

Profile Label:

Nurse Consultant

Current Job Titles:

Consultant Nurse, Clinical Nurse Specialist, Lead Nurse

Job Statement:

1. Provides expert professional advice to patients, carers and colleagues
2. Undertakes research in a specialist area
3. Provides education and training to other staff, students
4. Ensures the maintenance of clinical excellence

Factor	Relevant Job Information	JE Level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding/present complex information to large groups Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required; presents specialist information to large groups of staff	5 (a)/ 5 (b)
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/highly complex facts or situations, requiring analysis, interpretation, comparison of a range of options. Makes operational judgements, manages conflicting views/ reconciles inter and intra professional differences of opinion	4/5
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/ highly developed skills, high degree of precision Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures/ undertakes suturing, endoscopies	3 (b) - 4
6. Responsibility for Patient/Client Care	Develop highly specialised programmes of care, care packages; provide highly specialised advice concerning care Develops & implements of specialist care packages; provide clinical advice in specialist area	6 (a) (c)
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area / responsible for policy implementation, development for a service Develops protocols for specialist area, impact on other disciplines/ develops policies for specialist service	3-4
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ safe use of equipment other than equipment used personally; authorised signatory, small payments/ authorised signatory; holds delegated budget Personal duty of care/ responsible for ensuring the safe use of specialist equipment; authorised signatory for overtime payments/ delegated budget holder for specialist budget	1/ 2(b)(d) / 3 (a) (d)
9. Responsibility for Human Resources	Teach, deliver core training, range of subjects/ teach, devise training and development programmes, major job responsibility Provides specialist training & education/ develops education programmes	3 (c) – 4 (b)
10. Responsibility for Information Resources	Records personally generated information Maintains patient/client records, records research results	1
11. Responsibility for Research & Development	R&D activities as major job requirement/ co-ordinate, implement R & D activity as job requirement/ initiate, develop R & D activities Conducts research in specialist area/member of audit, research steering group developing trust wide research	3/4/5
12. Freedom to Act	General policies, need to establish interpretation Responsible for establishing how policies should be interpreted	5
13. Physical Effort	Occasional moderate effort for several short periods Moves, manoeuvres patients	2 (d)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration for patient care; interruptions for patient, staff needs	3 (a)
15. Emotional Effort	Frequent distressing or emotional circumstances; occasional/ frequent highly distressing or emotional circumstances Works with terminally ill patients/ imparts unwelcome news to staff, patients	3 (a) (b) / 4
16. Working Conditions	Occasional/frequent exposure to highly unpleasant conditions Body fluids, faeces, vomit, smells and foul linen	3 (b)- 4(b)
JE Score/Band	JE Score: 542-650	Band 8A/8B/ 8C