

**Person Specification for Band 7 Heart Failure Nurse– Camden, Goodall Division.**

<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 L1 Nurse Adult or equivalent	A / I	Mentorship qualification	<b>A</b>
	Numeracy skills required for the safe administration of medicines	As		
	Evidence of relevant Continuous Professional Development	A/I		
	Educated to degree level with evidence of an established degree pathway	A	Evidence of studying at masters level or willingness to undertake	<b>A/I</b>
	Independent Prescriber or willing to undertake the non medical prescribing module	A		
<b>Previous Experience</b>	Previous experience as a Band 6 nurse/cardiology experience	A / I		

<b>Skills and knowledge</b>	<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 and also by telephone and writing letters and reports.</p>	A / I		
	<p>Maintaining accurate, timely, concise and legible clinical records both electronic and handwritten which adhere to the CNWL policies</p>	A / As		
	<p>Able to talk to people about sensitive issues in a supportive manner but also challenge others assertively where necessary</p>	I		
	<p>Able to negotiate with patients and their families and other members of the multi-disciplinary team about sensitive issues</p>	I		
	<p>Provide emotional support to patients, families and other staff members and adapt your communication style to meet the needs of different people</p>	I		
	<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 (or other relevant professional body code of conduct). These will vary from service area to service area but all band 7 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</li> </ul>	A		
		A / I / As	Expertise in the assessment and management of heart failure	<b>A/I</b>

	<p>on their work and the people they are working with</p> <ul style="list-style-type: none"> <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> <li>- Infection control</li> <li>- Moving and handling</li> <li>- Obtaining consent</li> <li>- Medicines management and administration</li> </ul> <p>In addition, as a member of the Heart Failure Team you will be skilled at working across different multi-disciplinary teams, organizational boundaries different sectors.</p> <p>You will also need to be able to contribute to needs analyses across the local population in Camden and collect the data required to demonstrate the efficiency and effectiveness of the Team</p> <p><u>Clinical Leadership: Working with Others</u></p> <ul style="list-style-type: none"> <li>• Work well with other members of the team including communicating effectively, being kind and considerate, reliable and enthusiastic</li> <li>• Manage others and contribute to the management of the team</li> <li>• Contribute to the culture of the team and play a role in making it inclusive, kind and hard working</li> <li>• Coordinate work allocation and shifts and deputise for the Team Lead</li> <li>• Help others in the team achieve their objectives and deliver safe, effective care</li> <li>• Mentor, teach and support others in the team</li> <li>• Supervise others in the team</li> <li>• Facilitate appraisals</li> </ul>	<p>A / I</p> <p>A/I</p>	<p>Supervision, Line management and appraisal training</p> <p>HR skills training e.g. recruitment, managing</p>	<p>A</p> <p>A</p>
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	<ul style="list-style-type: none"> <li>Recruit others to the team</li> </ul>	A/I	absence	
<b>Attitudes, aptitudes, personal characteristics</b>	<p>Be a role model and embody CNWL's values by being:</p> <ul style="list-style-type: none"> <li><u>Caring</u> for the people who use our services, their families and carers, and other staff</li> <li><u>Respectful</u> of others and genuinely treating them how you would want to be treated</li> <li>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</li> <li>Able and willing to work in <u>partnership</u> with service users, their friends and family as well as other health care professionals</li> </ul>	A/I/As		
<b>Other</b>	<p>Manual Handling of patients and equipment</p> <p>Use of public transport and walking to meet patients</p>	I		

\* **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 7 Heart Failure Nurse

	Needed for Post	Level for Post			
<b>Core Dimensions</b> (Key aspects of all jobs in the NHS) (Please refer to KSF Review Process For Dimension Level Criteria)		1	2	3	4
1. Communication					
2. Personal and people development					
3. Health, safety and security					
4. Service improvement					
5. Quality					
6. Equality and diversity					

**Title of Post:** Band 7 Heart Failure 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			
Specific Dimensions		1	2	3	4
<b>HWB2: Assessment &amp; care planning to meet health and wellbeing needs</b> <i>Level 3-Assess health &amp; wellbeing needs &amp; develop, monitor &amp; review care plans to meet specific needs.</i>	Y				
<b>HWB3: Protection of health &amp; wellbeing</b> <i>Level 2-Recognise &amp; report situations where there might be a need for protection.</i>	Y				
<b>HWB4: Enablement to address health &amp; wellbeing needs</b> <i>Level 3-Enable people to address specific needs in relation to health &amp; wellbeing.</i>	Y+				
<b>HWB7: Interventions &amp; Treatment</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>G1: Learning &amp; development</b> <i>Level 2-Enable people to learn &amp; develop</i>	Y				
<b>G6: People Management</b> <i>Level 2-Plan, allocate &amp; supervise the work of a team</i>	Y				