

Profile label:

Nurse Specialist (GP Practice)

Job Statement:

1. Delivers nursing care, including running specialist clinics
2. Provides Health Education
3. Carries out immunisations and smear tests

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex and sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills required Communicates sensitive condition related information to patients, relatives, requiring empathy, reassurance	4(a)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional knowledge acquired through degree/ diploma, supplemented by diploma level specialist training, experience, short courses	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring comparison of a range of options Skills for assessing and interpreting specialist clinical conditions	4
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises clinics	2
5.Physical Skills	Developed physical skills, accuracy important; manipulation of fine tools, materials Dexterity and accuracy required for e.g. Intravenous injections, syringe pumps and infusion pumps	3(b)
6.Responsibility for Patient/Client Care	Develop programmes of care/ care packages; provide specialist advice concerning care Assesses, plans, implements & evaluates clinical care of patients; provides advice on specialist conditions e.g. diabetes	5(a) (c)
7.Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area Implements clinical policies; readjusts protocols to meet need	2
8.Responsibility for Financial & Physical Resources	Maintain security of stock Orders supplies	2(c)
9.Responsibility for Human Resources	Professional/ clinical supervision Supervises students	2(b)
10.Responsibility for Information Resources	Record personally generated information Updates client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R & D activity/ clinical trials Occasionally participates in R&D activity /undertakes R & D activity; clinical trials	1- 2(a)/2 p(b)
12.Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/ broad occupational polices Accountable for own professional actions, not directly supervised/lead specialist	3-4
13.Physical Effort	Combination of sitting, standing, walking/ frequent light effort for several short periods Light physical effort/ Push lightweight trolleys	1-2(b)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration for implementing care plans, taking tests	2(a)
15.Emotional Effort	Occasional/ frequent distressing or emotional circumstances Care of the terminally ill; care of distressed patients	2(a)- 3(a)
16.Working Conditions	Frequent unpleasant conditions; occasional/ frequent highly unpleasant conditions Body odours/ body fluids, infectious material	3(a)(b) 4(b)
JE Score/Band	JE Score: 401-436	Band 6