

**PERSON SPECIFICATION FOR Band 5 Nurse – Division C - Offender Care – Kent and Medway**

We recognize that newly qualified nurses will have to refer to their experiences as student nurses in order to demonstrate that they meet the personal specification below.

<b>CRITERIA</b>	<b>ESSENTIAL</b> Requirements necessary for safe and effective Performance in the job	<b>SEE KEY</b>	<b>DESIRABLE</b> Where available, elements that would contribute to immediate performance in the job	<b>SEE KEY</b>
<b>Education and Qualifications</b>	Registered nurse - Adult or Children's Nurse  Professional degree or diploma in relevant field  Numeracy skills required for the safe administration of medicines	<b>A / I</b>  <b>A / I</b>  <b>As</b>	Evidence of relevant Continuous Professional Development	<b>A</b>  <b>A</b>
<b>Previous Experience</b>	Previous experience of working as a Band 5, a student nurse or health care assistant.	<b>A / I</b>		

<p><b>Skills and knowledge</b></p>	<p><u>Communication:</u>  Able to communicate with the multi-disciplinary team, present cases, take note of actions, update others in the team and use handover effectively. Speaking face to face but also by telephone and writing letters and reports.</p> <p>Maintaining accurate, timely, concise and legible clinical records both electronic and handwritten which adhere to the CNWL policies</p> <p>Able to talk to people about sensitive issues in a supportive manner but also challenge others assertively where necessary</p> <p><u>IT Skills:</u>  Able to maintain electronic patient records  Use Microsoft Word for letter and report writing</p> <p><u>Nursing Skills</u>  You are expected to have the skills required to act as a professional, registered nurse and adhere to the NMC Code of Conduct. These will vary from service area to service area but all band 5 nurses should be proficient in:</p> <ul style="list-style-type: none"> <li>- Care planning: being able to assess patients, develop, implement and evaluate a care plan</li> <li>- Empowering and working in partnership</li> <li>- Safeguarding and advocacy</li> <li>- Understanding how the Mental Capacity Act and Deprivation of Liberty Safeguards impacts on their work and the people they are working with</li> <li>- Understanding how the Mental Health Act impacts on their work and the people they are working with</li> <li>- Understanding the concept of quality and their role in improving safety, clinical outcomes and the patient experience</li> </ul>	<p>A / I</p> <p>A / I</p> <p>I</p> <p>I</p> <p>A / I</p>		
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	<ul style="list-style-type: none"> <li>- Infection control and Aseptic Non Touch Technique</li> <li>- Manual Handling patients</li> <li>- Obtaining Consent</li> <li>- Medicines management and administration</li> </ul> <p><u>Clinical Skills Specific to Service:</u></p> <p>These skills are not exhaustive and are provided solely for guidance</p> <ul style="list-style-type: none"> <li>- Undertake initial screening for prisoners on reception to the prison using professional knowledge to make appropriate referrals and decisions about immediate healthcare needs.</li> <li>- Carry out Triage to determine clinical priorities</li> <li>- Administer medicine including controlled drugs within NMC guidelines to ensure safe practice.</li> <li>- Identify and manage incidents of self-harm and suicide and act within the center's and CNWL policy and guidelines on these issues</li> <li>- Respond to healthcare and prison emergencies, relating to prisoners, staff and visitors, within the establishment in accordance with policies and procedures</li> <li>- Use health promotion strategies to improve patients' health and social wellbeing and aid disease prevention. Where appropriate deliver nurse-led health promotion clinics</li> <li>- Liaise with centre staff, and with patient consent, external healthcare providers, regarding the admission and discharge pathway of patients</li> </ul>	<p><b>A / I</b></p>		
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	<p><u>Working with Others</u></p> <p>Work well with other members of the team including communicating effectively, being kind and considerate, reliable and enthusiastic.</p> <p>Help others in the team achieve their objectives and deliver safe, effective care</p> <p>Mentor, teach and support others in the team</p> <p>Supervise others in the team</p> <p>Contribute to the culture of the team and play a role in making it inclusive, kind and hard working</p>			
<b>Attitudes, aptitudes, personal characteristics</b>	<p>Be a role model and embody CNWL's values by being:</p> <p><u>Caring</u> for the people who use our services, their families and carers, and other staff</p> <p><u>Respectful</u> of others and genuinely treating them how you would want to be treated</p> <p>Able and willing to work with service users, family and carers, and other staff in a way which <u>empowers</u> and supports others and makes them feel better about themselves</p> <p>Able and willing to work in <u>partnership</u> with service users, their friends and family as well as other health care professionals</p>	<b>A/I</b>		
<b>Other</b>	<p>Access to car or other motor vehicle for use for work purposes.</p>	<b>I / A</b>		

\* **Key:** Measured by **A** = Application Form, **I** = Interview, **As** + Assessment

The NHS Knowledge and Skills Framework (KSF) is designed to form the basis of a development review process. This is an ongoing cycle of review, planning, development and evaluation of staff in the NHS.

**Title of Post: Band 5 Nurse**

	Needed for Post	Level for Post			
		1	2	3	4
<b>Core Dimensions</b> (Key aspects of all jobs in the NHS) (Please refer to KSF Review Process For Dimension Level Criteria)					
<b><u>1. Communication</u></b>					
<b><u>2. Personal and People Development</u></b>					
<b><u>3. Health, Safety and Security</u></b>					
<b><u>4. Service Improvement</u></b>					
<b><u>5. Quality</u></b>					
<b><u>6. Equality and Diversity</u></b>					

Title of Post: Band 5 Nurse Specific Dimensions

(Specific dimensions may apply, or cease to apply, at different stages of the development of a role).

	Needed for Post	Level for Post			
		1	2	3	4
<b>Specific Dimensions</b>					
<b><u>HWB2: Assessment &amp; care planning to meet health and wellbeing needs.</u></b> <i>Level 3-Assess health &amp; wellbeing needs &amp; develop, monitor &amp; review care plans to meet specific needs.</i>	Y				
<b><u>HWB3: Protection of Health &amp; Wellbeing</u></b> <i>Level 2-Recognise &amp; report situations where there might be a need for protection.</i>	Y				
<b><u>HWB4: Enablement to address health &amp; wellbeing needs.</u></b> <i>Level 3-Enable people to address specific needs in relation to health &amp; wellbeing.</i>	Y				
<b><u>HWB7: Interventions &amp; Treatment.</u></b> <i>Level 3-Plan, deliver &amp; evaluate interventions and/or treatments.</i>	Y				
<b>IK1: Information Processing.</b> <i>Level 1-Level 1-Input, store &amp; provide data &amp; information.</i>	Y				
<b><u>G1: Learning &amp; development.</u></b> <i>Level 2-Enable people to learn &amp; develop</i>	Y				
<b><u>G6: People Management.</u></b> <i>Level 2-Plan, allocate &amp; supervise the work of a team</i>	Y				