

Profile Label:

Nurse (Community)

Current Job Titles:

Community Staff Nurse, Staff Nurse (Community)

Job Statement:

1. Assesses patients, plans, implements care in the community, provides advice; maintains associated records
2. Carries out nursing procedures
3. May provide clinical supervision to other staff, students

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide & receive complex, sensitive information; barriers to understanding 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	Expertise within a discipline, underpinned by theory Professional/clinical knowledge acquired through training to degree/diploma level	5
3.Analytical & Judgemental Skills	Range of facts or situations requiring analysis, comparison of range of options Judgements on problems requiring investigation, analysis e.g. assessment of patient condition, wound care	3
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own time, may organise that of junior staff and learners	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, plans, implements & evaluates clinical care of patients/ clients	5(a)
7.Responsibility for Policy/Service Development	Follows policies in own role, may be required to comment Follows policies, makes comments on proposals for change	1
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources / maintain stock control; authorised signatory, small payments Personal duty of care / orders supplies when necessary; signs agency time sheets	1-2(c) (d)
9.Responsibility for Human Resources	Demonstrates own activities to new or less experienced employees/ day to day supervision; professional/ clinical supervision Demonstrates own duties to new starters/ supervises work of other staff, clinical support workers, students	1- 2(a) (b)
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	Clearly defined occupational policies, work is managed rather than supervised Works within codes of practice and professional guidelines	3
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 conditions; 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: 333-385	Band 5