

Profile Label: 8a-c Final draft

Job Statement:

1. Provides expert professional advice to patients, carers and colleagues
2. Undertakes research in a specialist area
3. Provides education and training to other staff, students
4. Ensures the maintenance of clinical excellence

Factor	Relevant Job Information	JE level	JE Score
1. Communication & Relationship Skills	<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 cooperation is required or because there are barriers to understanding</p> <p>5b Presenting complex, sensitive or contentious information to a large group of staff or members of the public</p> <p>5a Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required;</p> <p>5b presents specialist information to large groups of staff</p>	5(a) /5(b)	45
2. Knowledge, Training & Experience	<p>7 Highly developed specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge and relevant practical experience.</p> <p>7 Professional nursing and clinical knowledge acquired through nursing degree supplemented by specialist clinical training, experience, short courses, to master's level equivalent</p>	7	196
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>5 Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options</p> <p>4 carries out detailed patient assessments including taking health history, diagnostic/investigation reports and develops a treatment plan; provides clinical/nursing advice in a specialist area to e.g. multi-disciplinary teams, clinical colleagues; investigates adverse events</p> <p>5 Provides expert nursing advice to senior management</p>	4 / 5	42-60

	teams/Board/Organisation on strategic planning, policy, governance and legislation; operational nursing issues for a service		
4. Planning & Organisational Skills	<p>3 Plan and organise complex activities, programmes, requiring formulation, adjustment</p> <p>3 Plans specialist nursing service provision, including education and training; co-ordinates activities e.g. bed management, discharge planning, MDT case conferences</p>	3	27
5. Physical Skills	<p>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.</p> <p>4 The post requires highly developed physical skills where a high degree of precision or speed and high levels of hand, eye and sensory co-ordination are essential.</p> <p>3b Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, remove of sutures /</p> <p>4 Undertakes suturing, endoscopies, surgical interventions, intubation or similar. Dexterity, co-ordination and sensory skills for use of fine surgical tools e.g. scalpels</p>	3(b) -4	27-42
6. Responsibility for Patient/Client Care	<p>6a Develop highly specialised programmes of care; care packages;</p> <p>6c provide highly specialised advice concerning care</p> <p>6a Develops and implements specialist care packages; responsible for a clinical caseload within a specialty;</p> <p>6c provide clinical advice in specialist area to nursing and MDT colleagues; provides specialist advice and education to support patient care</p>	6(a) (c)	39
7. Responsibility for Policy/Service Development	<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>3 Develops protocols for specialist area, devises and implements new ways of working, identifies service improvements that impact on other disciplines</p>	3 – 4	21-32

	4 Overall responsibility for development and implementation of policy and/or service development for a service e.g. patient pathways, clinical policy.		
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>2b responsible for the safe use of equipment other than equipment which they personally use,</p> <p>2d Authorised signatory for small cash/financial payments</p> <p>3a Authorised signatory for cash/financial payments</p> <p>3d holds a delegated budget from a budget for a department/service</p> <p>1 Personal duty of care/</p> <p>2b responsible for ensuring the safe use of specialist equipment;</p> <p>2d authorised signatory for e.g. supplementary staffing, overtime payments, up to £1000 per month</p> <p>3a authorised signatory for e.g. supplementary staffing, overtime payments, over £1000 per month</p> <p>3d delegated budget holder for specialist budget e.g. education and training, service developments, improvement projects</p>	1/ 2(b)(d) / 3(a)(d)	5-12-21
9. Responsibility for Human Resources	<p>3c Responsible for the teaching/delivery of core training on a range of subjects or specialist training, /</p> <p>4b Responsible for the teaching or devising of training and development programmes as a major job responsibility</p> <p>3c Ongoing and significant responsibility for providing specialist clinical/nursing training and education /</p> <p>4b Devises, develops and delivers clinical/nursing education programmes as part of the job purpose and/or major job duty</p>	3(c)– 4(b)	21-32
10. Responsibility for Information Resources	<p>Records personally generated information</p> <p>Maintains patient/client records, records research results</p>	1	4

<p>11. Responsibility for Research & Development</p>	<p>3 Carries out research or development work as part of one or more formal research programmes or activities as a major job requirement.</p> <p>4: Responsible for co-ordinating and implementing R & D programmes or activity as a requirement of the job.</p> <p>5: Responsible, as an integral part of the job, for initiating (which may involve securing funding) and developing R & D programmes or activities, which support the objectives of the broader organisation.</p> <p>3 Conducts research in specialist area as an ongoing part of the role for 20% or more of the working week</p> <p>4 Member of audit, research steering group responsible for developing organization wide research; coordinates local, regional or national research programme.</p> <p>5 Initiating organization wide research programmes to support broad organizational aims, including securing funding as a significant part of working time.</p>	<p>3 / 4/ 5</p>	<p>21-32-45</p>
<p>12. Freedom to Act</p>	<p>Is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted.</p> <p>Responsible for establishing how policies, legislation, governance and guidelines should be interpreted and advising the organization on these</p>	<p>5</p>	<p>45</p>
<p>13. Physical Effort</p>	<p>2d There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</p> <p>Moves, manoeuvres patients e.g. from bed to chair</p>	<p>2(d)</p>	<p>7</p>
<p>14. Mental Effort</p>	<p>3a There is a frequent requirement for concentration where the work pattern is unpredictable, or</p> <p>3a Concentration for delivery of patient care; interruptions to deal with e.g. patient care, staff, operational issues requiring a change in activity; Frequent Interruptions to deal with unpredictable client behaviour</p>	<p>3(a)</p>	<p>12</p>
<p>15. Emotional Effort</p>	<p>3(a) Frequent exposure to distressing or emotional circumstances, or</p> <p>3(b) occasional exposure to highly distressing or highly emotional circumstances</p> <p>4(b) frequent exposure to highly distressing or highly emotional circumstances</p>	<p>3(a) 3(b)/ 4</p>	<p>18-25</p>

	<p>3a Imparts unwelcome news to staff, patients (weekly)</p> <p>3b Occasionally (monthly) works with terminally ill patients; involved in safeguarding issues e.g, child, elder abuse or patients who exhibit challenging behaviour</p> <p>4b Frequently (weekly) works with terminally ill patients; involved in safeguarding issues e.g, child, elder abuse</p>		
16. Working Conditions	<p>3b Occasional exposure to highly unpleasant conditions /</p> <p>4b frequent exposure to highly unpleasant conditions</p> <p>3b Occasional direct exposure to body fluids, faeces, vomit, smells and foul linen /</p> <p>4b Frequent direct exposure to body fluids, faeces, vomit, smells and foul linen</p>	3(b)– 4(b)	12-18
JE Score/Band	<p>8a 540–584</p> <p>8b 585–629</p> <p>8c 630–674</p>	JE Score 542–650	