Step Guide
Theatre Nurse Specialist Profile (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 family: Theatre Nurses sub-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 Specialist profile is:

1. Assesses, develops, implements and evaluates programmes of care for patients undergoing theatre procedures
2. Provides clinical or day to day supervision to junior staff; 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 which is sensitive and/or complex with patients/clients, such as discussing the patients' health condition, treatment and expected outcomes.
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 be through competency pathways such as a structured preceptorship; attainment of a Qualification in Specialism (QIS); a programme of short course alongside practical experience to consolidate the knowledge; or placements at different units/sites to acquire knowledge of the clinical conditions and how to treat them.

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Factor 3 – Analytical and judgemental skills
Does your MJR score level 4 or above?
Think about: The types of judgements you make when assessing/diagnosing conditions and the options for treatment available to you. Particularly where there are specialist clinical conditions or multi-morbidities which interact in complex ways.

Factor 4 – Planning and organisational skills
Does your MJR score level 3 or above?
Think about: The types of activities you need to plan for, which involve other people. For example, this may be whether you are responsible for producing complex staffing rosters where skill mix needs to be considered; coordinate discharge planning; or organise MDT case conferences.

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 restraint of patients or clients; intravenous injections; syringe pumps and infusion; removal of sutures.

Factor 6 – Responsibility for patient/client care
Does your MJR score level 5 or above?
Think about: Your role in the development of patient care/treatment plans, including the patient assessment, planning and implementation.

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 their implementation, for example ensuring junior staff and students are aware of and adhere to them.

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 handling patient valuables; ordering stock/supplies; assembling equipment for use by others.

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 supervision, or the provision of training to others.

Factor 10 – Responsibility for information resources
Does your MJR score level 1 or above?
Think about: The types of information you deal with and whether this is information you have gathered/generated, such as taking patient observations or documenting care provided.

Factor 11 – Responsibility for research and development
Does your MJR score level 2 or above?
Think about: The level of your involvement within research projects and/or audits, and the proportion of your time dedicated to it.

Factor 12 – Freedom to Act
Does your MJR score level 3 or above?
Think about: The level of freedom you have within your role to make decisions and whether these are controlled by existing policies. Consider whether there are accessible management support or the routes for escalation.

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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 whether you assist/manoeuvre patients, and how often this occurs.
Factor 14 – Mental effort Does your MJR score level 4 or above? Think about: The type and frequency of concentration required for the role; how long each period would last for; and whether you are exposed to any interruptions which require a change in task.
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 imparting unwelcome news to patients or providing care to those who are terminally ill, 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.

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