to large groups Communications condition related information to patients/clients and carers/Communicates very sensitive, complex condition related information to patients, relatives, empathy and reassurance; presentations to groups on sensitive issues	4a-5ab	32-45
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to masters equivalent level	7	196
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing and interpreting specialist patient/client conditions, appropriate action; skills for development of specialised programmes	4	42
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans specialised nursing service provision and/or specialised health and education programmes; coordinates multi-disciplinary groups in specialist area	3	27
5. Physical Skills	Physical skills obtained through practice/ Highly developed physical skills, accuracy important, manipulation of fine tools, materials Dexterity coordination for driving, immunisation/ Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures	2-3b	15-27
6. Responsibility for Patient/Client	Develop specialised programmes of care/ care packages; Provide highly specialised advice concerning care Assesses, develops and implements specialist nursing care programmes and/or specialised health and education programmes; highly specialist advice to patients/clients, carers, relatives and other professionals	6ac	39
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Develops protocols for specialist area, impact on other disciplines	3	21
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ Maintain stock control; Authorised signatory, small payments Personal duty of care/ Orders specialist supplies; authorises overtime, agency nurse payments	1-2cd	5-12
9. Responsibility for Human Resources	Professional /clinical supervision; Provide training in own discipline/ Teach/deliver specialist training Supervises other nurses, students; provides training/ Specialist training	2bc-3c	12-21
10. Responsibility for information Resources	Record personally generated information Maintains work-related records	1	4
11. Responsibility for Research & Development	Regularly undertake R & D activity; clinical trials; equipment testing, adaptation/ R&D activities as major job requirement Undertakes research, leads clinical audit in own area	2ab-3	12-21
12. Freedom to Act	Broad occupational policies Accountable for own professional actions, lead specialist for defined area	4	32
13. Physical Effort	Combination of sitting, standing, walking/ Occasional moderate effort for several short periods Some lifting, e.g. training equipment/ Moves. Manoeuvres patients	1-2d	3-7
14. Mental Effort	Frequent concentration; work pattern predictable Concentration on patient assessments, injections, schedule of visits, reports, meetings, data analysis	2a	7

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15. Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances Challenging behaviour from patients/clients/ Imparts news of terminal illness, bereavement	2a-3ab	11-18
16. Working Conditions	Frequent unpleasant conditions/Occasional/ Frequent highly unpleasant conditions Body odours, dust, noise/ Body fluid, verbal aggression	3ab-4b	12-18
JE Score/Band	Band 7 = 466-539		465*-537

Profiles used:

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

Combined nursing profiles

Profile Label: Nurse Team Manager

- Job Statement:**
1. Provides leadership and management for nursing specialist and associated staff
 2. Assesses 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. May hold budget

Factor	Relevant Job Information	JE Level	Score
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding/ Provide and receive highly complex, sensitive or contentious information; barriers to understanding; hostile, antagonistic or highly emotive atmosphere Communicates sensitive/highly sensitive, confidential information concerning patients/clients requiring empathy, persuasion and reassurance. Some may have special needs; patients/clients may be hostile, antagonistic	4a-5ac	32-45
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses	6	156
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for assessing and interpreting complex needs of patients/clients and staffing issues	4	42
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans delivery of specialist nursing care, allocation and deployment of staff, coordinates multi agency activities	3	27
5. Physical Skills	Developed physical skills; manipulation of objects, people; narrow margins for error; manipulation of fine tools, materials 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	3ab	27
6. Responsibility for Patient/Client	Provide specialised advice in relation to care/ Develop specialised programmes of care/ care packages; Provide highly specialised advice concerning care; accountable for direct delivery of sub-division of a clinical, clinical technical or social care service(s) Assesses, develops and implements nursing care programmes/ Specialist nursing care programmes; provides highly specialist advice; responsibility for delivery of a service for a geographical area	5a-6acd	30-39
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area/ Propose policy or service changes, impact beyond own area Contributes to policy and practice changes arising from e.g. audits, complaints/ Contributes to policies which impact on other areas	2-3	12-21
8. Responsibility for Financial & Physical Resources	Authorised signatory; Hold delegated budget/Budget holder for department/service Authorises overtime for nursing and support staff, responsible for supplies; holds delegated budget/ Holds budget	3ad-4a	21-32
9. Responsibility for Human Resources	Day to day management; Allocate, place and supervise staff or students/ Line manager for single function or department Manages staff; organises student placements or allocates placement and supervision of staff, students/ Line management	3ab-4a	21-32
10. Responsibility for information Resources	Record personally generated information Maintains work-related records	1	4
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ Regularly undertake R & D activity; clinical trials; equipment testing May undertake/ Undertakes R&D activity; clinical trials; equipment testing	1-2abc	5-12
12. Freedom to Act	Broad occupational policies Accountable for own professional actions, manages team and interprets policy	4	32
13. Physical Effort	Combination of sitting, standing, walking/ Frequent light effort for several short periods; occasional moderate effort for several short periods/ Frequent moderate effort for several short periods Walks, sits and stands/Walks and stands most of shift; kneels and crouches to e.g. dress wounds/Manoeuvres patients, lifts substantial equipment	1-2bd-3c	3-7

