

Profile Label:

Nurse

Current Job Titles:

Staff Nurse, Registered Nurse, Registered Practitioner

Job Statement:

1. Assesses patients, plans, implements care, provides advice; maintains associated records
2. Carries out nursing procedures
3. Provides clinical supervision to other staff, students

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide & receive complex, sensitive information; barriers to understanding 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	Expertise within a discipline, underpinned by theory Professional/clinical knowledge acquired through training to degree/diploma level	5
3.Analytical & Judgemental Skills	Range of facts, situations requiring analysis, comparison of range of options Judgements on problems requiring investigation, analysis e.g. assessment of patient condition, suitability for discharge	3
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own time and that of junior staff and learners	2
5.Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials 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	Develop programmes of care/ care packages Assesses, plans, implements & evaluates clinical care of patients	5(a)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Professionally responsible for adherence to Trust policies and procedures	1
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 Personal duty of care /handles patient valuables; orders supplies when necessary; signs agency time sheets	1/ 2(a) (c) (d)
9.Responsibility for Human Resources	Day to day supervision; professional/ clinical supervision Allocates, checks work of staff on ward; clinical supervision of junior staff	2(a) (b)
10.Responsibility for Information Resources	Record personally generated information Maintains patient records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own role/ regularly undertakes R&D activity; clinical trials Undertakes R&D activity, clinical trials	1/ 2(a) (b)
12.Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works within codes of practice & professional guidelines	3
13.Physical Effort	Frequent sitting or standing in a restricted position; frequent light effort for several short periods/ Occasional/ frequent, moderate effort for several short periods Walks, stands most of shift /Pushes and pulls trolleys & commodes; kneels and crouches to dress wounds / manoeuvres patients	2(a)(b)/ 3(c) – 4(b)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration checking documents; calculating drug dosages for infusions	2(a)
15.Emotional Effort	Occasional/ frequent distressing / highly distressing circumstances Deals with distressed relatives, care of terminally ill/ deals with consequences of terminal illness	2(a)/3 (a)(b)- 4(b)
16.Working Conditions	Frequent unpleasant; occasional/frequent highly unpleasant conditions Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags	3(a), (b) 4(b)
JE Score/Band	JE Score 340 – 385	Band 5