

PERSON SPECIFICATION

Job Title: Deputy Ward Sister/Charge Nurse

Band: 6

Directorate/Department: *ENTER*

Criteria	Essential	Stage Measured at	Desirable	Stage Measured at
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Training & Qualifications	<p>Current Level One NMC registration</p> <p>Competent in medicines management</p> <p>Teaching and Assessing Qualification</p> <p>Possession of a Mentoring Course Sign Off Mentor</p>	<p>Application Form Test</p>	<ul style="list-style-type: none"> • Diploma or degree in health / nursing related Studies • Evidence of continuing professional development/reflective profile • Completion of all local competency packages or Has undertaken Working in New ways Packages essential to role and Specialty • Formal leadership and management training • Research training/experience • ECDL 	<p>Application Form Interview</p>
Experience	<p>Experience of delivering nursing care to a group of patients</p> <p>Supervision of non registered staff and students</p> <p>Ability to manage the clinical area or ward efficiently and effectively</p> <p>Ability to convey sensitive information in an empathetic manner to patients, relative/carers and staff.</p>	<p>Interview Application Form</p>	<ul style="list-style-type: none"> • Recent or current experience within the specialty • Demonstrate an involvement in link nurse, or project work • Audit or research within the clinical area • Providing staff with feedback on their individual performance and conduct appraisals 	<p>Application Form Interview</p>
Communication and relationship skills	<p>Demonstrate effective written and verbal communication skills</p> <p>Produce timely, accurate written/electronic records and documents</p> <p>Demonstrate basic IT skills</p> <p>Can minimise interpersonal conflict and barriers to communication</p>	<p>Application Form Interview</p>	<ul style="list-style-type: none"> • Evidence of negotiation and influencing skills • Demonstrate evidence of providing formal teaching sessions • Demonstration of team working and ability to work within a team 	<p>Application Form Interview</p>

<p>Analytical and Judgement skills</p>	<p>Demonstrate an ability to assess, plan, deliver, prioritise and evaluate patient care</p> <p>Demonstrate an understanding of the deputy sister/charge nurse role Able to respond to problem situations and to ensure that effective interventions are put in place</p> <p>Successful implementation and management of a nursing change process</p>	<p>Application Form Interview</p>	<ul style="list-style-type: none"> • Demonstrate a knowledge of current issues related to the NHS • Evidence of data collection and analysis 	<p>Application Form Interview</p>
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Planning and organisation skills	<p>Demonstrate an ability to prioritise own workload and recognise, prioritise and respond appropriately to urgent and emergency situations</p> <p>Able to contribute to the development of implementation and monitoring of local objectives and action plans</p> <p>Demonstrate an ability to supervise and support others in the prioritisation of their patient care</p>	<p>Application Form Interview</p>	<p>Demonstrate leadership skills & ability to effectively lead a team</p> <p>Demonstrate effective time management skills</p> <p>Demonstrate effective resource management</p>	<p>Application Form Interview</p>
Physical skills	<p>Demonstrate dexterity and accuracy in undertaking clinical skills, use of equipment and documentation</p> <p>Competent and capable of using medical equipment</p> <p>Able to undertake patient manual handling manoeuvres and non-patient manual handling manoeuvres</p>	<p>Application Form Interview</p>	<p>Evidence of moving and handling training</p>	<p>Application Form References Interview Profile</p>
Commitment to Trust Values and Behaviours	<p>Must be able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards</p>	<p>Application Form Interview</p>		<p>Interview</p>
Speciality Specific Skills				<p>Application Form Interview Profile</p>