



DO NOT WRITE IN THIS SPACE

**REQUEST FOR CLASSIFICATION AND RECRUITMENT
GENERAL SERVICE AND RELATED CATEGORIES**

DATE RECEIVED: _____

OFFICERS: _____

REASON FOR CLASSIFICATION	<input type="checkbox"/> VACANCY ANNOUNCEMENT	POST ENCUMBERED BY	EX INCUMBENT
	<input type="checkbox"/> REVISION OF DUTIES	ANTICIPATED DATE OF VACANCY	DURATION OF THE POST
	<input type="checkbox"/> BUDGET APPROVAL		
	<input type="checkbox"/> OTHER (SPECIFY):		
IDENTIFICATION OF THE POST <i>(USE OFFICIAL NOMENCLATURE)</i>	POST NUMBER Multiple	DUTY STATION Multiple	CURRENT FUNCTIONAL TITLE
1. DEPARTMENT/SECRETARIAT/OFFICE Field Mission/s	SECTION		
2. DIVISION/CENTRE	UNIT		
3. BRANCH/SERVICE	ST/SGB/ORGANIZATION REFERENCE	OFFICE CODE	

SIGNATURES

(Attach a complete and current organization chart showing the organizational structure of the post being described before obtaining the signature of the incumbent.)

1. SUPERVISOR <i>(Certification of correctness of job description)</i> <i>[Signature]</i> NAME AND TITLE DATE: 30 July 2015.	3. EXECUTIVE or ADMINISTRATIVE OFFICER <i>[Signature]</i> NAME AND TITLE DATE: 3/8/15
2. CHIEF of SECTION/BRANCH or DIRECTOR <i>(Authorization of approval)</i> <i>[Signature]</i> NAME AND TITLE DATE: 30 July 2015.	4. INCUMBENT <i>(This is an accurate description of my post)</i> NAME AND TITLE DATE

The signatures confirm the certification as indicated. They do not imply any decision concerning the grade level of the post.

CLASSIFICATION NOTICE - The classification of the post is approved as follows:

FUNCTIONAL TITLE Nurse	JOB DESCRIPTION NO. JD/CP150GS
OCCUPATIONAL CODE 2.2.02 - Job Code 4797	CLASSIFICATION LEVEL GS-5
COMMENTS	
CLASSIFICATION OFFICER <i>[Signature]</i> NAME: BRUCE SHEAROUSE, HRO, ODCU/FPOS/FPD/DFS CHIEF, ORGANIATIONAL DESIGN AND CLASSIFICATION UNIT, FPD/DFS	CLASSIFICATION OFFICER <i>[Signature]</i> NAME: EMMEN SAEED, HRO, ODCU/FPOS/FPD/DFS
NAME: M.MIRMOHAMMAD, CHIEF ODCU/FPOS/FPD/DFS FOR THE DIRECTOR, FIELD PERSONNEL DIVISION/DFS	Date: AUG 1 2 2015
NAME: <i>for</i> CHASTE ABIMANA, CHIEF FPOS/FPD/DFS	

SECTION A - To be completed by the incumbent of the post, if any. (If this section cannot be filled out by the incumbent, it may be completed by the supervisor).

1. Summary of principal functions.

These positions are located in the United Nations Field Peacekeeping Operations, Special Political Missions, Service Centres and Offices as applicable. The main duties include:

- **Medico-Administrative assistance on daily basis;**
- **Nursing consultations where appropriate.**

2. Major duties and responsibilities. Describe in order of importance *what* is done and *how* it is done. Please indicate the approximate percentage of time devoted to each function. %

- | | |
|---|-----------|
| • Takes part in the day-to-day clinical activities of the clinic | 30 |
| • Schedules routine and on demand Medical examinations of Staff. | |
| • Offers nursing consultations and assists the clinic Doctors in consultations and emergencies where appropriate. | 30 |
| • Takes part in the Roster of medical personnel offering emergency services out of the clinic. | |
| • Is responsible for maintenance of medical records for all Mission staff based in the Sector, not part of formed Unit. | 20 |
| • Is responsible for safe filling of medical records with due respect to the confidentiality and for the return of the records to the HQ clinic. | |
| • Reviews immunization status of staff and offers advice on vaccinations. | |
| • Files tests results and X-Rays from mission laboratory and external providers after these have been reviewed and signed by the clinic Doctors. | 15 |
| • Is responsible for the dispensing of drugs prescribed by the clinic Doctors or where the right to dispense has been delegated to the Nurse in writing. | |
| • Orders re-supplies of drugs, consumables and supplies for the Clinic from the mission medical warehouse. | 5 |
| • Performs other duties as required. | |

