

PERSON SPECIFICATION

JOB TITLE:	Bank Staff Nurse
JOB BAND:	Band 5

Qualifications & Education	Weighting (Essential or Desirable)
First Level Registered Nurse	Essential
Evidence of professional development	Essential
Evidence of undertaking a recognised course of study in teaching and assessing, or commitment to complete	Desirable

Knowledge and Training	Weighting (Essential or Desirable)
Completion of preceptorship/support skills	Essential
Intravenous drug administration skills	Essential
Venepuncture / cannulation skills	Desirable
Computer literate	Essential
Commitment to evidence based practice	Essential
Keen to develop own skills and develop nursing practice	Essential
Has up to date knowledge of current nursing issues and changed within the NHS	Essential
Research awareness	Desirable
Evidence of projects/research undertaken on own initiative	Desirable

Experience	Weighting (Essential or Desirable)
Experience of working in an acute hospital setting	Essential
Substantial post registration experience	Essential
Leadership skills	Essential

Able to assess, plan, implement and evaluate care	Essential
Able to manage a group of patients	Essential
Able to keep full and accurate records	Essential

Communication & Relationship Skills	Weighting (Essential or Desirable)
Demonstrates a caring attitude to patient care	Essential
Demonstrates a responsible attitude to their work	Essential
Demonstrates respect for patient dignity	Essential
Able to cope with distressing or emotional circumstances	Essential
Effective communication skills, verbal and written	Essential
Ability to work within a team and develop others	Essential

Analytical & Judgement Skills	Weighting (Essential or Desirable)
Demonstrates attention to detail	Essential

Planning & Organisational Skills	Weighting (Essential or Desirable)
Good organisational skills	Essential
Ability to organise and prioritise workload	Essential
Able to cope with some unpredictable work patterns and changing circumstances	Essential

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
Able to provide safe, caring, and effective services	Essential
Values and behaviours that reflect the Trust values of Care, Respect and Responsibility	Essential
Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued	Essential

Prepared by:	Staff Bank
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