

National profiles for Nursing

Profile Suite and Label	Nursing: band 6a
Job Statement	<ol style="list-style-type: none"> 1. Assesses patients; plans, implements and monitors care; provides advice. This may be carried out in a specialist area and/or using specialist nursing skills 2. Provides day-to-day supervision and/or clinical supervision to others

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>4a - Providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding;</p> <p>or</p> <p>5a - Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding</p> <p>And/or</p> <p>5c - providing and receiving complex, sensitive or contentious information, where there are significant barriers to acceptance which need to be overcome using developed interpersonal and communication skills such as would be required when communicating in a hostile, antagonistic or highly emotive atmosphere</p> <p>4a Communicates sensitive/ confidential information concerning patients/clients requiring empathy, persuasion and reassurance/ Some patients may have additional communication needs due to sensory impairment, condition or disability</p> <p>5a Communicates highly sensitive, confidential information e.g., safeguarding/public protection suspected patient abuse or sexually transmitted diseases /clients requiring empathy, persuasion and reassurance;</p> <p>5c Communicates complex, sensitive or contentious information concerning patients/clients patients/clients may be challenging behaviours e.g. unpredictable behaviours due to client group</p>	4a-5ac	32-45
2.	Knowledge, Training & Experience	<p>Specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge or relevant practical experience</p> <p>Professional knowledge acquired through degree supplemented by: post graduate diploma level specialist training as a requirement of the role; or</p> <p>equivalent experience in a specialist area with a clear programme of knowledge development; or</p>	6	156





		a combination of on the job learning in a specialist area and short courses in specific topic or subject areas; or breadth of knowledge gained through a combination of on the job learning in a specific area and short courses in specific topic or subject areas; or breadth of knowledge gained through experience to be able to work autonomously in the community.		
3.	Analytical & Judgemental Skills	Judgements involving a range of facts or situations, which require analysis or comparison of a range of options. Skills for assessing and interpreting complex needs of patients/clients e.g. clinical assessment of multiple pathology and complex health and social needs/ conditions, interpretation of investigation/test outcomes,	4	42
4.	Planning & Organisational Skills	Planning and organisation of a number of complex activities or programmes, which require the formulation and adjustment of plans. Plans provision of care for patients/clients, e.g. clinics, health education. May organise staff e.g. make short-term adjustments to rotas, work activities for a shift e.g. participate in discharge planning	2	15
5.	Physical Skills	3a The post requires developed physical skills to fulfil duties where there is a specific requirement for speed or accuracy. This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margins for error, And/or b) the post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials. 3a Restraint of patients/clients using approved techniques; 3b Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures	3ab	15-27
6.	Patient/Client Care	5a Develops programmes of care/care packages; And/or 5c Provide specialist advice in relation to care And/or 6a Develop specialised programmes of care/ care packages; 5a Assesses, plans, implements and evaluates clinical care of patients/clients; 5c Provide specialist advice concerning the care or treatment of identified groups or categories of patients/clients, 6a Develops, implements and evaluates specialist programmes of care	5ac - 6a	30-39
7.	Policy/Service Development	1) Follows policies in own role which are determined by others;	1-2	5-12



		<p>no responsibility for service development, but may be required to comment on policies, procedures or possible developments. or 2): Implements policies and service initiatives for own work area and proposes changes to working practices or procedures for own work area.</p> <p>1) Follows policies, makes comments on proposals for change</p> <p>2) Implements policies and is pro-active in bringing about changes to policy or service e.g. change to clinical working practices, protocols or clinical procedures or procedures in own work area.</p>		
8.	Financial & Physical Resources	<p>2(a) Regularly handles or processes cash, cheques, patients' valuables; And/ or (b) responsible for the safe use of equipment other than equipment which they personally use; And/or (c) responsible for maintaining stock control and/or security of stock; And/or (d) Authorised signatory for small cash/financial payments</p> <p>2a Handles patient valuables; 2b Dismantling and assembling equipment for use by other staff or patients/clients 2c orders supplies, stock or equipment e.g. to maintain sufficient resources for own work, ward area or team 2d Authorised to sign off ' e.g. expenses, agency/bank timesheets,</p>	2abcd	12
9.	Human Resources	<p>2(a) Responsible for day-to-day supervision or co-ordination of staff within a section/function of a department/service, And/or</p> <p>2(b) regularly responsible for professional/clinical supervision of a small number of qualified staff or students, And/or</p> <p>2(c) regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments</p> <p>2a Supervises work of others in the team or MDT; 2b regular clinical supervision of staff, students; 2c regularly provides training to nursing or other disciplines where the topic or subjects connected with their own work</p>	2abc	12
10.	Information Resources	<p>Record personally generated information Maintains work-related records relating to personally generated clinical observations, test results, own court or case reports, research data.</p>	1	4
11.	Research & Development	<p>Undertakes surveys or audits, as necessary to own work; may occasionally participate in R & D, clinical trials or equipment testing Occasional participation in R&D activity e.g. clinical audits.</p>	1	5



