

EMPLOYMENT CRITERIA/PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties described in the job description. These are identified as either essential, ie those without which the job could not be performed adequately, or desirable, ie those which, although not essential, could enhance job performance. These criteria should be capable of being measured in some way through the selection process either by information given on the application form and references or by aptitude test results or questions planned for the interview. The specification should be used to shortlist applicants and to compare how well candidates match the agreed specification.

People with disabilities may apply for this post. Please specify here if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level.

You may be asked what arrangements - if any, can be made to overcome the disability ie provision of equipment or changes to the physical working environment/job tasks.

Post Title: Experienced Staff Nurse **Division/Department:** Division B/Emergency Department

Headings	Essential	Desirable	Means of Assessment	Interview Comments Name of Candidate:
Physical requirements of the post	Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act 2010).		Health clearance. Questioning. Reference.	
Qualifications training required	Registered nurse on relevant part of the NMC Register.	Desire to become trained in the specialty of Emergency Nursing. PILS / EPALS. Acute children's nursing experience.	Application form. References. Portfolio.	
Previous or relevant experience necessary	Knowledge of current issues within acute Health Service. Understanding of personal accountability. Experience in the acute care setting.	Teaching experience.	Application form. References. Portfolio.	
Aptitudes and skills required	Good communication skills. Clear written communication. Able to use initiative. Understands the importance of working within the Multi-Disciplinary Team. Can work within protocols.	Recognises stress in self and others. Keyboard skills.	Interview. Questioning/observation. References.	

PERSON SPECIFICATION

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Personal qualities/temperament	Ability to deal with stressful situations. Responds appropriately and effectively to rapidly changing situations.	Aware of learning needs.	Application form. Questioning. Reference.	
Special requirements of the post	Flexibility. Able to commit to shift work / internal rotation.		Questioning. Application form.	
Living the Trust values	Able to demonstrate behaviours that meet the Trust Values. Patients First Always Improving Working Together		Application and interview.	
Outside interests		Teamwork activities.	Questioning. Application form.	Appoint: No

If rejecting candidate please indicate main reasons:

PERSON SPECIFICATION