

Person Specification

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|---------------------|---|
| Job Title: | Paediatric Emergency Department Sister / Charge Nurse |
| AFC Banding: | 7 |
| Reports To: | Emergency Department Lead Nurse |

| Criteria | Essential or Desirable Criteria | | Assessment Method | | | |
|---|---------------------------------|---|-------------------|---|---|---|
| | | | A | I | T | R |
| Education and Qualifications | | | | | | |
| <input type="checkbox"/> Registered Children's Nurse, at least 5 years post qualification | E | | A | | | |
| <input type="checkbox"/> Registered General Nurse or equivalent allied health professional | | D | A | | | |
| <input type="checkbox"/> Recognised mentorship qualification | E | | A | | | |
| <input type="checkbox"/> Recognised teaching qualification | | D | A | | | |
| <input type="checkbox"/> PILS | E | | A | | | |
| <input type="checkbox"/> APLS | | D | A | | | |
| <input type="checkbox"/> Trained to Level 3 Paediatric Safeguarding | E | | A | | | |
| <input type="checkbox"/> TNCC | | D | A | | | |
| <input type="checkbox"/> HMIMMS | | D | A | | | |
| Experience | | | | | | |
| <input type="checkbox"/> Previous experience as a Registered Children's Nurse, at least AFC Band 6 level | E | | A | | | |
| <input type="checkbox"/> Minimum 6-months Emergency Department experience | E | | A | | | |
| <input type="checkbox"/> Experience with management of junior staff | E | | A | I | | |
| <input type="checkbox"/> Experience with budgetary control | | D | A | I | | |
| <input type="checkbox"/> Experience of recruitment and selection processes | | D | A | I | | |
| <input type="checkbox"/> Experience of effective complaints management | | D | A | I | | |
| <input type="checkbox"/> Experience of effective incident investigations | | D | A | I | | |
| Knowledge | | | | | | |
| <input type="checkbox"/> Knowledge of key nursing strategies and wider NHS policy with regarding to paediatric nursing and child safeguarding | E | | | I | | |
| <input type="checkbox"/> Knowledge of effective clinical governance and the concepts / benefits of a patient safety culture | E | | | I | | |
| <input type="checkbox"/> Knowledge of how to resolve conflict and problem solve | E | | | I | | |
| <input type="checkbox"/> Previous experience of dealing with staffing issues and HR policies | E | | | I | | |
| Key Skills | | | | | | |
| <input type="checkbox"/> Excellent communication skills | E | | | I | | |

| | | | | | | |
|---|---|--|--|------|--|---|
| <input type="checkbox"/> Evidence of leadership experience | E | | | I | | |
| <input type="checkbox"/> Able to organise and prioritise workload | E | | | I | | |
| <input type="checkbox"/> Able to make decisions under pressure and take accountability | E | | | I | | |
| <input type="checkbox"/> Able to effectively time-manage and meet deadlines | E | | | I | | |
| <input type="checkbox"/> Show initiative and be adaptable | E | | | I | | |
| <input type="checkbox"/> Willing to embrace change | E | | | I | | |
| <input type="checkbox"/> Able to motivate others | E | | | I | | |
| Other | | | | | | |
| <input type="checkbox"/> Awareness and respect for colleagues, patients and relatives cultural, religious and emotional needs and beliefs | E | | | I | | |
| <input type="checkbox"/> Able to demonstrate behaviours consistent with the Trust's Values and Behaviours | E | | | I | | |
| <input type="checkbox"/> Professional appearance and behaviour | E | | | I | | |
| <input type="checkbox"/> Good previous attendance record | E | | | | | R |
| <input type="checkbox"/> Satisfactory enhanced DBS check against vulnerable groups barred lists | E | | | D 3S | | |

Assessment Criteria: A = Application, I = Interview, T = Test, R = References

