

PERSON SPECIFICATION

Post Title: Staff Nurse

Group/Directorate: Surgery

AfC ref: N0025a

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
Experience	<ul style="list-style-type: none"> Relevant clinical experience, including that as a student or unqualified nurse 	AF	<ul style="list-style-type: none"> Relevant clinical experience since registration 	
Qualifications	<ul style="list-style-type: none"> RN (Adult) with current NMC registration 	AF		
Personal Qualities	<ul style="list-style-type: none"> Ability to work as part of a multidisciplinary team Problem solving skills Prioritising skills Planning skills Commitment to personal and professional development Flexible and responsive to change. 	AF/I AF/I AF/I AF/I AF/I	<ul style="list-style-type: none"> Interest in teaching/ability to teach. Interest in speciality. 	
Management / Supervision / Coordination skills	<ul style="list-style-type: none"> Ability to delegate Ability to recognise own limitations 	AF/I AF/I	<ul style="list-style-type: none"> Mentorship skills 	

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
Written skills	<ul style="list-style-type: none"> • Proficient in reading and writing in the English language • Ability to write and evaluate simple reports and nursing care plans 	AF/I		
Communication/Verbal skills	<ul style="list-style-type: none"> • Able to speak, receive, understand and issue instructions in English without risk of misunderstanding • Be able to communicate effectively via telephone, individual or group discussion • Ability to communicate with all members of the multi-disciplinary team on regular basis. • Able to communicate concerns in a timely manner. 	I I I	<ul style="list-style-type: none"> • Knowledge of e-mail and patient data systems. • IT Skills 	
Responsibility for financial and physical resources	<ul style="list-style-type: none"> • Awareness of stock control and effective handling of patients property • Ability to use resources effectively. 	AF/I		
Knowledge	<ul style="list-style-type: none"> • Ability to calculate drug dosages • Understanding of holistic care • Awareness of evidence based practice 	I	<ul style="list-style-type: none"> • Knowledge of speciality 	

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
Physical skills	<ul style="list-style-type: none"> • Able to safely carry out manual handling of patients and equipment and stores as per Trust policy. • Able to set up basic equipment to maintain patient safety. • Able to assist others with the delivery of patient care. • Able to wear a lead coat when working in cardiac catheter lab. 	AF AF AF	•	
Mental Effort	<ul style="list-style-type: none"> • Ability to synthesise complex information • Ability to maintain concentration under stressful conditions. 	I I	•	
Working Conditions	<ul style="list-style-type: none"> • Ability to recognise, report and diffuse conflict situations. • Ability to work within high turnover pressurised environment on a daily basis. • Able to work in close/intimate contact with patients (e.g. direct contact with bodily fluids) • Personal contact with patients and relatives. 	AF/I AF/I AF/I AF/I	•	
Emotional Effort	<ul style="list-style-type: none"> • Able to deal with the emotional consequences of illness (difficult and upsetting situations, in particular) 	AF/I	•	
Other	<ul style="list-style-type: none"> • 		•	

How tested: AF - Application Form
I - Interview
P - Presentation
T - Test