

Profile Label:

Nurse Advanced

Current Job Titles:

Lead Specialist, Clinical Nurse Specialist, Senior Specialist Nurse

Job Statement:

1. Assesses patients, plans, implements care in hospital, community or other settings, provides specialist advice; maintains associated records
2. Lead specialist in a defined area of nursing care
3. Provides specialist education and training to other staff, students
4. Undertakes research and leads clinical audits in own specialist area

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive highly complex, sensitive information, barriers to understanding Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance	5(a)
2.Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses to master's level equivalent	7
3.Analytical & Judgemental Skills	Complex facts or situations, requiring analysis, interpretation, comparison of a range of options Skills for assessing & interpreting specialist acute & other patient conditions, appropriate action	4
4.Planning & Organisational Skills	Plan and organise complex activities, programmes, requiring formulation, adjustment Plans specialist nursing service provision, including education & training	3
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 specialised programmes of care/ care packages; provide highly specialised advice concerning care Assesses, develops & implements specialist nursing care programmes; advice to patients, relatives	6(a) (c)
7.Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area Develops protocols for specialist area, impact on other disciplines	3
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 specialist supplies; authorises overtime, agency nurse payments	1-2(c) (d)
9.Responsibility for Human Resources	Teach/deliver core training, range of subjects Provides specialist training & education	3(c)
10.Responsibility for Information Resources	Records personally generated information Updates patient/client records	1
11.Responsibility for Research & Development	Regularly undertakes R&D activity / R&D activities as major job requirement Undertakes research, leads clinical audit in own area	2(a)-3
12.Freedom to Act	Broad occupational policies Accountable for own professional actions, lead specialist for defined area	4
13.Physical Effort	Combination of sitting, standing, walking/ occasional moderate effort for several short periods Moves, manoeuvres patients	1-2(d)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration on patient assessments, injections, schedule of visits	2(a)
15.Emotional Effort	Occasional highly distressing or emotional circumstances Imparts news of terminal illness, bereavement	3(b)
16.Working Conditions	Frequent unpleasant, 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: 511-537	Band 7