

**SURGICAL SERVICES
PERSON SPECIFICATION
STAFF NURSE – BAND 5**

	ESSENTIAL	DESIRABLE	MEASURED BY
PHYSICAL MAKE UP	Consistent and reliable attendance.		Application form/ references
ATTAINMENTS (education, professional qualifications)	Registered 1st Level or equivalent as verified by NMC	To have knowledge of current research applicable to the post's specialist area.	All via application form/interview/ references
GENERAL INTELLIGENCE	Able to take on board new ideas, skills and knowledge. Ability to problem solve. Be numerate.		Application form/ interview/ references
SPECIAL APTITUDES (experience, specific job skills)	Able to manage the care for a group of people and prioritise workload with minimal supervision. Be proficient at calculating drug doses, Able to write basic reports. Able to train less qualified carers/learners. Moving and handling, customer awareness, computer/keyboard skills.	Able to present reasoned discussion. Evidence of continuous development.	All via interview and references
DISPOSITION (characteristics, personal skills)	Be able to work in a team. Be supportive of team members. Able to communicate effectively to patients, visitors and colleagues. Able to listen actively. Able to reflect on one's own work. Have effective interpersonal skills. Be enthusiastic, conscientious and sympathetic.	Be able to work with minimal supervision within the job description.	Application form, interview, references
CIRCUMSTANCES	Be able to fulfill; various shift patterns on the ward, inc. nights. Able to adopt to change. Proven ability to keep information confidential		All via interview and references