

## PROFILE LABEL: Clinical practitioner Advanced - DRAFT

### JOB STATEMENT:

1. Assesses patients; plans, implements the treatment and monitors care; provides highly specialist advice; maintains associated records
2. Lead specialist in defined area of care
3. Provides specialist education and training to other staff, students and/patients / clients
4. Undertakes research or clinical audits in specialist area

Factor	Relevant Job Information	JE Level	JE Score
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding/ Provide and receive highly complex, sensitive or contentious information; barriers to understanding; Provide and receive complex, sensitive or contentious information; hostile, antagonistic or highly emotive atmosphere</b>  Communicates sensitive/ highly sensitive, confidential information concerning patients or clients requiring empathy, persuasion and reassurance. Some may have special needs; patients or clients may be hostile, antagonistic	4 (a) - 5 ab	32 - 45
<b>2. Knowledge, Training &amp; Experience</b>	<b>Highly developed specialist knowledge, underpinned by theory and experience</b> Professional knowledge acquired through degree supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to masters equivalent level	7	196
<b>3. Analytical &amp; Judgmental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Skills for assessing and interpreting complex needs of patients or client conditions, appropriate diagnosis; skills for development of Specialised treatment programmes	4	42
<b>4. Planning &amp; Organisational Skills</b>	<b>Plan and organise complex activities or programmes, requiring formulation, adjustment</b> Plans Specialised health and education programmes; coordinates multi-disciplinary groups in specialist area	3	27
<b>5. Physical Skills</b>	<b>Developed physical skills; advanced sensory skills/highly developed physical skills requiring a high degree of precision and high levels of hand, eye and sensory co-ordination</b> Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures cannulation/ intubation, suturing	3ab - 4	27- 42
<b>6. Responsibility for Patient/Client Care</b>	<b>Develop specialised programmes of care or care packages; Provide highly specialised advice in relation to care</b> Assesses, plans, implements and evaluates specialist clinical care of patients or clients; gives highly specialist advice to patients, clients or carers	6ac	39

<b>7. Responsibility for Policy/Service Development</b>	<b>Implement policies and propose changes to practices, procedures for own area</b> Implements policies and proposes changes to working practices or procedures in own work area	2	12
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources/ Maintain stock control; Authorised signatory, small payments</b> Responsible for equipment used/ orders supplies; signs timesheets	1 – 2acd	5 - 12
<b>9. Responsibility for Human Resources</b>	<b>Day to day supervision; Regularly responsible for Professional or clinical supervision /Responsible for Teaching or delivery of specialist training</b>  Supervises work of others; clinical supervision of staff, students; provides training to others / Delivers specialist training in area of expertise	2abc – 3c	12 - 21
<b>10. Responsibility for Information Resources</b>	<b>Record personally generated information</b> Maintains records relating to clients, patients	1	4
<b>11. Responsibility for Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Occasional participation in R&D activity	1	5
<b>12. Freedom to Act</b>	<b>Guided by principles and broad occupational policies</b> Accountable for own professional actions, lead specialist for defined caseload	4	32
<b>13. Physical Effort</b>	<b>Frequent light effort for several short periods/ Frequent moderate effort for several short periods</b> Walks, sits and stands/ Walks and stands most of shift; kneels and crouches to e.g. dress wounds/ Manoeuvres patients, lifts substantial equipment	2b – 3c	7 - 12
<b>14. Mental Effort</b>	<b>Frequent concentration; work pattern predictable/ Unpredictable</b> Concentration on patient assessments and diagnosis, providing clinical care, e.g. calculating drug doses for infusion, carrying out tests/ Interruptions to deal with staff or emergencies	2a – 3a	7 - 12
<b>15. Emotional Effort</b>	<b>Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances</b> Imparts unwelcome news, care of terminally ill/ safeguarding issues, e.g. child abuse. Some challenging behavior	2a – 3ab	11-18-
<b>16. Working Conditions</b>	<b>Frequent unpleasant conditions; Occasional/ Frequent highly unpleasant conditions</b> Body odours, / Body fluid, verbal aggression	3ab- 4b	12-18
<b>JE Score/Band</b>		Band 7	477 - 539