

# Person Specification

<b>Job Title:</b>	Deputy Ward Sister / Charge Nurse	<b>Division/Department:</b>	Neonatal – Family Health	<b>Band:</b>	6
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards		A, I
<b>Training &amp; Qualifications</b>	1st level registered nurse Current registration with UK Nursing and Midwifery Council Mentor/assessor qualification Post registration neonatal qualification Completion of all competency packages or equivalent packages / resources NLS provider Competent in medicines management		A,I <b>Professional Profile</b>
<b>Experience</b>	Previous current critical care experience caring for Level 1/ Level 2 patients Portfolio demonstrating continuous professional development Demonstrated experience teaching one to one and small groups Evidence of performance reviews Evidence of change management		A,I

<b>Communication and Relationship skills</b>	<p>Able to deliver complex, sensitive information effectively</p> <p>Effective communicator with patients, carers, all members of the multidisciplinary team</p> <p>Can produce timely, accurate written/ electronic records/documents</p> <p>Evidence of presentation skills, use of PowerPoint or similar software</p> <p>Can minimise interpersonal conflict and barriers to communication</p>		<b>A,I</b>
<b>Analytical and Judgement skills</b>	<p>Able to lead a team, prioritise and respond to planned and unplanned situations</p> <p>Ability to assess staff competence and confidence in clinical practice</p> <p>Make judgements and decisions regarding care planning and delivery</p>		<b>A,I</b>
<b>Planning and organisation skills</b>	<p>Can prioritise and manage own time and workload and that of the team</p> <p>Able to action and appropriately disseminate Trust and NHS policies in the absence of the ward sister</p>		<b>A,I</b>

<b>Physical skills</b>	<p>Able to walk or stand for extended periods of time e.g. throughout a shift</p> <p>Ability to frequently manoeuvre patients and medical equipment in confined/awkward spaces</p>		<b>A,I</b>
<b>Other requirements specific to the role</b> (e.g. be able to work shifts/on call)	<p>Demonstrate flexibility in working patterns and practices</p> <p>Ability to recognise and acknowledge stress in self and others and initiate appropriate support mechanisms</p>		<b>A,I</b>