

# National profiles for Nursing

<b>Profile Suite and Label</b>	<b>Nursing: Band 5</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Responsibility for managing of patients/clients within a defined clinical service/area, providing evidence based care and advice.</li> <li>2. Provides a nursing assessment of patients/clients; plans, develops and/or implements and evaluates programmes of care;</li> <li>3. Provide clinical supervision to other staff, students</li> <li>4. May be responsible for routine work allocation and checking of tasks of support staff and/or less experienced staff.</li> <li>5. Provide health promotion information, advice</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>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</b></p> <p>Communicates sensitive, confidential information, including condition related information (e.g. cognitive impairment) to patients/clients requiring empathy, persuasion and reassurance. Some patients/clients/relatives/carers may have additional learning needs/adult learning difficulties or there may be barriers to understanding.</p>	4a	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Understanding of a range of work procedures and practices, which require expertise within a specialism or discipline, underpinned by theoretical knowledge or relevant practical experience.</b></p> <p>Professional, clinical knowledge acquired through training to degree level</p>	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Judgements involve a range of facts or situations requiring comparison of a range of options</b></p> <p>Judgements on problems requiring investigation, analysis, e.g. initial assessment of patient condition; Carry out clinical risk assessments within sphere of competence and identify and escalate any issues relating to poor clinical standards or clinical risk.</p>	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities, some ongoing</b></p> <p>Plans provision of care for patients/clients/children, e.g. clinics, health education; May organise staff and allocate duties during a shift to support staff and/or less experienced staff; Participates in discharge planning</p>	2	15
5.	<b>Physical Skills</b>	<p><b>2- The post requires physical skills which are normally obtained through practice over a period of time or during practical training e.g. standard driving or keyboard skills, use of some tools and types of equipment.</b> or</p>	2-3ab	15-27





		<p><b>3(a) 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, And/or</b></p> <p><b>3b) 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.</b></p> <p>2 Manoeuvring wheel chairs/trolleys in confined spaces; using hoists or similar lifting equipment to move patients/clients; carry out intra-muscular immunisations/injections; Driving</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</p>		
6.	<b>Patient/Client Care</b>	<p><b>5a Develop programmes of care/care packages; And/or</b></p> <p><b>5c Provide specialised advice in relation to care of patients/clients</b></p> <p>5a Assesses, plans, implements and evaluates clinical care of patients/clients;</p> <p>5c gives specialist advice to patients/clients/carers; Provides health education and advice on health promotion to patients/clients/relatives/carers</p>	5ac	30
7.	<b>Policy/Service Development</b>	<p><b>Follows policies in own role which are determined by others; no responsibility for service development, but may be required to comment on policies, procedures or possible developments</b></p> <p>Follows policies, makes comments on proposals for changes to e.g. working practices, service improvements, patient/client feedback</p>	1	5
8.	<b>Financial &amp; Physical Resources</b>	<p><b>1 Observes personal duty of care in relation to equipment and resources used in course of work.</b></p> <p>or</p> <p><b>2 (a) Regularly handles or processes cash, cheques, patients' valuables, And/or</b></p> <p><b>2(b) responsible for the safe use of equipment other than equipment which they personally use, And/or</b></p> <p><b>2(c) responsible for maintaining stock control and/or security of stock, And/or</b></p> <p><b>2(d) Authorised signatory for small cash/financial payments, or</b></p> <p>.</p> <p>1 Responsible for equipment used personally /</p> <p>2a Handles patient valuables;</p> <p>2b Responsible for equipment used by others e.g. assembling surgical equipment, patient mobility aids</p>	1-2abcd	5-12



