

Person Specification

Job Title: Paediatric Deputy Sister/Charge Nurse - ED

Grade: Band 6

Criteria	Essential or Desirable Criteria	Assessment Method			
		A	I	T	R
Education and Qualifications					
• Registered Paediatric Nurse	E		✓		
• 4 years post registration experience.	E		✓		
• 2 Years' experience working in ED or acute medical admission area.	E		✓		
• Ability to comprehensively assess children and a working knowledge of Manchester Triage.	E		✓		
• Teaching/Mentorship qualification or working towards.	E		✓		
• PILS trained	E		✓		
• Degree in Paediatric Nursing		D	✓		
• Post registration additional courses. (HDU course		D	✓		
• Completion of or working towards a leadership programme		D	✓		
• APLS/EPLS TNCC/ATNC HMIMMS		D	✓		
Experience/Knowledge/ Skills/Ability					
• Sufficient experience in caring for the acutely unwell child and clinical skills including: • Cannulation/venepuncture • Competence in leading and supporting a team • Ability to work in a demanding and busy environment • Comprehensive applied anatomy and physiology relevant to clinical area. • Ability to function as part of the multi professional team.	E		✓	✓	
• Demonstrates an understanding of: • Accountability & responsibility • Evidence based practice • Reflective practice • Awareness of current developments in healthcare and professional nursing relevant to area. • Clinical Governance relevant to role. • Recognising the need to teach and assess the competency of others.	E			✓	
• Practical teaching experience formally or informally		D	✓	✓	
• Participation in change management project		D	✓	✓	
• Link Nurse Role		D	✓	✓	
• Experience of audit and research in effecting change in nursing practice.		D	✓	✓	
• Knowledge and understanding of the care of trauma patients both adult and paediatric.	E			✓	
• Good verbal and written communication skills.	E		✓	✓	

• NG insertion in accordance with hospital policy	E				✓	✓
• Suturing skills Basic Plastering Advanced plastering Wound closure X-ray requesting.		D			✓	✓
• Male and female Catheterisation		D			✓	✓
Qualities/Attributes						
• Demonstrates Trust's and own values	E			✓		
• Able to organise and prioritise workload taking responsibility for decision making under pressure	E			✓		
• Able to meet deadlines	E			✓		
• Show initiative, be pro-active, reliable, adaptable, patient centric, empathic	E			✓		
• Smart professional appearance	E			✓		
• Willing to embrace change	E			✓		
• Able to motivate a team	E			✓		
• Self-disciplined in demanding environment	E			✓		
• Awareness of local and national issues relating to Emergency Medicine and healthcare provision	E			✓		
• Awareness of current professional issues	E			✓		

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

