



## PERSON SPECIFICATION

**Post Title:** Staff Nurse

**Band: 5**

**Department, Location:** Skipton Satellite Unit

### ***An Equal Opportunity Employer***

*Bradford Teaching Hospitals NHS Foundation Trust positively welcomes applications from Disabled People and will make reasonable adjustments to posts in compliance with the Equality Act 2010.*

**E or D indicates whether a selection criterion is 'Essential' to the job role or 'Desirable'.**

As a minimum a candidate must meet the essential criteria for the post to be recruited.

Experience	How Identified	E/D
– registration experience at band 5 in NHS setting	Application Form	D
Haemodialysis experience	Application Form	D

Skills <i>Includes; Analytical &amp; judgemental Skills, Communication &amp; Relationship Skills, Physical Skills,</i>	How Identified	E/D
Good verbal and written command of English.	Application Form/ Interview	E
Ability to plan own time and that of junior staff, use own initiative and act independently within the bounds of existing knowledge and skills	Application form/ Interview	E
Ability to assess patient needs and plan, implement and evaluate care appropriately	Application form/ Interview	E

Knowledge <i>Includes; Knowledge &amp; Training</i>	How Identified	E/D
Understanding of Information Governance and Confidentiality	Application form/ Interview	E
Understanding of equality and diversity issues and how this affects patients, visitors and staff	Interview	E
Understanding of what the NHS Constitution means to you, and your responsibilities to the public, patients and colleagues.	Interview	E
Good understanding of the fundamental aspects of nursing care: <ul style="list-style-type: none"> <li>• Nutrition and hydration</li> <li>• Dignity and respect</li> <li>• Pain management</li> <li>• Medications management</li> <li>• Pressure area care</li> </ul>	Interview	E

<ul style="list-style-type: none"> <li>• Infection control</li> <li>• Safeguarding Vulnerable People</li> </ul>		
Good understanding of common conditions such as diabetes and dementia. Including the physical, psychological and emotional needs of the patient.	Interview	E
Understands the limits of the job role. Has the knowledge to recognise situations that require reporting and demonstrates the ability to escalate to a senior person where appropriate.	Interview	E
Understanding of current National, Regional and Local nursing issues	Interview	D

<b>Qualifications</b> - <i>In most cases (where indicated *) demonstration of equivalent qualification, skills or experience is an acceptable alternative.</i>	<b>How Identified</b>	<b>E/D</b>
UK Registered Nurse (Adult Nursing) ** or 3 <sup>rd</sup> year student nurse	PIN No/ Certificates	E
Evidence of recent and Continuous Professional Development	Application Form/ Certificates/ Interview	D
ENB 998 or SLIPS Practice supervisor and Assessor course	Certificates	D
ENB renal nursing or equivalent	Application form	D
IV Skills	Application form	E
Phlebotomy and cannulation skills		D

<b>Values and Behaviours</b> (some of these standard core values may be demonstrated in meeting other criteria cited on this person specification)	<b>How Identified</b>	<b>E/D</b>
We are one team <ul style="list-style-type: none"> <li>• We trust each other and work together</li> <li>• We talk clearly and honestly.</li> <li>• We make every penny count.</li> <li>• We get better all the time</li> </ul>	Application form/ Interview/ Test	E
We care <ul style="list-style-type: none"> <li>• We are kind and compassionate.</li> <li>• We take ownership and keep our word.</li> <li>• We are passionate, proud and committed.</li> <li>• We say thank you.</li> </ul>	Application form/ Interview/ Test	E
We value people <ul style="list-style-type: none"> <li>• We respect each other and our patients</li> <li>• We embrace difference</li> <li>• We support each other</li> <li>• We say when we have done well and learn from mistakes</li> </ul>	Application form/ Interview/ Test	E

<b>Other Requirements:</b> <i>Includes; Working Conditions</i>	<b>How Identified</b>	<b>E/D</b>
Able to fulfil Occupational Health requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy.	Occupational Health Paper Screening, followed by an Immunisation Assessment in the first week of work	E
Professional appearance in accordance with Trust policy	Interview	E
Demonstrates an ability to provide good customer service	Interview	E
Motivation and commitment to provide a high standard of care.	Interview	E
Demonstrates confidence and the ability to improve processes and the service provided	Interview	E

Demonstrates a commitment to develop both personally and professionally within the role as the service needs require	Application form	E
Demonstrates flexibility to work a variety of shifts, as required	Interview	E