

Profile label:

Nurse (GP Practice)

Job Statement:

1. Delivers nursing care, including running clinics
2. Provides health promotion advice
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 are required Communicates sensitive condition related information to patients, relatives, requiring empathy, reassurance	4(a)
2.Knowledge, Training & Experience	Expertise within a specialism underpinned by theory Professional knowledge acquired through training to degree/ diploma level	5
3.Analytical & Judgemental Skills	Range of facts or situations, requiring analysis Judgements on problems requiring investigation, analysis e.g. assessment of patient condition	3
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organise clinics	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	3(b)
6.Responsibility for Patient/Client Care	Develops programmes of care, care packages Assesses, plans, implements & evaluates clinical care of patients	5(a)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Professionally responsible for adherence to policies and procedures	1
8.Responsibility for Financial & Physical Resources	Maintain stock control Responsible for ordering supplies	2(c)
9.Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees / professional/ clinical supervision Demonstrate own duties/ supervise students	1-2(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) (b)
12.Freedom to Act	Clearly defined occupational procedures, someone available close by Works within codes of practice & professional guidelines	3
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 smear tests, analysing ECG printout	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)/ 3 (b)/ 4 (b)
JE Score/Band	JE Score: 336-367	Band 5