

## PERSON SPECIFICATION

**Post Title: COMMUNITY STAFF NURSE**

**Group: COMMUNITY DISTRICT NURSING**

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working individually and as part of a team</li> <li>• Experience in assessing, planning, implementing and evaluating care needs</li> </ul>	I  I		
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Registered General / Adult Nurse.</li> <li>• Good standard of general education</li> </ul>	AF/ NMC check AF		
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Positive team player</li> <li>• Caring nature</li> <li>• Ability to build and maintain effective working relationships with other colleagues/peers</li> </ul>	I I/AF I		
<b>Management / Supervision / Coordination skills</b>	<ul style="list-style-type: none"> <li>• Work under the direction of the Team Leader, work is managed rather than supervised.</li> <li>• Demonstrate own role to others as needed</li> </ul>	AF/I  AF		
<b>Written skills</b>	<ul style="list-style-type: none"> <li>• Evidence of good written skills</li> </ul>	AF		

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>Communication/Verbal skills</b>	<ul style="list-style-type: none"> <li>Evidence of excellent verbal communication and interpersonal skills</li> </ul>	AF/I		
<b>Responsibility for financial and physical resources</b>	<ul style="list-style-type: none"> <li>Management and effective use of available resources and services</li> <li></li> </ul>	AF/I		
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge of national, regional and local policies applicable to Primary Care</li> <li>Knowledge of basic computer packages</li> <li>Awareness of Data Protection and confidentiality</li> <li>Knowledge in Safeguarding issues/procedures</li> </ul>	I/AF  I/AF  AF/I  AF/I		
<b>Physical skills</b>	<ul style="list-style-type: none"> <li>Frequent sitting or standing in a restricted position</li> <li>Kneels and crouches to dress wounds/manoeuvres patients</li> <li>Transports nursing equipment</li> </ul>			
<b>Mental Effort</b>	<ul style="list-style-type: none"> <li>Frequent concentration</li> <li>Concentration on patient treatment, care plans</li> <li>Works to a schedule of visits</li> </ul>			

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>• Frequent unpleasant /occasional highly unpleasant conditions</li> <li>• Smell, body fluids, emptying catheters</li> </ul>			
<b>Emotional Effort</b>	<ul style="list-style-type: none"> <li>• Occasional/frequent distressing/highly distressing or emotional circumstances</li> <li>• Deals with distressed relatives</li> <li>• Care of terminally ill / deals with consequences of terminal illness</li> </ul>			
<b>Other</b>	<ul style="list-style-type: none"> <li>• Able to meet the travel requirements of the post</li> </ul>	AF		

## **Notes on completion**

Please complete only the criteria that are relevant to the post otherwise leave blank.

Essential criteria are those attributes required of the post holder without which an appointment cannot be made.

Desirable criteria are those attributes of the post holder, which would be useful, but not essential for the post holder to perform the role.

How tested: AF - Application Form  
I - Interview  
P - Presentation  
T - Test

If you have any queries please contact your Group Human Resources Manager

*I confirm that this Person Specification has been discussed and agreed with me.*

Name: .....

Signature: .....

Date: ...../...../.....