

Profile Label:
Current Job Titles:
Job Statement:

Nurse Team Manager (Community)
District Nursing Sister (Team Manager)

1. Manages team of community nurse specialists and other staff covering a geographical area, including recruitment, appraisal
2. Assesses patients, plans & implements care; maintains associated records
3. Carries out nursing procedures

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	<i>Provide & receive complex, sensitive information; barriers to understanding</i> 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	1.1 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	1.2 Complex facts & situations requiring analysis, interpretation, comparison of range of options Skills for assessing & interpreting acute & other patient, client conditions, appropriate action	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Organises team workload, staff meetings, rotas, adjusts as necessary; co-ordinates activities with other professionals & agencies	3
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	1.3 Accountable for direct delivery of a sub-division of a clinical, clinical technical or social care service Responsible for delivery of district nursing service for a geographical area	6(d)
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Responsible for policies for area, impact on other services	3
8. Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget Authorises payments for supplies & expenses; manages budget for service for area	3(a) (d)
9. Responsibility for Human Resources	2. Line manager for a single function or department Line manager for team	4(a)
10. Responsibility for Information Resources	Record personally generated information Maintains patient/ client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Undertakes R&D activity, clinical trials	1-2 (a) (b)
12. Freedom to Act	2.1 Broad occupational policies Manages a team of nurses in the community	4
13. Physical Effort	Occasional moderate effort for several short periods Manoeuvres patients, moves equipment	2(d)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration on patient assessments, scheduling team workload, deals with urgent issues	3(a)
15. Emotional Effort	Occasional exposure to distressing or emotional circumstances Cares for terminally ill patients	2(a)
16. Working Conditions	Occasional/ frequent highly unpleasant conditions Body fluids	3(b)- 4(b)
JE Score/Band	JE Score: 480-493	Band 7