

Person Specification & Scoring Sheet

Job Title	Chemotherapy Staff Nurse	Band	5
Candidate			

Top Tip for candidates! Please use the supporting information section of the application form to provide examples that demonstrate how you meet each of the criteria listed below.

	Essential Criteria	Desirable Criteria	Score
Qualifications	<ul style="list-style-type: none"> First Level (adult) registered Nurse Advanced Communication skills or willingness to undertake Educated to degree level (or working towards) 	<ul style="list-style-type: none"> Oncology nursing and/or chemotherapy course Teaching and assessing course 	
	Candidates: Please be aware that you will be asked to present your original qualifications at interview.		
Experience	<ul style="list-style-type: none"> 1 years post registration Evidence of experience of nursing cancer patients Evidence based practice Experience of multidisciplinary team working 	<ul style="list-style-type: none"> Experience of chemotherapy administration and/or working in an oncology environment 	
Skills	<ul style="list-style-type: none"> Excellent communication skills Ability to develop effective interpersonal relationships with colleagues across health and social care setting Basic IT skills 	<ul style="list-style-type: none"> Phlebotomy and cannulation skills Counselling skills Demonstrable leadership skills 	
Knowledge	<ul style="list-style-type: none"> Knowledge of professional and NHS issues and policy relating to chemotherapy Demonstrable evidence of continuing professional development 	<ul style="list-style-type: none"> Demonstrable teaching and assessing knowledge and ability 	
Additional	<ul style="list-style-type: none"> Ability to travel between hospital sites Flexible working patterns Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation 	<ul style="list-style-type: none"> 	

WWL Behaviours	<p>When we are:</p> <p>4ward Thinking We seek out new and creative way of working to make a positive difference.</p> <p>Working together We actively seek opportunities to work in partnership with others</p> <p>Accountable We take personal responsibility for ourselves and our actions</p> <p>Respectful We recognise that everyone counts and makes a valuable contribution</p> <p>Demonstrate Compassion We take time to show kindness and care to others</p>	
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Total Score:	
Out of total possible score:	

Comments	<p>Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;</p>
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Scoring Key:

1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria
2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria
3. Showed more positive than negative evidence of meeting the essential criteria
4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria
5. Showed multiple clear evidence of meeting all of the essential and desirable criteria

Signature:		Date:
Print name:		Position: