

Person Specification

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| 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 | | |