

PERSON SPECIFICATION FOR Band 6 – Virtual Ward Nurse- Rapid Access Services

CRITERIA	ESSENTIAL Requirements necessary for safe and effective Performance in the job	SEE KEY *	DESIRABLE Where available, elements that would contribute to Immediate performance in the job	SEE KEY *
Education and Qualifications	Registered Nurse with current NMC registration Minimum BSc university-based training Evidence of continued professional development	A / I A A/I	Mentorship qualification / Practice Assessor Physical Assessment Course / A&E Course / ITU Course / District Nurse Course (RGNs only)	A A/I
Previous Experience	Substantial previous experience of acute care (Preferably in: ITU, CCU, A&E, SDEC or MAU) Evidence of working within the MDT Understanding of the role of Primary care in admission prevention and supporting a timely discharge	A/I A/I A/I	Community working	A

Skills and knowledge	Communication:	I		
	Able to communicate with the multi-disciplinary team, present cases, take note of actions, update others in the team and use handover effectively. Speaking face to face but also by telephone and writing letters and reports.	I		
	Maintaining accurate, timely, concise and legible clinical records both electronic and handwritten which adhere to the CNWL policies	A/I		
	Able to talk to people about sensitive issues in a supportive manner but also challenge others assertively where necessary	A/I		
	IT Skills:			
	Able to maintain electronic patient records	A/I		
	Use Microsoft Word for letter and report writing	A		
	Skills			
	You are expected to have the skills required to act as a professional, registered Practitioner and adhere to the NMC/HCPC Code of Conduct. These will vary from service area to service area but all band 6 Practitioners should be proficient in:	A		
	- Care planning: being able to assess patients, develop, implement and evaluate a care plan	I		

	- Empowering and working in partnership	A/I		
	- Safeguarding and advocacy	A/I		
	- Understanding how the Mental Capacity Act and Deprivation of Liberty Safeguards impacts on their work and the people they are working with	A/I		
	- Understanding how the Mental Health Act impacts on their work and the people they are working with	A/I		
	- Understanding the concept of quality and their role in improving safety, clinical outcomes and the patient experience	A/I		
	Clinical Leadership:			
	- Ability to work in collaboration with other team members	A/I		
	-Work well with other members of the team including communicating effectively, being kind and considerate, reliable and enthusiastic	A/I		
	- Aid change management in the service by being supportive and bringing solutions to problems.	A/I		
	- Act as the Clinical Supervisor for staff members in Bands 2-5 roles	A/I		
	- Ability to act as Nurse in Charge of Shift (Clinician of the Day – COD)	A/I		
Attitudes, aptitudes, personal characteristics	Demonstrates and lives CNWL behaviour core values	A/I		

	Awareness of team work and able to perform to a high standard within a team framework	A/I		
	Motivated to own personal development	A/I		
	Apply suggestions, recommendations and directives to improve services	A/I		
Other	Awareness of NHS policies in respect to primary care and reducing hospital admissions (including the NHS Long Term Plan)	A / I	Full and valid UK driving licence	A / I

* **Key:** Measured by **A** = Application Form, **I** = Interview

The NHS Knowledge and Skills Framework (KSF) is designed to form the basis of a development review process. This is an ongoing cycle of review, planning, development and evaluation of staff in the NHS.

Title of Post: Virtual Ward Nurse- Rapid Access Services

Key

Foundation KSF outline – to meet after 12 months in post	
Full KSF Outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
		1	2	3	4
Core Dimensions (Key aspects of all jobs in the NHS) (Please refer to KSF Review Process For Dimension Level Criteria)					
<u>1. Communication</u>	Y			X	
<u>2. Personal and People Development</u>	Y			X	
<u>3. Health, Safety and Security</u>	Y			X	
<u>4. Service Improvement</u>	Y			X	
<u>5. Quality</u>	Y			X	

<u>6. Equality and Diversity</u>	Y			X	
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Title of Post: Senior Rapid Access Nurse

(Specific dimensions may apply, or cease to apply, at different stages of the development of a role).

Key

<i>Foundation KSF outline – to meet after 12 months in post</i>	
<i>Full KSF outline</i>	

NHS KSF Dimensions	Needed for Post	Level for Post			
Specific Dimensions <i>(Please refer to KSF Review Process Booklet for definition and level descriptions)</i>		1	2	3	4
HWB1 Promotion of health and wellbeing and prevention of adverse effects to health and wellbeing	Y			X	
HWB2 Assessment and care planning to meet people's health and wellbeing needs	Y			X	
HWB3 Protection of health and wellbeing	Y			X	

HWB4 Enablement to address health and wellbeing needs	Y			X	
HWB5 Provision of care to meet health and wellbeing needs	Y			X	
HWB6 Assessment and treatment planning	Y			X	
HWB7 Interventions and treatments	Y			X	