

WALSALL HEALTHCARE NHS TRUST

PERSON SPECIFICATION

POST: Sister

GRADE: Band 6

Job Requirements	How Tested	Weighting
Qualifications		
Registered Nurse(Adult/Child) with current registration	A	H
Qualification in Speciality (ENB 405 or equivalent)	A	H
Experience		
Substantive neonatal nursing experience post qualification in speciality	A	H

SKILLS AND KNOWLEDGE		
Ability to write clearly and legibly. Can Articulate well with good listening skills.	A	H
Ability to project a professional manner and approach.	A	H
Excellent interpersonal skills.	A	H
Ability to function as part of a multidisciplinary team.	A/I	H
Ability to effectively prioritise own workload and that of others.	A/I	H
Ability to assess patients, develop, implement and evaluate a plan of care.	A/I	H
Ability to safely administer medicines in accordance with the NMC guidelines for the administration of medicines.	A	H
Ability to keep accurate records in accordance with NMC guidelines for records and record keeping.	A/I	H
Ability to update, maintain and develop clinical skills.	A/I	H
Must demonstrate a knowledge of the role and responsibilities of the post, clinical and non-clinical.	A/I	H
Awareness of cost-effective use of resources.	A/I	H
Must have a working knowledge relating to Health and Safety.	A/I	H
Must have a working knowledge or their responsibilities in relation to clinical risk management.	A/I	H
Must have an understanding of the need to assess the quality of service delivered and how this can be audited.	A/I	H
Can demonstrate an awareness of clinical audit or benchmarking processes.		
Flexible and positive attitude to healthcare, caring manner with respect for others	A/I	M
Must demonstrate an understanding of their roles and responsibilities in respect of education and development – their own and that of others.	I	M
	I	H

Other		
Ability to demonstrate enthusiasm and knowledge in neonatal care.	A/I	M
Willingness to teach others.	A/I	H
Professional attitude towards nursing.	A/I	H
Sensitive to the needs of others.	A/I	M
Flexible approach to working	I	M
Teaching and assessing qualification	A	M
NLS Certification	A	H
Degree or working towards.	A	M

How Tested

A = Application Form

I = Interview

T = Test

P = Presentation

O = Other

R = Reference

Weighting

H = High

M = Medium

L = Low