



Person specification

Band 5 staff nurse vacancy

Alongside the skills and attributes an employer would look for, we have included a column suggesting the evidence you could include to meet the criteria. Look at the CV for references to those work and voluntary experiences.

Job Evaluation Factor	Criteria	Evidence Give examples to demonstrate criteria:
Communication and relationship skills, multi-disciplinary team working	Communicates complex and sensitive information to patients and the public. Negotiate, persuade, motivate and reassure others. Understands and overcomes barriers to communication	<ul style="list-style-type: none">■ Medicare professionals■ Pine Lodge Day Centre■ Student Nightline counselling
Knowledge, training and experience	Current NMC registration IT literate	<ul style="list-style-type: none">■ Day surgery placement■ Professional qualification/education
Analytical and judgemental skills	Identifies problems, analyse and compare appropriate information before reaching a judgement and making a decision.	<ul style="list-style-type: none">■ Community nursing placement■ Medical surgery placement
Planning and organisational skills	Manages own clinical workload, prioritising as necessary. Deploys junior members of the team effectively	<ul style="list-style-type: none">■ Day surgery placement■ Medicare professionals
Physical skills	Developed physical skills to ensure accuracy and dexterity required for clinical procedures Standard keyboard skills.	<ul style="list-style-type: none">■ Medical surgery placement■ Professional qualification/education
Responsibilities for patient care	Assess, plans, implements and evaluates individual programmes/package of care.	<ul style="list-style-type: none">■ Day surgery placement■ Medicare professionals



Job Evaluation Factor	Criteria	Evidence Give examples to demonstrate criteria:
Responsibilities for policy and service development implementation	Follows national, Trust policies and procedures and ensure other members of staff do likewise.	<ul style="list-style-type: none">■ Academic work■ NHS Trust placements
Responsibilities for financial and physical resources	Takes personal responsibility for effective management of resources and safe use of equipment. Ensures maintenance of equipment and takes responsibility for the appropriate safe handling and storage of patient's personal possessions.	<ul style="list-style-type: none">■ Pine Lodge Day Centre■ Community nursing■ Medical placement
Responsibilities for human resources	Provides advice, support, day to day supervision and allocation of clinical workload for members of the team. Complies with the NMC requirements for mentorship.	<ul style="list-style-type: none">■ Pine Lodge Day Centre■ Medicare professionals■ Student Nightline counselling
Responsibilities for information services	Accurately maintains patient records, records own data.	<ul style="list-style-type: none">■ Medical surgery placement
Responsibilities for research and development	Participates in audits and research within own clinical area. Uses the results of research to inform own clinical practice.	<ul style="list-style-type: none">■ Professional qualification/education■ Medical surgery placement
Freedom to act	Works within professional codes of practice. Work is managed rather than supervised.	<ul style="list-style-type: none">■ Day surgery placement■ Medicare professionals
Physical effort	Physically able to perform the full range of nursing duties.	<ul style="list-style-type: none">■ Professional qualification/education■ Medical surgery placement
Mental effort	Frequent concentration required in routine and in unpredictable work situations.	<ul style="list-style-type: none">■ Nursing placements
Emotional effort	Deal with distressing and emotional circumstances relating to patients and public.	<ul style="list-style-type: none">■ Student Nightline counselling■ Medical surgery placement
Working conditions	Works in an environment where there is exposure to unpleasant working conditions and hazards.	<ul style="list-style-type: none">■ Medicare professionals