

## Person specification (AFC: JM201/21)

<b>Post</b>	<b>Staff Nurse</b>	<b>Band</b>	<b>5</b>
<b>Dept/ward</b>	Specialist Gynaecology Outpatients Service, Women's Health		

Essential = E Desirable = D		E or D	Application form	Inter view
<b>Milton Keynes Hospital Standards</b>	Demonstrable ability to: <ul style="list-style-type: none"> <li>• Treat everyone with Respect, courtesy and kindness</li> <li>• Provide timely care and attention</li> <li>• Listen, inform and explain</li> <li>• Involve you as part of the team and work together</li> <li>• Are reassuringly professional</li> <li>• Provide and maintain a clean and comfortable environment</li> </ul>	E	A	I
<b>Qualifications and knowledge</b>	<ul style="list-style-type: none"> <li>• Registered Nurse on Part 1 of the NMC Register</li> <li>• Degree level qualification</li> <li>• Evidence of continued professional development</li> <li>• Assessing and mentoring qualification</li> <li>• NVQ Assessors course</li> <li>• Willingness to undertake further professional development/training</li> <li>• Able to demonstrate knowledge of the NMC Code and professional guidance</li> <li>• Demonstrates knowledge of current issues in nursing</li> </ul>	E  E E  D  D  E  E  E	A  A A  A  A	I  I  I  I

Essential = E Desirable = D		E or D	Application form	Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Recent clinical experience in an acute Trust</li> </ul>	E	A	
	<ul style="list-style-type: none"> <li>Experience of working in a multi-disciplinary team</li> </ul>	E	A	
	<ul style="list-style-type: none"> <li>Experience with gynaecology and/or outpatient procedures</li> </ul>	D	A	
	<ul style="list-style-type: none"> <li>Demonstrates sound clinical knowledge and up to date nursing practice with evidence of critical thinking and problem solving</li> </ul>	E		I
	<ul style="list-style-type: none"> <li>Experience of assisting clinicians with minor procedures and treatments</li> </ul>	D	A	
	<ul style="list-style-type: none"> <li>Demonstrates patient focused approach</li> </ul>	E		I
	<ul style="list-style-type: none"> <li>Evidence of facilitating learning in practice</li> </ul>	D		I
<b>Skills</b>	<ul style="list-style-type: none"> <li>Demonstrates evidence of delivering quality patient focused care</li> </ul>	E		I
	<ul style="list-style-type: none"> <li>IT literate</li> </ul>	E	A	
	<ul style="list-style-type: none"> <li>Excellent time management and personal organisation skills</li> </ul>	E		I
	<ul style="list-style-type: none"> <li>Evidence of competence in venepuncture and cannulation</li> </ul>	D	A	
	<ul style="list-style-type: none"> <li>Evidence of competence in catheterisation of women</li> </ul>	D	A	
	<ul style="list-style-type: none"> <li>Excellent communication skills – verbal and written, demonstrating effective listening and engaging with patients and family effectively</li> </ul>	E	A	
	<ul style="list-style-type: none"> <li>Ability to direct and supervise non registered staff</li> </ul>	E		I
	<ul style="list-style-type: none"> <li>Have a good insight into self on others and vice versa</li> </ul>	E		I
<b>Personal and people development</b>	<ul style="list-style-type: none"> <li>Able to work on own initiative and effectively as part of a team</li> </ul>	E		I
	<ul style="list-style-type: none"> <li>Ability to manage own workload</li> </ul>	E		I
	<ul style="list-style-type: none"> <li>Motivated / positive</li> </ul>	E		I
	<ul style="list-style-type: none"> <li>Self-directed and committed</li> </ul>	E		I
	<ul style="list-style-type: none"> <li>Able to reflect on practice</li> </ul>	E		I

Essential = E Desirable = D		E or D	Application form	Interview
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal skills</li> <li>• Excellent communication skills, both verbal and written</li> <li>• Able to communicate effectively to ensure care, treatment and patient support are not compromised</li> </ul>	E E  E		I I  I
<b>Specific requirements</b>	<ul style="list-style-type: none"> <li>• Able to perform the duties of the post with reasonable aids and adaptations</li> <li>• Ability to work under pressure</li> </ul>	E  E		I  I