

PERSON SPECIFICATION

JOB TITLE:	Nurse Associate
JOB BAND:	Band 4

Qualifications & Education	Weighting (Essential or Desirable)
Registered Nurse Associate with NMC	Essential
Evidence of professional development	Desirable

Knowledge and Training	Weighting (Essential or Desirable)
Keen to develop own skills and develop nursing practice	Essential
Evidence of professional development	Essential
Has up to date knowledge of current nursing issues and changes to NHS	Essential

Experience	Weighting (Essential or Desirable)
Experience of working in a community setting	Desirable
Commitment to evidence based practice	Essential
Computer literate	Desirable
Competent in clinical skills i.e. ECG, venepuncture.	Desirable

Communication & Relationship Skills	Weighting (Essential or Desirable)
Demonstrates a caring attitude to patient care	Essential
Demonstrates a responsible attitude to their work	Essential
Demonstrates respect for patient dignity	Essential
Demonstrates attention to detail	Essential
Able to cope with distressing or emotional circumstances	Essential
Honest & Trustworthy	Essential
Able to cope with some unpredictable work patterns and changing circumstances.	Essential
Effective communication skills, verbal and written	Essential
Ability to work within a team and develop others	Essential
Must be able to commute to meet the need of a community staff nurse	Essential

Planning & Organisational Skills	Weighting (Essential or Desirable)
Able to assess, plan, implement and evaluate care	Essential
Ability to organise and prioritise workload	Essential
Able to manage a group of patients	Essential
Able to supervise others	Desirable
Able to keep full and accurate records	Essential

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
Able to provide safe, caring, and effective services	Essential
Demonstrate Standards, values and behaviours that reflect the Trust values of Care, Respect and Responsibility	Essential
Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued	Essential

Prepared by:	Jayne Tranter
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