

## Person Specification

<b>Job Title</b>	<b>Deputy Sister/Charge Nurse</b>
<b>Grade</b>	Band 6
<b>Reports To</b>	Sister/Charge Nurse

Criteria	Essential or Desirable Criteria		Assessment Method			
			A	I	T	R
Education and Qualifications						
Current NMC registration / HCPC paramedic registration	E		X	X		
3 years post registration experience	E		X	X		
PILS/ILS (or equivalent if paramedic applicant)	E		X	X		
Experience of mentorship / assessing students or providing preceptorship		D	X	X		
Link Nurse Role / special interest or experience		D	X	X		
Further study post registration		D	X	X		
Participation in a change management project		D	X	X		
Experience						
Significant ED experience or equivalent (acute setting, MAU, AAU, ITU) 2 Years	E		X	X		
Prioritises and incorporates the 6Cs and Trust values into their everyday clinical practice	E			X		
Sufficient experience in caring for acutely unwell patients	E		X	X		
Knowledge of vulnerable adult and child protection issues	E			X		
Knowledge and experience in the initial assessment of patients. This includes history taking, basic physical examination, and treatment (Triage)	E			X		
Practical teaching experience formally or informally		D	X	X		
Good understanding of clinical governance and its application within an emergency care setting		D		X		
Line management experience (performance appraisals / sickness management)		D		X		
Manchester Triage		D		X		
Knowledge of human factors and their potential impact in health care		D		X		
Skills/Ability/Knowledge						
Excellent written, verbal and communication skills	E		X	X		
Good understanding of infection control principles and their application within an emergency care setting	E			X		
Knowledge and understanding of the care of trauma patients both adult and paediatric	E			X		
Experience of area coordination / leadership in an acute care setting	E		X	X		



Cannulation and venepuncture		D		X		
Advanced plastering		D		X		
Wound management		D		X		
<b>Personal Qualities</b>						
Mature and professional attitude	E			X		
Ability to prioritise and manage workload	E			X		
Motivated	E			X		
Adaptable	E			X		
Team Player	E			X		
Reliable	E			X		
Self-awareness	E			X		
Willing to embrace change	E			X		
<b>Other</b>						
Able to complete full complement of shifts including nights and weekends, to enable effective 24/7 Emergency service provision.	E			X		

