

Profile Label:
Current Job Titles:
Job Statement:

Nurse Specialist (Community)

District Nursing Sister, District Nurse

1. Assesses patients, plans & implements care in the community; provides advice to patients/clients; maintains associated records
2. Carries out nursing procedures
3. Co-ordinates nursing team workloads

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide & receive complex, sensitive information; barriers to understanding Communicates sensitive information concerning patient's condition, requires persuasive, reassurance skills; some patients have special needs, learning disabilities	4 (a)
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
3.Analytical & Judgemental Skills	Complex facts or situations requiring comparison of range of options Skills for assessing & interpreting acute & other patient/ client conditions, appropriate action	4
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises workload, staff meeting, rotas	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, develops & implements nursing care programmes in the community	5(a)
7.Responsibility for Policy/Service Development	Follows policies in own role, may be required to comment/ implement policies and propose to changes to practices, procedures for own area Follows policies, makes comments on proposals for change/ contributes to development of community protocols	1-2
8.Responsibility for Financial & Physical Resources	Maintain stock control; authorised signatory, small payments Orders incontinence & other supplies; signs travel claims	2(c) (d)
9.Responsibility for Human Resources	Day to day supervision; clinical/ professional supervision/ day to day management Provides clinical supervision to other staff, students/ day to day management of team	2(a)(b)- 3(a)
10.Responsibility for Information Resources	Records personally generated information Maintains patient/client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertakes R&D activity; clinical trials Undertakes R&D activity, clinical trials	1-2 (a)(b)
12.Freedom to Act	Broad occupational policies Accountable for own professional actions, not directly supervised, manages caseload in the community	4
13.Physical Effort	Frequent sitting or standing in a restricted position /frequent moderate/ occasional intense effort for several short periods Kneels and crouches to dress wounds / manoeuvres patients/ lifts equipment, bathe patients	2(a)/ 3(c)/ 4(c)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration on patient treatment, care plans, works to schedule of visits	2(a)
15.Emotional Effort	Occasional/ frequent distressing / highly distressing or emotional circumstances Deals with distressed relatives, care of terminally ill/ deals with consequences of terminal illness	2-3(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: 409-463	Band 6