

Profile label:

Nurse Team Manager (Schools)

Job Statement:

1. Provides leadership & line management to a team of school nurses
2. Provides school age children and their families with a service which promotes their physical, mental and emotional health
3. Carries a caseload of children, families, carers

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex & sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates condition related information to children, parents & carers	4(a)
2.Knowledge, Training & Experience	Specialist knowledge over range of procedures underpinned by theory Professional knowledge acquired through degree/ diploma supplemented by post graduate 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 complex need of clients, including child protection issues	4
4.Planning & Organisational Skills	Plan & organise complex activities or programmes, requiring formulation, adjustment Plans immunisation campaigns and other activities e.g. teenage pregnancy strategy	3
5.Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials Dexterity and accuracy for giving e.g. giving intravenous injections, taking bloods	3(b)
6.Responsibility for Patient/Client Care	Accountable for the direct delivery of sub-division of a clinical, clinical technical or social care service Manages the school nursing service for a geographical area	6(d)
7.Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Develops protocols for school nursing; policy changes impact on other services	3
8.Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget / budget holder for department/service Authorises payments for supplies & expenses; manages budget for service for area/ holds budget for school nursing service	3(a)(d) - 4(a)
9.Responsibility for Human Resources	Line manager for single function or department Manages team of school nurses, including discipline, sickness absence, career development, appraisals, recruitment	4(a)
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 undertakes R & D activity; clinical trials May participate in/ undertakes R&D activity; clinical trials	12(a) (b)
12.Freedom to Act	Broad occupational policies Interprets policy for a team of nurses in the community	4
13.Physical Effort	Combination of sitting, standing, walking/ frequent light effort for several short periods Walks, stands most of shift, pushes and pulls trolleys & commodes, kneels and crouches to dress wounds	12(b)
14.Mental Effort	Frequent concentration, work pattern unpredictable Concentration during assessments, report writing and driving to and from sites; deals with urgent issues	3(a)
15.Emotional Effort	Occasional/frequent distressing; occasional highly distressing or emotional circumstances Imparts unwelcome news/ child abuse cases	2(a)3 (a)(b)
16.Working Conditions	Occasional unpleasant conditions Body odours, verbal aggression	2(a)
JE Score/Band	JE Score: 471-500	Band 7