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3. **Guidelines:** Indicate the rules, regulations, manuals, procedures, precedents, instructions, policies or other guidelines - written or unwritten - which apply to the work; describe the extent to which the incumbent is permitted to *INTERPRET* or *DEVIATE* from guidelines and to propose or establish new guidelines.

- Medical SOPs
- Financial and Budget SOPs
- ST/AIs

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4. **Consequence of Work:** Indicate the kind of decisions or recommendations made and how they affect the work of the organizational unit. Describe the consequence of errors.

Errors in either decisions or in proposals would create additional tasks to be corrected, or cause general dissatisfaction in implementing established procedures

5. **Work Relationships:** Indicate the *purpose*, *level* and *frequency* of contacts both inside and outside the organization.

TITLE AND LEVEL	PURPOSE AND FREQUENCY
Human Resources Assistant	To provide information during preparation of monthly statistics. Once a month.
Security Officer	For medical emergency response. Whenever required.
Mission Staff at Large	For day-to-day patient care. Every day.
Supervisor of the clinic	For regular supervision. Daily.
Medical Representatives	For receiving and ordering prescription drugs. Weekly
Local Doctors	For coordination in the event of an accident. As required.

6. Responsibility for the work of others: Indicate the number, title and level of those for whose work you are responsible. Describe the nature of your responsibility, such as distribution and review of assignments, training, approval of leave, performance appraisal, etc.

NUMBER	TITLE	LEVEL	NATURE OF RESPONSIBILITY
N/A	N/A	N/A	N/A

7. Physical requirements

- (a) Describe the physical requirements of the work, such as lifting x lbs., walking, standing, sitting, etc. Describe how and when these requirements exist and how often per day, week, etc.

Receiving drugs and medical supplies, storing and managing them requires lifting of boxes. Daily work in the clinical setting usually is not physically demanding, but in case of an emergency and while On-call, physical effort is required: lifting patients and heavy equipment, standing, running and stress. When called for attending a patient in his/her accommodation, and when taking the patient by ambulance to the higher referral level, the risk from accidents during emergency driving exists.

- (b) Describe the conditions of the work place, such as work in a machine room where extensive noise occurs, work out of doors in all weather conditions, damages or hazards present in the operation of the equipment or in the workplace.

- **Daily risk of nosocomial infections;**
- **Manipulating blood represents serious risk of HIV/Aids infection.**

SECTION B - To be completed by the supervisor of the post.

1. Purpose: Describe the overall purpose, objectives, or goals of the post.

The provision of quality nursing services (day-to-day clinical activities as well as consultations) to staff, thus also contributing to the smooth functioning of the Unit/Section.

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2. Review over work: Describe the way work is assigned (e.g. specific assignments with related instructions, or continuing responsibility, etc.) and the extent the work is reviewed (whether by the supervisor or others) while in progress or upon completion.

The work is assigned by the Chief Medical Officer or Doctor-On-Duty and will be supervised by the nurses' team leader. The Head Nurse provides instructions and directions, and the delivered work is revised and discussed as and whenever necessary. Duties related to the patient care are assigned/coordinated/verified continuously by the Doctor-On-Duty and coordinated with the CMO Office. The only time the nurse on this post takes independent decisions will be in the time of emergency when a doctor is not around.

3. Qualifications required to perform the assigned duties of the post

- (a) Skills/knowledge: Indicate kind of, type and length of training required for the post including skill in equipment operation.

Completion of high school and further formal education/training in nursing such as registered Professional Nurse designation or equivalent. Mastery of the use of anesthesia machine, mechanical ventilator, monitor, defibrillator, sterilizer, Pulse oximeter, glucometer, centrifuge is required.

- (b) Experience: Indicate the *type* and *length* of practical experience required.

At least 5 years of progressive clinical experience in the medical field and hospital.

