

PERSON SPECIFICATION

Job Title: Integrated District Nursing Sister – Luton Community	Band: 6
Directorate: Luton Community Unit	Date: May 2024

* Assessed method A=Application I=interview T=Test R= References

Essential Criteria	*	Desirable Criteria	*
Qualifications and Training <ul style="list-style-type: none"> Educated to degree level or equivalent e.g. Community Specialist practitioner /PgDip Independent Nurse Prescribing or willingness to undertake Evidence of CPD MSPP or equivalent RGN /ECP / Paramedic (HCPC) with current registration 	A/I	<ul style="list-style-type: none"> Post Graduate study in relevant area 	A/I
Experience <ul style="list-style-type: none"> Significant post registration experience including community experience Understanding of staff and resource management Experience of working within a multi-disciplinary Primary Health Care Team. Awareness of implications of DOH directives Ability to work within a skill mixed team, working within quality standards. Able to demonstrate a knowledge of clinical / governance and audit Demonstrate an understanding of research and its impact on clinical practice. Knowledge of Safeguarding Children/Vulnerable Adults and procedure for reporting Evidence of involvement in project development work or health promotion group work 	A/I	<ul style="list-style-type: none"> Experience of working within a high ethnic population DN/ Community experience 	A/I
Skills <ul style="list-style-type: none"> Evidence of effective communication skills at a senior level to both internal and external agencies Ability to lead a team and to work as an autonomous practitioner. Ability to work under pressure Ability to work across organisational 	A/I		

<p>boundaries</p> <ul style="list-style-type: none"> • Systematic approach to work and ability to prioritise and manage time effectively • Evidence of I.T literacy • Relevant Clinical competencies in patient assessment / Diagnosis, palliative care, Intravenous therapy administration, Syringe Driver usage .or willingness to learn. • Evidence of managing complex discharges involving a multi-agency approach • Teaching and presentation skill • Experience of managing patients with Acute/Chronic long term conditions. 			
<p>Safeguarding and promoting the welfare of children and young people/vulnerable adults</p> <ul style="list-style-type: none"> • Ability to safeguard and promote the welfare of children and young people/vulnerable adults • Demonstrates understanding of safeguarding issues • Appreciates the significance of safeguarding and interprets this accurately for all individual <i>children and young people/vulnerable adults</i> whatever their life circumstances. • Has a good understanding of the Safeguarding agenda • Can demonstrate an ability to contribute towards a safe environment • Is up-to-date with legislation and current events • Can demonstrate how s/he has promoted 'best practice' • Shows a personal commitment to safeguarding children 	<p>A/I</p>		
<p>Working within Professional Boundaries</p> <ul style="list-style-type: none"> • Accepts responsibility and accountability for own work and can define the responsibilities of others • Recognises the limits of own authority within the role • Seeks and uses professional support appropriately • Understands the principle of confidentiality • Demonstrates professional curiosity 	<p>A/I</p>		

<p>Emotional Awareness</p> <ul style="list-style-type: none"> • Aware of the range of emotions in self and others • Demonstrates empathy for the concerns of others • Listens to and understands directly and indirectly expressed feelings • Encourages others to express themselves openly • Manages strong emotions and responds constructively to the source of problems • Shows respect for others' feelings, views and circumstances • In highly stressful situations keeps own feelings in check, takes constructive action and calms others down. • Has a range of mechanisms for dealing with stress, can recognise when to use them and does so • Listens to personal comments without becoming defensive 	<p>A/I</p>		
<p>Self-awareness</p> <ul style="list-style-type: none"> • Has a balanced understanding of self and others • Has a realistic knowledge of personal strengths and areas for development • Can demonstrate flexibility of approach • Shows a realistic appreciation of the challenges of working with children and young people/vulnerable adults 	<p>A/I</p>		
<p>Other</p> <ul style="list-style-type: none"> • Ability to travel across the County sometimes at short notice • Satisfactory DBS • Flexibility to work over seven days per week, to support the delivery of a 24hr service 	<p>A/I</p>		

Date: May 2024

