

Post: Band 4 Assistant Nurse

PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria Essential Desirable How assessed Personal Traits •Team player •Flexible •Excellent Communication skills •Commitment to high standard of care •Compassionate •Comfortable working in a multidisciplinary team environment A, I, R Qualifications and Training •RGN with current NMC registration •Knowledge of NMC Guidelines •Current Best Practice Previous nursing experience Evidence of Continuous Professional Development • Commitment to ongoing Education/Training • Updated and active EKSF A, C, I, R Experience and Knowledge •Thorough and up-to-date knowledge of nursing theory and best practice at the level of a newly qualified nurse. • Understanding of equality & diversity and how to apply it to self. • Understanding of NMC Code of Practice and requirements of it • Effective experience from student placements. Previous nursing experience A, I Skills and/or Abilities • Demonstrates effective nursing practice in all basic registered nurse procedures. • Demonstrates an empathetic and caring approach to patients and relatives and ensure that patients' dignity & respect is maintained at all times. • Able to prioritise own workload and that of others as appropriate. • Able to work under own initiative •ECG •Venapuncture •Cannulation •IT Skills •Enthusiasm to learn and develop A, C, I, R Band 5 Job Specification for General surgery – September 2013 V1 within boundaries of role. • Demonstrates awareness of importance of working as part of a team. • Demonstrates awareness of research-based practice. • Demonstrates ability to maintain confidentiality at all times. •Demonstrates awareness of audit and quality issues and able to apply this. Communication • Able to communicate effectively verbally and written to staff, patients and relatives ensuring that communication is tailored to the person being addressed. • Able to document observations, results, decisions and actions etc effectively in patient notes and communicate these effectively to appropriate members of the multidisciplinary team. • Motivated, and able to articulate reasons for desire, to work in this clinical area. • Able to supervise HCSW and students effectively when required • Willing to work in other clinical areas as and when required Specific Job Requirements •Involves direct contact with body fluids, on a number of occasions per shift. • Ability to manually handle patients and equipment e.g. patient hoists, commodes wheelchairs etc • Involves risk of verbal aggression from patients & relatives Other non health care experience that would add to life skills to undertake job A, I, R Key – how assessed A = Application form I = Interview C = Copies of certificates T= Test or exercise P = Presentation R = References