

## EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

<b>Post Title</b>	Staff Nurse	<b>Directorate/Department</b>	B/Emergency Department
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People with disabilities may apply for this post. Please specify in the box below if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level. (Hiring managers may be asked what arrangements – if any, can be made to overcome disability i.e. provision of equipment or changes to the physical working environment / job tasks.)

### Assessment Method Key

(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)

<b>Interview</b>	These criteria will be assessed during an interview, should you be shortlisted.
<b>Application</b>	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
<b>Presentation</b>	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

### Physical requirements of the post

Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act/Disability Discrimination Act).		X	
Ability to move and handle patients and equipment.			

### Qualifications / training required

Requirements	Assessment Method	Essential	Desirable
Registered nurse on relevant part of the NMC Register.	Application	X	
Desire to become trained in the specialty of Emergency Nursing.	Application		X

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PILS / EPALS.	Application		X
Acute children's nursing experience.	Application		X
<b>Previous or relevant experience necessary</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Knowledge of current issues within acute Health Service	Application and Interview	X	
Understanding of personal accountability	Application and Interview	X	
Experience in the acute care setting.	Application and Interview	X	
Teaching experience	Application and Interview		X
<b>Aptitudes and skills required</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Good communication skills.	Application and Interview	X	
Clear written communication	Application and Interview	X	
Able to use initiative	Application and Interview	X	
Understands the importance of working within the Multi-Disciplinary Team	Application and Interview	X	
Can work within protocols.	Application and Interview	X	
Manual dexterity, good hand eye co-ordination	Application and Interview	X	
Recognises stress in self and others.	Application and Interview		X
Keyboard skills.	Application and Interview		X
<b>Special requirements of the post</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Flexibility.	Application and Interview	X	
Able to commit to shift work / internal rotation.	Application and Interview	X	
<b>Values and behaviours</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> <li>Patients First</li> <li>Always Improving</li> </ul>	Application and Interview	X	

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• Working Together			