



Person Specification / Interview Score Sheet

Job Title: Staff Nurse

Accountable to: Ward Sister / Charge Nurse

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	<ul style="list-style-type: none">NMC Registered NurseAdvanced Diploma/Degree in Adult Health Nursing Studies				
Experience	<ul style="list-style-type: none">Experience of caring for patients with acute and long term conditions				
Technical Skills Competencies	<ul style="list-style-type: none">Basic IT skillsDemonstrable ability with vital signs monitoring equipment and ability to recognise the deteriorating patientWorking towards non-IV and IV medication administration including administration of blood products.Able to check charts or calculate drug dosages for infusions requiring frequent concentration				
Knowledge	<ul style="list-style-type: none">Ability to demonstrate fundamental nursing knowledge and practice skills				
Other requirements specific to the role	<ul style="list-style-type: none">Adaptive to unpredictable workloadsAbility to travel within the geographical areas as required by the service/requirements of the post	<ul style="list-style-type: none">Ability to work under pressure and with frequent interruptions			

Personal Attributes	<ul style="list-style-type: none"> • Highly motivated • Flexible approach to the needs of the service • Ability to demonstrate compassion • Effective communication using a variety of methods. • Ability to communicate sensitive and complex information to patients, carers and significant others. • Able to work unsupervised and on own initiative • Able to integrate and work within the MDT 	<ul style="list-style-type: none"> • Organisation and planning skills • Prioritisation skills • Time management skills 			
Language requirement	Be able to speak English as necessary to undertake the role	Total Score			

Scoring Key:	
1	Does not meet criteria
2	Below requirement (serious shortcomings)
3	Acceptable level of competence (some shortcomings in performance)
4	Acceptable level of competence (quality evidence provided)
5	Exceptional standard

*HI – How Identified	
A	Application form
I	Interview
T	Test
P	Presentation