

PERSON SPECIFICATION FOR Band 6 Nurse – Goodall Division – Camden District Nursing

CRITERIA	ESSENTIAL Requirements necessary for safe and effective performance in the job	SEE KEY *	DESIRABLE Where available, elements that would contribute to immediate performance in the job	SEE KEY *
Values and Behaviours	Able to demonstrate trust values	A/I		
Education and Qualifications	Registered Nurse Adult Numeracy skills required for the safe administration of medicines Evidence of relevant Continuous Professional Development	A/I As A/I	Mentorship qualification	A
Experience	Previous experience as a Band 5/6 community nurse	A/I		
Skills and knowledge	<u>Communication:</u> Able to communicate with the multi-disciplinary team, present cases, take note of actions, update others in the team and use handover effectively. Speaking face to face but also by telephone and writing letters and reports. Maintaining accurate, timely, concise and legible clinical records both electronic and handwritten which adhere to the CNWL policies	A/I A/As		

	<p>Able to talk to people about sensitive issues in a supportive manner but also challenge others assertively where necessary</p> <p><u>IT Skills:</u> Able to maintain electronic patient records Use Microsoft Word for letter and report writing</p> <p><u>Nursing Skills</u> You are expected to have the skills required to act as a professional, registered nurse and adhere to the NMC Code of Conduct. These will vary from service area to service area but all band 6 nurses should be proficient in:</p> <ul style="list-style-type: none"> - Care planning: being able to assess patients, develop, implement and evaluate a care plan - Empowering and working in partnership - Safeguarding and advocacy - Understanding how the Mental Capacity Act and Deprivation of Liberty Safeguards impacts on their work and the people they are working with - Understanding how the Mental Health Act impacts on their work and the people they are working with - Understanding the concept of quality and their role in improving safety, clinical outcomes and the patient experience - Infection control and Asceptic Non Touch Technique - Manual Handling patients - Obtaining Consent 	<p>I</p> <p>I</p> <p>A// As</p>	<p>Expertise in particular skills and evidence of how you developed them and use them in your current role</p>	<p>A/I</p>
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	<p>- Medicines management and administration</p> <p>In addition there will be many other skills Band 6 nurses are required to have according to the area where they work:</p> <p>Clinical Skills Specific to Service:</p> <ul style="list-style-type: none"> - Catheterisation - Wound care - Palliative Care & End of life care - IV administration - Injections - Doppler assessments - Compression bandaging - Diabetes Management <p>Clinical Leadership: Working with Others</p> <ul style="list-style-type: none"> • Work well with other members of the team including communicating effectively, being kind and considerate, reliable and enthusiastic • Manage others and contribute to the management of the team • Contribute to the culture of the team and play a role in making it inclusive, kind and hard working • Coordinate work allocation and shifts (if appropriate) • Help others in the team achieve their objectives and deliver safe, effective care • Mentor, teach and support others in the team • Supervise others in the team • Facilitate appraisals 	<p>A/I</p> <p>A// Ap</p>	<p>Supervision, Line management and appraisal training</p> <p>HR skills training e.g. recruitment, managing absence</p>	<p>A/I</p>
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Attitudes, aptitudes, personal characteristics	Be a role model and embody CNWL's values by being: <ul style="list-style-type: none"> • Caring for the people who use our services, their families and carers, and other staff • Respectful of others and genuinely treating them how you would want to be treated • Able and willing to work with service users, family and carers, and other staff in a way which empowers and supports others and makes them feel better about themselves • Able and willing to work in partnership with service users, their friends and family as well as other health care professionals 	A/I		
Other	Able to work efficiently in the community	A/I		

* **Key:** Assessment will take place with reference to the following: **A** = Application Form, **I** = Interview, **As** = Assessment **Ap** =Presentation

Vaccination

The successful applicant will be an NHS employee and may therefore have contact with vulnerable service users. During the COVID-19 pandemic, it has been necessary to take significant steps to protect the health and safety of our staff, service users and those attending our sites. In order to comply with our duty of care, we require our staff to have the COVID vaccine and we will ask for proof of vaccination during the recruitment process. Vaccination will be a condition of employment unless an exemption applies.