

Person Specification

Job Title	Staff Nurse		
AfC Band	Band 5	Job Code	JM552

Method of Assessment: 'A' Application Form 'C' Certificate 'I' Interview 'R' Reference 'T' Test/Presentation

Person Specification		Essential	Desirable	Assessment
Qualifications				
1	1st Level Registered Nurse (degree/diploma)	A/C		
2	Current NMC Registration	A/C		
3	Evidence of continuing professional development	A		
Knowledge & Experience				
1	Able to demonstrate knowledge of NMC professional standards for practice contained within the code.	A		
2	Experience of working in a clinical environment	A/I		
3	Understand requirements for NMC professional Revalidation	A		
4	Experience of working within a multi-disciplinary team	A		
5	An understanding of national, regional, and local NHS issues	A/I		
6	Experience of providing and receiving complex, sensitive information	A/I		
Skills				
1	Excellent communication skills with the ability to network and build relationships at all levels.	A/I		
2	Effectively prioritises and co-ordinates own workload.	A/I		
3	Ability to de-escalate complex situations	A/I		
4	Ability to communicate effectively (written, verbal and non verbal communication) with patients/relatives and carers and all members of the multi-disciplinary team.	A/I		
5	Awareness of the need for confidentiality at all times	A/I		
6	Computer literacy e.g. experience of electronic patient record	A		
Other				
1	Frequent moderate effort for several short periods of time such as manual handling of patients and equipment.	A		
2	Frequent concentration required for drug calculation and Administration.	A		
3	Dealing with frequent interruptions and competing demands	A		
4	Ability to work within highly distressing or emotional circumstances e.g. end of life care.	A/I		
5	Ability to communicate distressing information.	A/I		
6	Ability to communicate in a challenging environment	A/I		
7	Able to carry out direct clinical care as required on ward or department.	A/I		
8	Potential blood or body fluids exposure.	A		