

PERSON SPECIFICATION FOR Band 5 Nurse - Community School Staff Nurse

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.

CRITERIA	ESSENTIAL Requirements necessary for safe and effective Performance in the job	SEE KEY	DESIRABLE Where available, elements that would contribute to immediate performance in the job	SEE KEY
Education and Qualifications	<p>Current NMC registered nurse Adult / Child / Mental Health / Learning Disability</p> <p>Up to date and fit to practice safely.</p> <p>Numeracy skills required for the safe administration of medicines</p>	<p>A / I</p> <p>As</p>	<p>Evidence of relevant Continuous Professional Development</p> <p>Teaching and mentoring skills</p>	A
Previous Experience	<p>Previous experience of working as a band 5 nurse or student nurse.</p> <p>Experience of working within multi-disciplinary teams.</p> <p>Experience of involvement in the management of difficult situations and conflict resolution.</p> <p>Evidence of working without direct supervision and managing own caseload.</p>	A / I	<p>Previous experience of working in the community either as a band 5 nurse, or health care assistant.</p> <p>Experience of Safeguarding Children</p> <p>Experience of health promotion</p> <p>Experience of group facilitation.</p>	

<p>Skills and knowledge</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"> - Care planning: being able to assess patients, develop, implement and evaluate a care plan - Empowering and working in partnership - Safeguarding and advocacy - Understanding how the Mental Capacity Act and Deprivation of Liberty Safeguards impacts on their work and the people they are working with - Understanding how the Mental Health Act impacts on their work and the people they are working with - Understanding the concept of quality and their role in improving safety, clinical outcomes and the patient experience 	<p>A / I</p> <p>A / As</p> <p>I</p> <p>I</p> <p>A / I / As</p>		
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Other	<p>The ability to travel to a variety of sites within the trust is essential.</p> <p>Access to a car for work purposes</p> <p>Full UK driving License</p> <p>Eligibility to work in the UK</p> <p>Able to work efficiently in the community</p>	I / A		
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* **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
Core Dimensions (Key aspects of all jobs in the NHS) (Please refer to KSF Review Process For Dimension Level Criteria)					
<u>1. Communication</u>					
<u>2. Personal and People Development</u>					
<u>3. Health, Safety and Security</u>					
<u>4. Service Improvement</u>					
<u>5. Quality</u>					
<u>6. Equality and Diversity</u>					

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