- (c) Languages required: Identify the languages required and the nature of their use (for example, typing, correction of grammar and punctuation, informal translation).

English and French are the working languages of the United Nations Secretariat. Fluency in English or French, (both oral and written) is required; knowledge of the other is desirable.

4. If the job description is to be used for requesting a review of the classification level, indicate the changes that have occurred in the duty assignment.

N/a

INSTRUCTIONS FOR COMPLETING JOB DESCRIPTION (FORM P.270, GENERAL SERVICE)

General: Complete all sections of this document accurately in clear, concise language. If a question is not applicable, then mark n.a. Describe the work and the factors required of the post and not the characteristics, performance or qualifications of the incumbent. Attach additional sheets if necessary.

Section A

1. Summarize the major duties to give a quick overview of the post's activities.

2. Duties and responsibilities

Each post is responsible for generally four or five major duties or functions. These duties should be presented in order of importance with a detailed explanation of how the duty is achieved. Miscellaneous tasks which take only a small percentage of time can be grouped and listed together. Terms such as "assists", "prepares", "handles", or "participates" describe relationships but do not actually describe what is done to assist, how something is prepared or handled, or how one participates; therefore, they should be accompanied by an explanation of the "what" and "how" of the actual duties.

Keep in mind the outputs or end products (what is produced or what the work leads up to). Present facts, not appraisals or evaluations of the work. The following examples from different posts illustrate explanations of how the work is accomplished.

- a. Processing of communications: 30%
 - (a) Types from draft in final form, in English, French and Spanish either for dispatch or for photo-offset, letters and notes with appropriate documents sent to the Unit for processing. After this, sends to the Ministries of Foreign Affairs, the Permanent Missions, Organizations and special agencies.
 - (b) Proofreads carefully the letters and notes which come from the Printing Section. Retypes the salutations of the notes as well as the addresses of the letters and special agencies where necessary.
- b. Assists in arranging meetings - for Directors' Meeting, Board Meeting, ad hoc meetings: 15%
 - a) Assembles, copies and distributes background papers and agenda (occasionally under own signature).
 - b) Schedules conference rooms.
 - c) Arranges working lunches for the Executive Director with Regional Directors.
 - d) Distributes reports or minutes or meetings.
- c. Recruitment of Experts, consultants, volunteers: 10%
 - 1) Obtains information for completion of recruitment form transmitting draft job descriptions to recruitment service.
 - 2) Completes the request for P.5 to initiate recruitment action and transmit to Administrative Services.
 - 3) Completes Special Service Agreement, giving details of account number, travel, etc.
 - 4) Types submission letters of qualified candidates to Government via the Resident Representative's Office, upon receipt of nominations.
 - 5) Sends Letters of Welcome and Channels of Communication to experts.

3. Guidelines

Describe the nature of the guidelines by listing them and describe the way they must be used, for example are they followed exactly, are they readily available or must they be searched out, must selection be made from among a number of alternatives.

4. Consequence of work

In general, decision making is considered as a commitment to a course of action that is not subject to detailed review. To make recommendations on the other hand requires the suggestion for courses of actions and implies that the post does not have complete or final responsibility. Decisions and recommendations made often relate to the choice from among guidelines, but they may also involve decisions or recommendations on what can be done to complete the work before referring to another source. Describe these kinds of choices made. In addition describe the damage that would be caused by errors in making these choices such as loss of time of incumbent, other staff members, or equipment; expenditure of excess funds; or additional work of others.

5. Work Relationships

Include only those contacts which are typical and occurring during the work cycle and indicate how contact is made (personal contact, telephone contact, correspondence).

6. Responsibility for the Work of Others

Be explicit in describing the nature of the responsibility. General terms like "supervise" are not sufficiently descriptive.

Section B

1. Purpose

Provide a brief statement of the overall objective or purpose of the post, such as, provides secretarial support to a recruitment officer.

2. Qualifications Required

- (a) The kind of training refers to knowledge of general office work or specialized work (such as computer, statistics, accounting). Type of training refers to the method such training would normally be acquired, such as high school, trade school, on the job, etc.
 - (b) Experience
Indicate how the experience relates to the job - such as it increases efficiency by allowing faster processing or it provides more in depth familiarity with the exceptions that occur in normal operations.
 - (c) Languages
Please describe the way in which languages are used.
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