

PERSON SPECIFICATION

Job Title: Nursing Associate

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS	<ul style="list-style-type: none"> • Registered Nursing Associate on the NMC Register with a Foundation Degree. • GCSEs Grade C or above in Maths and English language/ New GCSE Grade 4-9 in Maths and English language OR Functional Skills level 2 in Maths and English or Equivalent (not entry Level 2) 		E.g. Application form Certificates
EXPERIENCE	<ul style="list-style-type: none"> • Experience of working in teams under appropriate Supervision as part of a multidisciplinary team. • Insight into how to evaluate own strength and development needs, seeking advice where appropriate. • Experience of providing and receiving complex sensitive information. 	Experience of speciality area	E.g application form Interview References
SKILLS	<ul style="list-style-type: none"> • Ability to take part in reflective practice and clinical supervision activities. • Ability to organise and priorities own delegated workload. • Ability to deal with Non-routine and unpredictable nature of workload and individual patient contact. • Ability to communicate effectively (written, verbal and non-verbal communication) with patients/ 		e.g Application form Interview References Psychometric Tests

	<p>relatives and carers and all members of the multi-disciplinary team.</p> <ul style="list-style-type: none"> • Ability to develop effective and appropriate relationships with people, their families' carers and colleagues. • Ability to support, supervise, assess and act as a role model to nursing associate students, other learners and health care support workers as required with in the clinical setting. • Have effective time management skills and the ability to prioritise • Maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. 		
KNOWLEDGE	<ul style="list-style-type: none"> • Understanding of the scope of the role of the nursing associate in context of the nursing and interdisciplinary team and the organisation and how the role may contribute to service development. • Understands and acts in line with NMC professional standards for practice contained with the code. • Knowledge of when to seek advice and escalate to the appropriate professional for expert help and advice. • Understand requirements for NMC professional Revalidation. • Understanding of the importance of following procedures and treatment plans. 		E.g. Application Form Interview References
Attributes	<ul style="list-style-type: none"> • Positive approach to work • Capacity to work with colleagues at all levels • Open minded, treats colleagues and the general public with dignity and respect. 		

	<ul style="list-style-type: none"> • Compassionate and Caring 		
OTHER (Please specify)	<ul style="list-style-type: none"> • Car owner/driver subject to the conditions of the DDA • Flexibility to work across the 24hr/ 7 day period • Health cleared by Occupational Health to undertake the full range of duties of the post 		<p>E.g. Application Form Interview Document check</p>

Date Prepared:

Prepared By: