

Person Specification & Scoring Sheet

| | | | |
|------------------|-------------|-------------|---|
| Job Title | Staff Nurse | Band | 5 |
| Candidate | | | |

NOTE: Text within this template is guidance for completing the form and must be deleted prior to publishing

| | Essential Criteria | Desirable Criteria | Score |
|-----------------------|---|--|--------------|
| Qualifications | RGN Degree/Diploma Studies | Teaching and Assessing Course. Specialist Skills Course. | |
| Experience | Experience in the specific specialty in which you are applying. Experience of working independently and as a member of a team. | Post Qualification Experience. Previous Experience in a caring environment. Experience of clinical supervision. Experience of audit research. | |
| Skills | Excellent verbal, written and interpersonal communication skills. Ability to maintain and improve standards of care. Ability to challenge unacceptable behaviour. | Basic computer skills. | |
| Knowledge | Up to date knowledge of current clinical and professional issues. Knowledge of evidence based practice. Understanding of research/audit. Recent evidence of continuing professional development. | Understanding of resource management. Understanding of education/student requirements. | |
| Additional | Flexible and positive approach to work. Be able to satisfy pre-employment checks relevant to | | |

| | | |
|-----------------------|---|--|
| | <p>the role.</p> <p>Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.</p> | |
| WWL Behaviours | <p>When we are:</p> <p>Compassionate We take time to show kindness and care to others</p> <p>Respectful We recognise that everyone counts and makes a valuable contribution</p> <p>Accountable We take personal responsibility for ourselves and our actions</p> <p>Collaborative We actively seek opportunities to work in partnership with others</p> <p>Forward Thinking We seek out new and creative way of working to make a positive difference.</p> | |

| | |
|-------------------------------------|--|
| Total Score: | |
| Out of total possible score: | |

| | |
|-----------------|--|
| Comments | <p>Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;</p> |
|-----------------|--|

Scoring Key:

1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria
2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria
3. Showed more positive than negative evidence of meeting the essential criteria
4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria
5. Showed multiple clear evidence of meeting all of the essential and desirable criteria

| | | | |
|--------------------|--|------------------|--|
| Signature: | | Date: | |
| Print name: | | Position: | |