

## PERSON SPECIFICATION District Nursing Team Sister – Band 6

Knowledge, Experience and Training required for the Post	Essential at Recruitment	Desirable/ Developed within the Role	Measured By A – Application I – Interview P – Presentation T – Test
<b>Qualifications</b>			
• Registered Nurse i.e., RN Adult branch	<input type="checkbox"/>		A
• Community Specialist Practitioner Qualification (District Nursing) and/or willingness to work towards this		<input type="checkbox"/>	A
• Non-medical prescriber V100/V150/V300		<input type="checkbox"/>	A
• Leadership Training		<input type="checkbox"/>	A/I
• Mentorship or Coaching qualification		<input type="checkbox"/>	A/I
• Level 6 study to support service delivery and development		<input type="checkbox"/>	A
<b>Experience</b>			
• Substantial post registration experience in district nursing	<input type="checkbox"/>		A
• Experience in holistic assessment of complex patients and care coordination	<input type="checkbox"/>		A/I
• Use of nationally agreed tools to support assessment i.e. CHC/End of Life		<input type="checkbox"/>	A/I
• Experience of caseload management and work allocation		<input type="checkbox"/>	A/I
• Experience of multidisciplinary team working	<input type="checkbox"/>		A/I
• Experience of service development/supporting change in practice		<input type="checkbox"/>	A/I
• Experience of undertaking appraisals		<input type="checkbox"/>	A/I
<b>Knowledge and Skills</b>			
• Advanced communication skills	<input type="checkbox"/>		A/I
• Ability to use information technology effectively	<input type="checkbox"/>		A/I
• Knowledge of professional and policy issues relevant to service delivery and development	<input type="checkbox"/>		A/I
• Ability to develop effective working relations with other agencies and professionals	<input type="checkbox"/>		A/I
• Understanding of patient experience measures		<input type="checkbox"/>	A/I
• Ability to collate data and interpret results	<input type="checkbox"/>		A/I
• Ability to undertake investigation of incidents and complete accurate reports		<input type="checkbox"/>	A/I

• Ability to manage own and others workload and delegate effectively	<input type="checkbox"/>		A/I
• Ability to communicate in a variety of settings and to patients and staff including sensitive information	<input type="checkbox"/>		A/I
<b>Personal Attributes</b>			
• Ability to educate, motivate and inspire	<input type="checkbox"/>		A/I
• Ability to work contracted hours rotationally across day and night shifts, as reasonably required by the needs of the service	<input type="checkbox"/>		A/I
• Motivated to promote excellence in practice	<input type="checkbox"/>		A/I
• Ability to work to deadlines	<input type="checkbox"/>		A/I
<b>Other</b>			
• Car driver with access to a vehicle for work and insured for business purposes	<input type="checkbox"/>		A/I

## **EFFORT FACTORS**

### **PHYSICAL EFFORT**

What physical effort is required for the job?	How Often?	For How Long?	What weight is involved?	Any mechanical Aids?
There may be a requirement to move and handle patients as part of the assessment process	Frequently	Short periods	Variable	Possibly Hoist or slide sheet
Carrying of inanimate objects to support assessment and/or training and development of staff	Regularly	Short periods	Variable	No

Is the job holder expected to sit / stand in a restricted position?	How Often?	For How Long?	What activity is involved?
Yes <b>X</b>	Every shift <b>X</b>	Short periods daily	Kneeling, bending, crouching for e.g., in restricted environments within patients own homes
No	Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Less Often		

### **MENTAL EFFORT**

Are there any duties requiring particular concentration?	How Often?	For How Long?
Concentration required whilst undertaking assessment/clinical interventions requiring precision and completion of associated assessment documentation.	Several times each day	Varying amounts of time
Driving within and beyond the locality	Up to daily	Up to 20–30 minutes per occasion
Are there any duties of an unpredictable nature?	How Often?	For How Long?
Requirement to contribute to alternative ways of working in times of pressures and enactment of emergency planning/business continuity measures.	Occasional	Variable – potentially several days

### **EMOTIONAL EFFORT**

Does the job involve dealing with any distressing or emotional circumstances?	Direct / Indirect Exposure	How Often?
Dealing with terminally ill patients or patients and families struggling to accept diagnosis or life changing situations.	Direct	Occasional
Matters involving the safeguarding of vulnerable adults	Direct	Frequent

### **WORKING CONDITIONS**

Does the job involve exposure to unpleasant working conditions?	How Often?
Lone working May be subjected to deal with uncontained body fluids. Exposure to extremes of driving conditions	Daily Regularly Occasional: approx. 2-3 times annually