

## PERSON SPECIFICATION

**Post Title:** Staff Nurse Band 5 –

**Group/Department:**

AfC Ref – N0344

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>Experience</b>	<ul style="list-style-type: none"> <li>Relevant clinical post registration experience.</li> </ul>	AF		
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>RN (Adult) with current NMC registration</li> </ul>	AF	Teaching qualification Assessing qualification Speciality specific qualifications	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>Ability to work as part of a multidisciplinary team</li> <li>Problem solving skills</li> <li>Prioritising skills</li> <li>Planning skills</li> <li>Commitment to personal and professional development</li> <li>Flexible and responsive to change.</li> </ul>	AF/I AF/I AF/I AF/I AF/I AF/I	Interest in teaching/ability to teach. Interest in re-ablement.	AF/I     AF/I
<b>Management / Supervision / Coordination skills</b>	<ul style="list-style-type: none"> <li>Ability to delegate</li> <li>Ability to recognise own limitations.</li> </ul>	AF/I AF/I	Preceptor skills Mentorship skills Team leadership skills Influencing and persuasion skills	AF/I
<b>Written skills</b>	<ul style="list-style-type: none"> <li>Report writing / patient documentation / nursing assessment documentation.</li> </ul>	AF / I		
<b>Communication/Verbal skills</b>	<ul style="list-style-type: none"> <li>Able to speak, receive, understand and issue instructions without risk of misunderstanding.</li> <li>Be able to communicate effectively via telephone, individual or group discussion</li> <li>Ability to communicate with all members of the multi-disciplinary team on regular basis.</li> <li>Able to communicate concerns in a timely manner.</li> </ul>	AF/I  AF/I I	Knowledge of e-mail and patient data systems.  IT skills	AF
<b>Responsibility for financial and physical resources</b>	<ul style="list-style-type: none"> <li>Awareness of stock control and effective handling of patients property</li> <li>Ability to use resources effectively.</li> </ul>	AF/I  I		
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Ability to calculate drug dosages</li> <li>Understanding of holistic care</li> <li>Awareness of evidence based practice.</li> </ul>	I I I	Knowledge of specialty Knowledge of NHS priorities Understanding of group dynamics	AF/I

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>Physical skills</b>	<ul style="list-style-type: none"> <li>• Able to safely carry out manual handling of patients and equipment and stores as per Trust policy.</li> <li>• Able to set up basic equipment to maintain patient safety.</li> <li>• Able to assist others with the delivery of patient care.</li> </ul>	AF AF AF		
<b>Mental Effort</b>	<ul style="list-style-type: none"> <li>• Ability to synthesise complex information</li> <li>• Ability to maintain concentration under stressful conditions.</li> </ul>	I I		
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>• Ability to recognise report and diffuse conflict situations.</li> <li>• Ability to work within high turnover pressurised environment on a daily basis.</li> <li>• Able to work in close/intimate contact with patients (e.g. direct contact with bodily fluids)</li> <li>• Personal contact with patients and relatives.</li> </ul>	AF/I AF/I  AF/I AF/I		
<b>Emotional Effort</b>	<ul style="list-style-type: none"> <li>• Able to deal with the emotional consequences of illness (difficult and upsetting situations, in particular)</li> </ul>	AF/I		
<b>Other</b>	<ul style="list-style-type: none"> <li>• Completion of KSF foundation gateway within 12 months for newly qualified nurses</li> <li>• Completion of full KSF outline within agreed timescales for all other nurses</li> </ul>		Willingness to achieve competency in extended roles as appropriate	AF

### Notes on completion

Please complete only the criteria that are relevant to the post otherwise leave blank.

Essential criteria are those attributes required of the post holder without which an appointment cannot be made.

Desirable criteria are those attributes of the post holder, which would be useful, but not essential for the post holder to perform the role.

How tested:    AF     -     Application Form  
                       I     -     Interview  
                       P     -     Presentation  
                       T     -     Test

If you have any queries please contact your Divisional Human Resources Manager