Combined nursing profiles

14. Mental Effort	Frequent concentration; work pattern predictable/ Unpredictable Concentration in providing clinical care, e.g. immunisation, calculating drug doses for infusion, carrying out tests/ Interruptions to deal with unpredictable client behaviour, staffing issues	2a-3a	7-12
15. Emotional Effort	Occasional distressing or emotional circumstances/ Occasional/frequent highly distressing or emotional circumstances/ Imparts unwelcome news, care of terminally ill/ Safeguarding issues, e.g. child abuse. Some challenging behaviour	2a-3a-4b	11-18-25
16. Working Conditions	Occasional/Frequent unpleasant conditions/Occasional/ Frequent highly unpleasant conditions Body odours, dust, noise/ Body fluid, verbal aggression	2a-3ab-4b	7-12-18
JE Score/Band	Band 7 = 466-539		437*-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)

Band 8
Modern Matron

Nursing Services: Modern Matron
Community Services: Modern Matron (Community)

Combined nursing profiles

Profile Label: Modern Matron

- Job Statement:**
1. Manages and provides leadership for managers and specialist nurses/midwives and other staff
 2. Ensures patient/client/carer involvement in development of services, e.g. promoting better health, standards of cleanliness, social care and medicines management
 3. Provides specialist education and training to other staff
 4. Maintains compliance with, and develops, policies, procedures and guidelines

Factor	Relevant Job Information	JE Level	Score
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; Present complex, sensitive or contentious information to large groups Communicates service-related information to senior managers, staff, patients/clients, carers, external agencies: requires negotiating, persuasive, motivational, reassurance skills; gives formal presentations	5ab	45
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to masters equivalent level	7	196
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for analysis of service, patient/client, organisation, staffing issues and case management	4	42
4. Planning & Organisational Skills	Plan and organise broad range of complex activities; formulates, adjusts plans or strategies Planning of strategies which impact across the service and sector, e.g. care coordination, infection control	4	42
5. Physical Skills	Physical skills obtained through practice/ Developed physical skills; manipulation of objects, people; narrow margins for error; manipulation of fine tools, materials Driving, carries out immunisations/ Restraint of patients/clients using approved techniques; dexterity and accuracy required for, e.g. intravenous injections, syring pumps and infusion, insertion of catheters and removal of sutures	2-3ab	15-27
6. Responsibility for Patient/Client	Provide highly specialised advice concerning care; Accountable for direct delivery of sub-division of a clinical, clinical technical or social care service Delivers highly specialised case management advice to the multi disciplinary team across sectors; accountable for service delivery	6cd	39
7. Responsibility for Policy/Service Development	Responsible for policy implementation and development for a service Develops and implements integrated care policies across primary and acute settings	4	32
8. Responsibility for Financial & Physical Resources	Authorised signatory; Purchase of some assets; monitoring budgets Signs off expenses; orders supplies; oversees management of budget	3abc	21
9. Responsibility for Human Resources	Line manager for single function or department; Teach, devise training and development programmes, major job responsibility Manages own staff, including recruitment, development, performance; devises training packages and teaches other groups of staff	4ab	32
10. Responsibility for information Resources	Record personally generated information Maintains work-related records	1	4
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Undertakes audits of complaints, clinical incidents; trails of equipment	1	5
12. Freedom to Act	General policies, need to establish interpretation Responsible for establishing how policies should be interpreted	5	45
13. Physical Effort	Combination of sitting, standing, walking/ Frequent light effort for several short periods; occasional moderate effort for several short periods Light physical effort/ Effort required for carrying out clinical duties	1-2bd	3
14. Mental Effort	Frequent concentration; work pattern unpredictable Concentration for writing reports, meetings, patient/client assessment, interruptions to deal with service issues	3a	12

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15. Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances Deals with staff problems, patient complaints, conveys unwelcome news/ Care of the terminally ill; unexpected deaths	2a-3ab	11-18
16. Working Conditions	Occasional/ Frequent unpleasant conditions; Occasional highly unpleasant conditions Body odours, dust, noise/ Body fluid, verbal aggression	2-3ab	7-12
JE Score/Band	Band 8a = 540-584		551-579

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