

Person Specification

Job Title:	Deputy Ward Sister / Charge Nurse	Division/Department:	Neonatal – Family Health	Band:	6
-------------------	-----------------------------------	-----------------------------	--------------------------	--------------	---

Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards		A, I
Training & Qualifications	1st level registered nurse Current registration with UK Nursing and Midwifery Council Mentor/assessor qualification Post registration neonatal qualification Completion of all competency packages or equivalent packages / resources NLS provider Competent in medicines management		A,I Professional Profile
Experience	Previous current critical care experience caring for Level 1/ Level 2 patients Portfolio demonstrating continuous professional development Demonstrated experience teaching one to one and small groups Evidence of performance reviews Evidence of change management		A,I

<p>Communication and Relationship skills</p>	<p>Able to deliver complex, sensitive information effectively Effective communicator with patients, carers, all members of the multidisciplinary team Can produce timely, accurate written/ electronic records/documents Evidence of presentation skills, use of PowerPoint or similar software Can minimise interpersonal conflict and barriers to communication</p>		<p>A,I</p>
<p>Analytical and Judgement skills</p>	<p>Able to lead a team, prioritise and respond to planned and unplanned situations Ability to assess staff competence and confidence in clinical practice Make judgements and decisions regarding care planning and delivery</p>		<p>A,I</p>
<p>Planning and organisation skills</p>	<p>Can prioritise and manage own time and workload and that of the team Able to action and appropriately disseminate Trust and NHS policies in the absence of the ward sister</p>		<p>A,I</p>

<p>Physical skills</p>	<p>Able to walk or stand for extended periods of time e.g. throughout a shift Ability to frequently manoeuvre patients and medical equipment in confined/awkward spaces</p>		<p>A,I</p>
<p>Other requirements specific to the role (e.g. be able to work shifts/on call)</p>	<p>Demonstrate flexibility in working patterns and practices Ability to recognise and acknowledge stress in self and others and initiate appropriate support mechanisms</p>		<p>A,I</p>