12.	Freedom to Act	<p>3) Is guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work is managed, rather than supervised, and results/outcomes are assessed at agreed intervals.</p> <p>or</p> <p>4) Expected results are defined but the post holder decides how they are best achieved and is guided by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points.</p> <p>3 Acts independently within appropriate professional and occupational guidelines, deciding when it is necessary to escalate to a senior clinician</p> <p>4 There is significant discretion to work within a set of defined parameters e.g. lead practitioner or specialist for section/department or clinical field e.g. specialising in a particular field or has responsibility for a defined caseload or locality in the community.</p>	3-4	21-32
13.	Physical Effort	<p>2b Frequent light effort for several short periods/</p> <p>3c Frequent moderate effort for several short periods</p> <p>2b Walks and stands most of shift; kneels and crouches to e.g. dress wounds /</p> <p>3c Manoeuvres patients, lifts substantial equipment.</p>	2b-3c	3-7-12
14.	Mental Effort	<p>2a There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention,</p> <p>And/or</p> <p>2b there is an occasional requirement for concentration where the work pattern is unpredictable.</p> <p>3a There is a frequent requirement for concentration where the work pattern is unpredictable,</p> <p>2a Concentrations in providing clinical care, e.g. immunisation, calculating drug doses for infusion, carrying out tests /</p> <p>2b Occasional interruptions to deal with e.g. bleep /</p> <p>3a Frequent Interruptions to deal with unpredictable client behaviour</p>	2ab-3a	7-12
15.	Emotional Effort	<p>2a Occasional distressing or emotional circumstances /</p> <p>or</p> <p>3a Frequent distressing or emotional circumstances;</p> <p>And/or</p> <p>3b Occasional highly distressing or emotional circumstances</p> <p>2a Occasionally/ 3a Frequently Imparts unwelcome news,</p> <p>3b Frequent care of terminally ill/ directly deals with safeguarding issues, e.g. child abuse or patients who exhibit challenging behaviour</p>	2a-3ab	11-18



16.	Working Conditions	3(a) Frequent exposure to unpleasant working conditions, And/or 3(b) occasional exposure to highly unpleasant working conditions or 4 (b) frequent exposure to highly unpleasant working conditions. 3a being in the vicinity of, unpleasant odours, dust, noise 3b Occasional direct contact body fluids, deals with verbal aggression from patients/clients/service users, families or carers 4b Frequent direct contact with e.g. uncontained bodily fluids	3ab-4b	12-18
JE Score 398 - 461			Band 6	



Profile Suite and Label	Nursing: band 6b
Job Statement	<ol style="list-style-type: none"> 3. Provides clinical and managerial leadership to registered and non-registered staff and students. 4. May ensure effective running of team in a range of settings in the absence of the relevant manager. 5. Responsible for maintaining nursing practice within the context of NMC code, scope of professional practice and organisational policies within a team. 6. Assesses patients, plans, implements care, provides advice; maintains associated records.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding,</p> <p>Communicates complex, sensitive/confidential information concerning patients/clients to colleagues or other health professional requiring empathy, persuasion and reassurance, some patients may have additional communication needs due to sensory impairment, condition or disability</p>	4(a)	32
2.	Knowledge, Training & Experience	<p>Specialist knowledge across a range of work procedures and practices. Underpinned by theoretical knowledge or relevant practical experience.</p> <p>Professional knowledge acquired through degree supplemented by training and/or combination of additional post registration experience and learning to post graduate level. Plus experience of day to day operational management, leadership or mentorship of a clinical team.</p>	6	156
3.	Analytical & Judgemental Skills	<p>Judgements involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options.</p> <p>Skills for assessing and interpreting clinical needs of patients/clients e.g. clinical assessment of conditions. Analysing clinical and operational issues e.g. patient risk assessments, clinical governance, staffing issues and take appropriate action.</p>	4	42
4.	Planning & Organisational Skills	<p>2 - Planning and organisation of straightforward tasks, activities or programmes, some of which may be ongoing /</p> <p>or</p> <p>(3)-Planning and organisation of a number of complex activities or programmes, which require the formulation and adjustment of plans.</p>	2-3	15-27



		<p>(2) Effectively organise and prioritise own workload; Allocation of staff, planning non-complex staff rotas to ensure safe and effective use of staff and resources. May involve short term 'on the day' adjustments</p> <p>(3) The delivery of patient care through appropriate delegation, responding to frequent changes in needs and or environment e.g. revising and reviewing rotas, undertakes complex discharge planning involving coordinating other agencies or other professionals or other disciplines.</p>		
5.	Physical Skills	<p>3a) The post requires developed physical skills to fulfil duties where there is a specific requirement for speed or accuracy. This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margins for error, And/Or</p> <p>3b) The post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials.</p> <p>3a Restraint of patients/clients using approved techniques</p> <p>3b Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion and removal of cannulas/of catheters, removal of sutures</p>	3(a)(b)	27
6.	Patient/Client Care	<p>5(a) Develops programmes of care/care packages, And/or</p> <p>5(c) provides specialised advice in relation to the care of patients/clients.</p> <p>5a Assesses, plans, implements and evaluates clinical care of patients/clients;</p> <p>5c Provide specialist advice concerning the care or treatment of identified groups or categories of patients/clients</p>	5(a)(c)	30
7.	Policy/Service Development	<p>Implements policies for own work area and proposes changes to working practices or procedures for own work area.</p> <p>Implements organisational policies and is pro-active in bringing about changes to policy or services e.g. change to clinical working practices, protocols or clinical procedures in own work area.</p>	2	12
8.	Financial & Physical Resources	<p>2(a) Regularly handles or processes cash, cheques, patients' valuables,</p> <p>And/or</p> <p>2(c) responsible for maintaining stock control and/or security of stock,</p>	2(a)(c)(d) – 3(a)	12-21



		<p>And/or</p> <p>2(d) Authorised signatory for small cash/financial payments</p> <p>or</p> <p>3(a) Authorised signatory for cash/financial payments</p> <p>2a Sign off of small cash/financial payments e.g. timesheets</p> <p>2c Responsible for maintaining stock e.g. ordering through procurement</p> <p>2d Authorised signatory for small cash/financial payments e.g. sign off expenses, agency/bank timesheets totalling less than £1000 per month</p> <p>3a Authorised signatory for payments totalling £1000 or more per month e.g. sign off agency/bank timesheets</p>		
9.	Human Resources	<p>2a Responsible for day-to-day supervision or co-ordination of staff within a section/function of a department or service;</p> <p>And/or</p> <p>2b Professional clinical supervision of a small number of qualified staff or students,</p> <p>or</p> <p>3a Responsible for the day-to-day management of a group of staff</p> <p>2[a] supervise and coordinates activities including allocation and delegation to staff of duties and tasks</p> <p>(b) regularly responsible for /clinical supervision of q registered and non-registered staff or students, including mentoring; Act as a preceptor for nursing students and newly registered staff undertaking preceptorship and assess competency levels as required by their placement objectives</p> <p>3a. Responsible for the day-to-day management of a group of staff, e.g. includes appraisals, recruitment and selection, undertaking first level disciplinary and grievance issues, reviews performance and progress, work allocation and checking, and ensuring appropriate training is delivered to staff.</p>	2(a)(b))-3(a)	12-21
10.	Information Resources	<p>Record personally generated information</p> <p>Maintains patient records</p>	1	4
11.	Research & Development	<p>Undertakes surveys or audits, as necessary to own work; may occasionally participate in R&D, clinical trials or equipment testing</p> <p>Occasional participation in R&D activities e.g. clinical audits</p>	1	5
12.	Freedom to Act	<p>Is guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work is managed, rather than supervised, and results/outcomes are assessed at</p>	3	21



		<p>agreed intervals.</p> <p>Works independently, within codes of practice and professional guidelines. Accountable for own professional actions'</p> <p>Works independently, guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work is managed rather than supervised and results/outcomes are assessed at agreed intervals.</p> <p>Maintains standards in the work area/setting</p>		
13.	Physical Effort	<p>Occasional (2d) / frequent (3c) moderate effort for several short periods</p> <p>Moves, manoeuvres patients from bed to chair, transports patients in e.g. wheelchair</p>	2(d) – 3(c)	7-12
14.	Mental Effort	<p>2(a) There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention,</p> <p>or</p> <p>3(a) There is a frequent requirement for concentration where the work pattern is unpredictable,</p> <p>2a Concentration for checking documents, calculating drug dosages</p> <p>3a responds to frequently changing patient, staff needs</p>	2(a)– 3(a)	7-12
15.	Emotional Effort	<p>2(a) Occasional exposure to distressing or emotional circumstances,</p> <p>or</p> <p>3(a) Frequent exposure to distressing or emotional circumstances,</p> <p>And/or</p> <p>3(b) occasional exposure to highly distressing or highly emotional circumstances,</p> <p>2a / 3a Deals with distressed relatives, care of terminally ill (NB panels must assess frequency)</p> <p>3b consequences of terminal illness, victims of abuse, relatives of deceased patients</p>	2(a) – 3(a)(b)	11-18
16.	Working Conditions	<p>3(a) Frequent exposure to unpleasant working conditions,</p> <p>And/or</p> <p>3(b) occasional exposure to highly unpleasant working conditions</p> <p>or</p>	3(a)(b)–4(b)	12-18



		4 (b) frequent exposure to highly unpleasant working conditions. 3a Smell, noise, dust / 3b / 4b body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags (NB panels must asses frequency)		
JE Score 405 - 458			Band 6	