Step Guide
Theatre Nurse/Practitioner Higher Level (Band 6)

This step guide will help you to understand and use the national profile identified in the RCN "KNOW YOUR WORTH: re-banding the nursing workforce within the NHS" guidance document. This guidance provides detailed information about the various stages to get through a job evaluation review, where you can substitute the step guide below at pages 13-14 of that document. The step guide works through each factor systematically to identify where there may be gaps in your current job information to match it to the profile. As profiles can have multiple options per factor, the guide will focus on the highest option.

You will need to identify the level your job has reached for each of the 16 factors using this guide, so will therefore need a copy of your existing Matched Job Report (MJR) which details how your post was originally assessed. Understanding the original assessment is an important piece of the jigsaw, it will help you understand what gaps in information there may be and help you focus on these areas to update the job information.

The profile can be found on the NHS Employers website in the Nursing & Midwifery job family, Theatre Nurses sub job family.

First step is to check that the job statement at the top of the profile does align to your job, it doesn't need to be exact just a good fit. The statement for the Theatre Nurse/Practitioner Higher Level Band 6 profile is:

1. Assesses, develops, implements and evaluates programmes of care for patients undergoing theatre procedures. This may be carried out in a specialist area and/or using specialist skills
2. Provides clinical or day-to-day supervision to new/less-experienced staff, HCSW, students; may act as a mentor and assessor

As you answer the standard question for each factor, you start to build a list of where your current job information would require strengthening to meet the national profile. Your application will be stronger when you have more examples of where your knowledge, responsibilities and skill meet the standard required in each factor. Every factor counts, and it is your responsibility to represent your role accurately.

Where you answer:

- **"yes"** your job information may already be sufficient to match the required level. You can, and should, strengthen this description if it does not accurately represent your role.
- **"no"** your job information may need strengthening in this area, then provides prompts to think about how your job information could be improved.

Factor 1 – Communications and relationships skills Does your MJR score level 4 or above? Think about: The type of communication either which you receive or provide, that is complex, sensitive information relating to patients' medical conditions, clinical procedures, and personal circumstances. Demonstrating a level 4 in this factor would require empathy, reassurance, persuasion, and co-operation, particularly where there are barriers to understanding, special communication needs, learning disabilities, or where patients and families may be distressed or anxious.
Factor 2 – Knowledge, training and experience Does your MJR score level 6 or above? Think about: How you would explain to a newly qualified nurse what additional training, qualifications, competencies or experience they need to become fully competent in the role. For example, this may include through competency pathways such as structured preceptorship; through attainment of a Qualification in Specialism (QIS); a programme of short course alongside practical experience to consolidate the knowledge.

Factor 3 – Analytical and judgemental skills Does your MJR score level 4 or above? Think about: The types of judgements you make when assessing or interpreting the complex needs of patients, particularly where there are complex clinical problems and the role you play in investigating, analysing and assessing these.
Factor 4 – Planning and organisational skills Does your MJR score level 2 or above? Think about: The types of planning you undertake. Some examples at this level would be organising equipment necessary for clinical procedures or planning staff rotas. This factor wants to see evidence of planning and organising routine tasks, which might be ongoing.
Factor 5 – Physical skills Does your MJR score level 3 or above? Think about: The skills required to perform your duties. Some examples at this level would be manoeuvring patients into position, intravenous injections or preparing equipment in theatre, such as laryngeal mask insertion.
Factor 6 – Responsibility for patient/client care Does your MJR score level 6 or above? Think about: The type of specialist care packages you develop and deliver, which includes giving specialist advice to patients and staff.
Factor 7 – Responsibility for policy/service development Does your MJR score level 2 or above? Think about: How you get involved in the development of local policies or protocols and whether you have any responsibility for commenting on and putting into practice a new or revised policy within theatres.
Factor 8 – Responsibility for financial & physical resources Does your MJR score level 2 or above? Think about: Whether you have any financial responsibility. Some examples at this level would be ordering stock/supplies; assembling and dismantling surgical equipment or undertaking pre-use checks of anaesthetic equipment.
Factor 9 – Responsibility for human resources Does your MJR score level 2 or above? Think about: The responsibility you have for staff or students, for example day-to-day supervision and the regular provision of training to others in theatre procedures.
Factor 10 – Responsibility for information resources Does your MJR score level 1 or above? Think about: Being part of the team contributing to patient records by recording information you have generated, such as a specialist programme of care.
Factor 11 – Responsibility for research and development Does your MJR score level 2 or above? Think about: How often you get involved in clinical trials and whether this is regular. Another example is testing equipment and the frequency of this.
Factor 12 – Freedom to Act Does your MJR score level 3 or above? Think about: How much freedom do you have to perform your role working within codes of practice and professional guidelines. Work at this level would be managed rather than supervised, with regular check-ins with your manager.
Factor 13 – Physical Effort Does your MJR score level 3 or above? Think about: The level of physical effort required for the role, for example standing at the operating table, manoeuvring patients and pushing/ pulling theatre trolleys and equipment and the frequency this occurs, for example, every shift for several short periods per day.

Factor 14 – Mental effort Does your MJR score level 3 or above? Think about: The type and frequency of concentration required for the role for example, setting up equipment and checking patients in, whether you assist during operations and the expected time you need to concentrate
Factor 15 – Emotional effort Does your MJR score level 4 or above? Think about: The types of emotional situations you are exposed to, such as dealing with highly distressed patients and their relatives, major trauma cases and deaths in theatre and the frequency this occurs.
Factor 16 – Working conditions Does your MJR score level 4 or above? Think about: Whether you are exposed to uncontained blood or bodily fluids, and the frequency this occurs.