

Profile Label: Nurse / Midwife Consultant Higher Level

Job Statement:

1. Provides expert professional advice to patients/clients, carers and staff
2. Responsible for service development/redesign in own area of expertise
3. Undertakes clinical audit, research in a specialist field
4. Provides education and training to other staff, students: may develop or contribute to development of specialist training, education programmes in own field
5. Ensures the maintenance of clinical excellence

Factor	Relevant Job Information	JE Level	JE Score
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding/present complex information to large groups Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required; highly complex service information at board level; presents specialist information to large groups of staff	5 (a) / 5 (b)	45
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to doctorate level or equivalent	8	240
3. Analytical & Judgemental Skills	Highly complex facts or situations, requiring analysis, interpretation, comparison of a range of options. Reconciles inter and intra professional differences of opinion, judgements on complex clinical issues	5	60
4. Planning & Organisational Skills	Plan and organise broad range of complex activities, requiring formulation, adjustment of plans, strategies/ formulate long-term strategic plans, involving uncertainty, impact across the whole organisation Responsible for service development, education, training in specialist field/ strategic planning for specialist service for region, impacting on external agencies	4-5	42-60
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed skills, high degree of precision Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures/ undertakes suturing, endoscopies	3 (b) - 4	27-42
6. Responsibility for Patient/Client Care	Develop highly specialised programmes of care, care packages; provide highly specialised advice concerning care; accountable for direct delivery of sub-division of clinical care Develops & implements of specialist care packages; provide clinical advice in specialist area; accountable for specialist area of nursing/midwifery	6 (a) (c) (d)	39
7. Responsibility for Policy/Service Development	Responsible for policy implementation, development for a service Develops and implements policies for specialist service	4	32
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally; authorised signatory, small payments/ authorised signatory; holds delegated budget Responsible for ensuring the safe use of specialist equipment and advising budget holders on best value purchasing; authorised signatory / delegated budget holder for e.g. training	2(b)(d)/ 3(a)(d)	12-21
9. Responsibility for Human Resources	Teach, deliver core training, range of subjects/ teach, devise training and development programmes, major job responsibility Provides specialist training & education/ develops education programmes	3 (c) – 4 (b)	21-32
10. Responsibility for Information Resources	Record personally generated information Maintains patient/client records, records research results	1	4
11. Responsibility for Research & Development	R&D activities as major job requirement/ co-ordinate, implement R & D activity as job requirement/ initiate, develop R & D activities Conducts research in specialist area/member of audit, research steering group developing trust wide research	3/4/5	21-32-45
12. Freedom to Act	General policies, need to establish interpretation Responsible for establishing how policies should be interpreted for specialist area	5	45
13. Physical Effort	Occasional moderate effort for several short periods Moves, manoeuvres patients	2 (d)	7
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration for patient/client care; interruptions for urgent patient/client, staff needs	3 (a)	12
15. Emotional Effort	Frequent distressing or emotional circumstances; occasional/ frequent highly distressing or emotional circumstances Works with critically and/or terminally ill patients/clients/ imparts unwelcome news to staff, patients/clients	3 (a) (b) / 4	18-25
16. Working Conditions	Occasional/frequent exposure to highly unpleasant conditions Body fluids, faeces, vomit, smells and foul linen	3 (b)- 4(b)	12-18
JE Score/Band		Band 8c-9	637-727