

PERSON SPECIFICATION FOR Band 6 Specialist Community Public Health Nurse – Goodall Division

We recognize that newly qualified SCPHN’s will have to refer to their experiences as a student SCPHN in order to demonstrate that they meet the personal specification below.

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 or Midwife Registered Specialist Community Public Health Nurse (School Nurse) Evidence of relevant Continuous Professional Development	A / I A / I A / I	Mentorship Preparation Module/ ENB Degree or Masters in related subject Nurse prescribing	A

Previous Experience	<p>This post is open to newly qualified SCPHN's</p> <p>Experience of working with complex families.</p> <p>Experience of multi-disciplinary integrated team working</p> <p>Ability to work flexibly and respond to changing demands and methods of working both individually and within a team.</p> <p>Ability to work without direct supervision and proactive in seeking support with decision making when required.</p> <p>Knowledge of Infection Control legislation and</p>	<p>A / I</p>		

	maintenance of standards	A / I		
	Knowledge of Safeguarding Children issues	A / I		
	Knowledge of risk management	A / I		
	Knowledge of current issues and how they impact on professional practice.	A / I		
	Knowledge of Information governance requirements	A / I		

<p>Skills and knowledge</p>	<p><u>Communication:</u> 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.</p> <p>Maintaining accurate, timely, concise and legible clinical records both electronic and handwritten which adhere to the CNWL policies</p> <p>Able to talk to people about sensitive issues in a supportive manner but also challenge others assertively where necessary</p> <p><u>IT Skills:</u> Able to maintain electronic patient records Use Microsoft Word and excel for letter and report writing</p> <p><u>Nursing Skills</u> You are expected to have the skills required to act as a professional, registered nurse and adhere to the NMC Code of Conduct. These will vary from service area to service area but all band 6 nurses should be proficient in:</p> <ul style="list-style-type: none"> - Care planning: being able to assess patients, develop, implement and evaluate a care plan - Empowering and working in partnership - Safeguarding and advocacy - Understanding how the Mental Capacity Act and Deprivation of Liberty Safeguards impacts on their work and the people they are working with 	<p>A/I/As</p>		
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	<ul style="list-style-type: none"> - Understanding how the Mental Health Act impacts on their work and the people they are working with - Understanding the concept of quality and their role in improving safety, clinical outcomes and the patient experience - Obtaining Consent <p><u>Clinical Leadership: Working with Others</u></p> <ul style="list-style-type: none"> • Work well with other members of the team including communicating effectively, being kind and considerate, reliable and enthusiastic • Manage others and contribute to the management of the team • Contribute to the culture of the team and play a role in making it inclusive, kind and hard working • Coordinate work allocation and shifts (if appropriate) in the absence of the team leader • Help others in the team achieve their objectives and deliver safe, effective care • Mentor, teach and support others in the team • Supervise others in the team as delegated by the team leader • Undertake appraisals as delegated by the team leader • Act as a preceptor for newly qualified staff 		<p>Expertise in particular skills and evidence of how you developed them and use them in your current role</p> <p>Supervision, Line management and appraisal training</p> <p>HR skills training e.g. recruitment, managing absence</p>	A/I
<p>Attitudes, aptitudes, personal characteristics</p>	<p>Be a role model and embody CNWL's values by being:</p>	A / I		

	<ul style="list-style-type: none"> • <u>Caring</u> for the people who use our services, their families and carers, and other staff • <u>Respectful</u> of others and genuinely treating them how you would want to be treated • Able and willing to work with service users, family and carers, and other staff in a way which <u>empowers</u> and supports others and makes them feel better about themselves • Able and willing to work in <u>partnership</u> with service users, their friends and family as well as other health care professionals 			
Other	<p>Full Valid UK driving Licence</p> <p>Access to Car or other motor vehicle for use for work purposes</p> <p>Able to work efficiently in the community</p>			

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

