



Person Specification / Interview Score Sheet

Job Title: Staff Nurse

Accountable to: Ward Sister / Charge Nurse

| Criteria | Essential Criteria | Desirable Criteria | Mgmt Score | Essential HI* | Desirable HI* |
|---|---|--|------------|---------------|---------------|
| Qualifications | <ul style="list-style-type: none">NMC Registered NurseAdvanced Diploma/Degree in Adult Health Nursing Studies | | | | |
| Experience | <ul style="list-style-type: none">Experience of caring for patients with acute and long term conditions | | | | |
| Technical Skills Competencies | <ul style="list-style-type: none">Basic IT skillsDemonstrable ability with vital signs monitoring equipment and ability to recognise the deteriorating patientWorking towards non-IV and IV medication administration including administration of blood products.Able to check charts or calculate drug dosages for infusions requiring frequent concentration | | | | |
| Knowledge | <ul style="list-style-type: none">Ability to demonstrate fundamental nursing knowledge and practice skills | | | | |
| Other requirements specific to the role | <ul style="list-style-type: none">Adaptive to unpredictable workloadsAbility to travel within the geographical areas as required by the service/requirements of the post | <ul style="list-style-type: none">Ability to work under pressure and with frequent interruptions | | | |

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|----------------------|---|---|--|--|--|
| Personal Attributes | <ul style="list-style-type: none"> • Highly motivated • Flexible approach to the needs of the service • Ability to demonstrate compassion • Effective communication using a variety of methods. • Ability to communicate sensitive and complex information to patients, carers and significant others. • Able to work unsupervised and on own initiative • Able to integrate and work within the MDT | <ul style="list-style-type: none"> • Organisation and planning skills • Prioritisation skills • Time management skills | | | |
| Language requirement | Be able to speak English as necessary to undertake the role | Total Score | | | |

| Scoring Key: | |
|--------------|---|
| 1 | Does not meet criteria |
| 2 | Below requirement (serious shortcomings) |
| 3 | Acceptable level of competence (some shortcomings in performance) |
| 4 | Acceptable level of competence (quality evidence provided) |
| 5 | Exceptional standard |

| *HI – How Identified | |
|----------------------|------------------|
| A | Application form |
| I | Interview |
| T | Test |
| P | Presentation |