

**PERSON SPECIFICATION FOR Band 6 Specialist Community Public Health Nurse – Goodall Division**

We recognize that newly qualified SCPHN's will have to refer to their experiences as a student SCPHN in order to demonstrate that they meet the personal specification below.

<b>CRITERIA</b>	<b>ESSENTIAL</b> Requirements necessary for safe and effective Performance in the job	<b>SEE KEY</b>	<b>DESIRABLE</b> Where available, elements that would contribute to immediate performance in the job	<b>SEE KEY</b>
<b>Education and Qualifications</b>	Registered Nurse or Midwife  Registered Specialist Community Public Health Nurse (School Nurse)  Evidence of relevant Continuous Professional Development	<b>A / I</b>  <b>A / I</b>  <b>A / I</b>	Mentorship Preparation Module/ ENB  Degree or Masters in related subject  Nurse prescribing	<b>A</b>

<p><b>Previous</b></p> <p><b>Experience</b></p>	<p>This post is open to newly qualified SCPHN's</p> <p>Experience of working with complex families.</p> <p>Experience of multi-disciplinary integrated team working</p> <p>Ability to work flexibly and respond to changing demands and methods of working both individually and within a team.</p> <p>Ability to work without direct supervision and proactive in seeking support with decision making when required.</p> <p>Knowledge of Infection Control legislation and</p>	<p><b>A / I</b></p> <p><b>A / I</b></p> <p><b>A / I</b></p> <p><b>A / I</b></p> <p><b>A / I</b></p>		

	maintenance of standards	<b>A / I</b>		
	Knowledge of Safeguarding Children issues	<b>A / I</b>		
	Knowledge of risk management	<b>A / I</b>		
	Knowledge of current issues and how they impact on professional practice.	<b>A / I</b>		
	Knowledge of Information governance requirements	<b>A / I</b>		

<p><b>Skills and knowledge</b></p>	<p><u>Communication:</u> Able to communicate with the multi-disciplinary team, present cases, take note of actions, update others in the team and use handover effectively. Speaking face to face but also by telephone and writing letters and reports.</p> <p>Maintaining accurate, timely, concise and legible clinical records both electronic and handwritten which adhere to the CNWL policies</p> <p>Able to talk to people about sensitive issues in a supportive manner but also challenge others assertively where necessary</p> <p><u>IT Skills:</u> Able to maintain electronic patient records Use Microsoft Word and excel for letter and report writing</p> <p><u>Nursing Skills</u> You are expected to have the skills required to act as a professional, registered nurse and adhere to the NMC Code of Conduct. These will vary from service area to service area but all band 6 nurses should be proficient in:</p> <ul style="list-style-type: none"> <li>- Care planning: being able to assess patients, develop, implement and evaluate a care plan</li> <li>- Empowering and working in partnership</li> <li>- Safeguarding and advocacy</li> <li>- Understanding how the Mental Capacity Act and Deprivation of Liberty Safeguards impacts on their work and the people they are working with</li> </ul>	<p><b>A/I/As</b></p>		
------------------------------------	---	----------------------	--	--

	<ul style="list-style-type: none"> <li>- Understanding how the Mental Health Act impacts on their work and the people they are working with</li> <li>- Understanding the concept of quality and their role in improving safety, clinical outcomes and the patient experience</li> <li>- Obtaining Consent</li> </ul> <p><u>Clinical Leadership: Working with Others</u></p> <ul style="list-style-type: none"> <li>• Work well with other members of the team including communicating effectively, being kind and considerate, reliable and enthusiastic</li> <li>• Manage others and contribute to the management of the team</li> <li>• Contribute to the culture of the team and play a role in making it inclusive, kind and hard working</li> <li>• Coordinate work allocation and shifts (if appropriate) in the absence of the team leader</li> <li>• Help others in the team achieve their objectives and deliver safe, effective care</li> <li>• Mentor, teach and support others in the team</li> <li>• Supervise others in the team as delegated by the team leader</li> <li>• Undertake appraisals as delegated by the team leader</li> <li>• Act as a preceptor for newly qualified staff</li> </ul>		<p>Expertise in particular skills and evidence of how you developed them and use them in your current role</p> <p>Supervision, Line management and appraisal training</p> <p>HR skills training e.g. recruitment, managing absence</p>	A/I
Attitudes, aptitudes, personal characteristics	Be a role model and embody CNWL's values by being:	A / I		

	<ul style="list-style-type: none"> <li>• <u>Caring</u> for the people who use our services, their families and carers, and other staff</li> <li>• <u>Respectful</u> of others and genuinely treating them how you would want to be treated</li> <li>• Able and willing to work with service users, family and carers, and other staff in a way which <u>empowers</u> and supports others and makes them feel better about themselves</li> <li>• Able and willing to work in <u>partnership</u> with service users, their friends and family as well as other health care professionals</li> </ul>			
Other	<p>Full Valid UK driving Licence</p> <p>Access to Car or other motor vehicle for use for work purposes</p> <p>Able to work efficiently in the community</p>			

\* **Key:** Measured by **A** = Application Form, **I** = Interview, **As** + Assessment

