

PROFILE LABEL: Clinical Practitioner Specialist TO BE CONFIRMED DRAFT

JOB STATEMENT:

1. Assesses patients; plans, implements the treatment and monitors care;
2. Provides specialist advice. This may be carried out in a specialist area and/or using specialist clinical skills
3. Supervises students, support workers

Factor	Relevant Job Information	JE Level	JE Score
1. Communication & Relationship Skills	<p>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</p> <p>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</p>	4 (a) - 5 ac	32 - 45
2. Knowledge, Training & Experience	<p>Specialist knowledge across range of procedures underpinned by theory</p> <p>Professional knowledge acquired through degree supplemented by diploma level specialist training, experience, short courses</p>	6	156
3. Analytical & Judgmental Skills	<p>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</p> <p>Skills for assessing and interpreting complex needs of patients or client conditions, appropriate diagnosis; skills for development of Specialised treatment programmes</p>	4	42
4. Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Plans and co ordinates provision of care for patients or clients, May allocate work to staff</p>	2	15
5. Physical Skills	<p>Developed physical skills; advanced sensory skills</p> <p>Dexterity and accuracy required for, e.g. intravenous injections, syringe pumps and infusion, insertion of catheters and removal of sutures</p>	3 ab	27
6. Responsibility for Patient/Client Care	<p>Develop specialised programmes of care or care packages; Provide highly specialised advice in relation to care</p> <p>Develops and implements specialist programmes of care; gives highly specialist advice to patients, clients or carers</p>	6ac	39
7. Responsibility for Policy/Service Development	<p>Follow policies in own role, may be required to comment/ Implement policies and propose changes to practices, procedures for own area</p> <p>Follows policies, makes comments on proposals for change/Implements policies and proposes changes to working practices or procedures in own work area</p>	1 – 2	5 -12
8. Responsibility for Financial & Physical Resources	<p>Personal duty of care in relation to equipment, resources/ Maintain stock control; Authorised signatory, small payments</p> <p>Responsible for equipment used/ orders supplies; signs timesheets</p>	1 – 2acd	5 - 12

9. Responsibility for Human Resources	Day to day supervision; Professional /clinical supervision Supervises work of others; clinical supervision of staff, students; provides training to others	2abc	12
10. Responsibility for Information Resources	Record personally generated information Maintains work-related records	1	4
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Occasional participation in R&D activity	1	5
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/ Broad occupational policies Works within codes of practice and professional guidelines/ lead specialist for defined caseload	3 – 4	21 - 32
13. Physical Effort	Frequent light effort for several short periods/ Frequent moderate effort for several short periods Walks, sits and stands/ Walks and stands most of shift; kneels and crouches to e.g. dress wounds/ Manoeuvres patients, lifts substantial equipment	2 b-3c	7-12
14. Mental Effort	Frequent concentration; work pattern predictable/ Unpredictable Concentrations in providing clinical care, e.g. calculating drug doses for infusion, carrying out tests/ Interruptions to deal with unpredictable client behavior	2a – 3a	7 - 12
15. Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances Imparts unwelcome news, care of terminally ill/ safeguarding issues, e.g. child abuse. Some challenging behavior	2a – 3ab	11-18-
16. Working Conditions	Frequent unpleasant conditions; Occasional/ Frequent highly unpleasant conditions Body odours, / Body fluid, verbal aggression	3ab- 4b	12-18
JE Score/Band		Band 6	400 - 461