		2c Re-Orders stocks and supplies; Responsible for the safe custody and storage of drugs 2d Authorises/signs timesheets up to the value of £1000 per month		
9.	Human Resources	<p><b>2a Provides advice or demonstrate own activities to new or less experienced employees in own work area</b> <b>And/or</b> <b>2b Responsible for day to day supervision or co-ordination of staff within a service; Regularly responsible for profession/clinical supervision of a small number of qualified staff or students</b> <b>And/or</b> <b>2c Regularly provide training in own discipline/practical training or undertaking basic workplace assessments</b></p> <p>2a Participates in local induction of others. 2b Provide guidance and supervision of less experienced staff, students ensuring HR and other organisational procedures are followed e.g. responsible for clinical supervision of new/less experienced staff, students; Allocate and/or delegate tasks to appropriate staff 2c Supports on- the job learning of less experienced/new staff e.g. complete workplace assessments to ensure compliance with organisational policies and other requirements e.g. health and safety, patient safety</p>	2abc	5-12
10.	Information Resources	<p><b>Record personally generated information</b> Maintains work-related records</p>	1	4
11.	Research & Development	<p><b>Undertakes surveys or audits, as necessary to own work; may occasionally participate in R &amp; D, clinical trials or equipment testing</b></p> <p>Occasional participation in R&amp;D activity e.g. participation in audits,</p>	1	5
12.	Freedom to Act	<p><b>Is guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work is managed, rather than supervised, and results/outcomes are assessed at agreed intervals</b></p> <p>Acts independently within organisational and professional guidelines and established professional parameters; Work is managed rather than supervised; has access to management support when needs to escalate issues or problems.</p>	3	21
13.	Physical Effort	<p><b>2(b) there is a frequent requirement for light physical effort for several short periods during a shift</b> <b>or</b> <b>3(c) there is a frequent requirement to exert moderate physical effort for several short periods during a shift</b> <b>or</b> <b>4(c) there is an occasional requirement to exert intense physical effort for several short periods during a shift</b></p> <p>2b Walks and stands most of shift; kneels and crouches to e.g. dress wounds</p>	2b-3c - 4b	3-7-12- 18



		<p>3c Manoeuvres patients with mechanical aids including hoists and trolleys; manoeuvring patients/clients into position e.g. for treatment or personal care purposes</p> <p>4c Manoeuvres patients without using mechanical aids e.g. bathes patients</p>		
14.	<b>Mental Effort</b>	<p><b>2 (a) There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention,</b> <b>or</b> <b>3 (a) There is a frequent requirement for concentration where the work pattern is unpredictable</b></p> <p>2a Concentrates in providing clinical care, e.g. immunisation, calculating drug dosages for infusion, carrying out tests</p> <p>3a Frequently deals with interruptions e.g. responding to unpredictable patient/client behaviour, crisis situations, emergencies or incidents that require an immediate response</p>	2a-3a	7-12
15.	<b>Emotional Effort</b>	<p><b>2a Occasional distressing or emotional circumstances</b> <b>or</b> <b>3a Frequent distressing or emotional circumstances;</b> <b>And/or</b> <b>3b Occasional highly distressing or emotional circumstances</b> <b>or</b> <b>4b Frequent highly distressing or emotional circumstances</b></p> <p>2a / 3a Imparts unwelcome news to patients/clients, their families/carers on e.g. treatment, clinical conditions</p> <p>3b Provides nursing care to terminally ill patients/clients; involved in safeguarding issues, e.g. child, elder abuse; Required to provide care to patients/clients with challenging behaviour from e.g. distressed patients</p> <p>4b frequently responsible for imparting news of terminal illness or unexpected death to patients and relatives; directly involved child abuse or family breakdown; Frequently dealing with people with severely challenging behaviour e.g. mental health crisis,</p>	2a-3ab -4b	11-18- 25
16.	<b>Working Conditions</b>	<p><b>3 (a) Frequent exposure to unpleasant working conditions,</b> <b>or</b> <b>Occasional (3b) / Frequent(4b) highly unpleasant conditions</b></p> <p>3a Body odours, dust, noise; verbal aggression /</p> <p>3b or 4b direct contact with uncontained body fluids, foul linen,(NB panels must assess frequency of exposure)</p>	3ab-4b	12-18
<b>JE Score 328 - 383</b>			<b>Band 5</b>	