

Profile Label:

**Nurse Team Leader**

Current Job Titles:

**Deputy Ward/Unit Manager, Ward Team Leader, Senior Staff Nurse**

Job Statement:

1. Assesses patients, plans, implements care, provides advice; maintains associated records
2. Carries out nursing procedures
3. Provides clinical and managerial leadership to nursing and support staff; may ensure effective running of ward, unit in the absence of Nurse Team Manager

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	<b>Provide and receive complex, sensitive information, barriers to understanding</b> Communicates sensitive information concerning patient's medical condition, requires persuasive, reassurance skills; some patients have special needs, learning disabilities	4(a)
2.Knowledge, Training & Experience	<b>Specialist knowledge across a range of work procedures, underpinned by theory</b> Professional knowledge acquired through degree/diploma supplemented by specialist clinical, managerial training, CPD	6
3.Analytical & Judgemental Skills	<b>Complex facts or situations, requiring analysis, interpretation, comparison of a range of options</b> Skills for assessing & interpreting acute & other patient conditions, appropriate action	4
4.Planning & Organisational Skills	<b>Plan and organise straightforward activities, some ongoing/ plan, organise complex activities or programmes, requiring formulation, adjustment</b> Organises own time and that of junior staff and learners, plans staff off duty rota/ undertakes discharge planning involving co-ordinating other agencies	2-3
5.Physical Skills	<b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b> Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures	3(b)
6.Responsibility for Patient/Client Care	<b>Develop programmes of care/ care packages</b> Assesses, plans, implements and evaluates clinical care of patients	5(a)
7.Responsibility for Policy/Service Development	<b>Implement policies and propose changes to practices, procedures for own area</b> Contributes to policy and practice changes arising from e.g. audits, complaints	2
8.Responsibility for Financial & Physical Resources	<b>Handle cash, valuables; maintain stock control; authorised signatory, small payments/ authorised signatory</b> Handles patient valuables; orders supplies when necessary; signs agency time sheets/ authorises overtime for nursing and support staff.	2(a) (c) (d) - 3 (a)
9.Responsibility for Human Resources	<b>Day to day supervision/management</b> Leads team and allocates work/recruits, manages and develops staff.	2(a) -3(a)
10.Responsibility for Information Resources	<b>Record personally generated information</b> Maintains patient records	1
11.Responsibility for Research & Development	<b>Undertake surveys or audits, as necessary to own work/ regularly undertakes R&amp;D activity; clinical trials; equipment testing, adaptation</b> May undertake/ undertakes R&D activity; clinical trials; equipment testing	1-2(a) (b) (c)
12.Freedom to Act	<b>Clearly defined occupational procedures, work is managed rather than supervised</b> Works within codes of practice and professional guidelines	3
13.Physical Effort	<b>Occasional/frequent moderate effort for several short periods</b> Moves, manoeuvres patients from bed to chair, wheels patients	2(d) -3(c)
14.Mental Effort	<b>Frequent concentration, work pattern predictable/ unpredictable</b> Concentration for checking documents, calculating drug dosages/ responds to frequently changing patient, staff needs	2 (a) - 3(a)
15.Emotional Effort	<b>Occasional/ frequent distressing; occasional highly distressing or emotional circumstances</b> Deals with distressed relatives, care of terminally ill/consequences of terminal illness, victims of abuse, relatives of deceased patients	2(a) - 3(a) (b)
16.Working Conditions	<b>Frequent unpleasant, occasional/frequent highly unpleasant conditions</b> Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags	3(a) (b) - 4(b)
JE Score/Band	<b>JE Score: 405-465</b>	<b>Band 6</b>