

PERSON SPECIFICATION

Staff Nurse

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Education and qualifications</b>	<ul style="list-style-type: none"> <li>Registered Nurse with NMC registration in appropriate branch</li> <li>Degree in Nursing or equivalent experience</li> </ul>	<ul style="list-style-type: none"> <li>Qualified mentor (mentorship award or equivalent) or working towards</li> </ul>	Application /Interview/ Assessment
<b>Occupational experience and abilities</b>	<ul style="list-style-type: none"> <li>Sound clinical skills/knowledge within the specialty or appropriate experience during nurse training</li> <li>Up to date knowledge of professional issues</li> <li>Able to accommodate the demands of the post and able to demonstrate good attendance</li> <li>Precise and methodical in working practice and able to work under own initiative</li> </ul>	<ul style="list-style-type: none"> <li>Minimum six months post registration experience in relevant specialty</li> <li>Experience of being 'in charge' of a shift</li> <li>Evidence of post registration development in the relevant specialty</li> </ul>	Application / Interview/ Assessment
<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>Demonstrate a good understanding of the importance of supportive and flexible working</li> <li>Good time management and effective organisational skills</li> </ul>	<ul style="list-style-type: none"> <li>Extended nursing skills</li> <li>Up to date mandatory training</li> <li>Training in handling and administration of Blood</li> <li>Clinical Audit skills</li> <li>Training/experience as a Professional Nurse Advocate</li> </ul>	Application / Interview/ Assessment

		<ul style="list-style-type: none"> <li>• Knowledge of Trust policies and procedures</li> <li>• Ability to delegate</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Sound interpersonal and communication skills to support the delivery of quality, effective and safe care delivery</li> <li>• Must be able to demonstrate a clear understanding of core trust values and be able to articulate in practice</li> <li>• Demonstrate professionalism and patient advocacy</li> <li>• Evidence of working effectively within the multi-disciplinary team</li> <li>• Committed to high professional standards</li> </ul>	<ul style="list-style-type: none"> <li>• Resourceful and able to work on own initiative</li> <li>• Personal and Professional resilience</li> </ul>	Application / Interview/ Assessment

Physical Effort	<p><b>Physical effort</b></p> <p>Ongoing requirement to exert light physical effort for short periods while moving around the ward/department when looking after patients</p> <p>Frequent requirement to exert moderate physical effort for long periods, e.g., moving patients while they are in bed</p> <p>Standing for most of the shift</p> <p>Occasional Kneeling and crouching to undertake dressings</p> <p>Using manual handling equipment</p> <p>Frequent driving while working in community setting</p>
Mental Effort	<p><b>Mental Effort</b></p> <p>Frequent concentration as work can be unpredictable</p> <p>Frequent concentration needed when providing clinical care e.g. calculating drug dosages, reading patient notes</p> <p>Frequent concentrations when undertaking clinical procedures e.g. catheterisation</p> <p>Frequently dealing with interruptions, especially when nurse in charge</p> <p>Occasionally dealing with unpredictable patient behaviour, using tact and diplomacy</p> <p>Frequently comminates sensitive information and concentration when assessing patients conditions</p> <p>Knowledgeable of how to locate a range of policies and guidelines</p> <p>Frequent need to supervise junior staff and new starters</p>

<b>Emotional Effort</b>	<b>Emotional Effort</b>  Frequent distressing or emotional circumstances Occasional highly distressing or emotional circumstances, dealing with angry people Frequent highly distressing or emotional circumstances when imparting unwelcome news, caring for terminally ill patients/families or dealing with safeguarding issues and challenging behaviour Dealing with the day to day workload which can be constantly changing due to ongoing pressures
<b>Working Conditions</b>	<b>Working Conditions</b>  Frequent unpleasant conditions Occasional/frequent highly unpleasant conditions when dealing with body fluids including faeces, urine, blood and vomit Occasionally dealing with verbal aggression Frequent need to work in hot and confined spaces e.g. bedspaces with curtains Frequent wearing of personal protective equipment including face masks