

EMPLOYEE SPECIFICATION FOR THE POST OF RGN - Practice Nurse

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork 	2			Application & Interview
	<ul style="list-style-type: none"> All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 	2			
Physical Requirements	Has the physical ability to perform the full range of duties	2			Application & Interview
Qualifications - Academic / Craft / Professional	First level registered nurse / RN	2	Mentor ship qualification	2	Application & Interview
			Evidence of appropriate continued learning.	2	
Training					

Attribute	Essential	Weight	Desirable	Weight	How Identified
-----------	-----------	--------	-----------	--------	----------------

Experience	<p>Experience of assessing patient conditions, triaging services and providing appropriate clinical interventions.</p> <p>Experience of working effectively within MDT.</p>	2 2	<p>Experience of working in criminal justice setting.</p> <p>Experience of close working relationships with a variety of statutory agencies and other external organisations.</p> <p>Experience of supervising and mentoring junior staff</p>	2 2	Application & Interview
Knowledge	<p>Awareness of other issues relevant to healthcare within criminal justice, e.g. substance misuse</p> <p>Assessment and triage skills</p> <p>Equal opportunities</p> <p>Local and National Offender Health Strategy</p>	2 2			Application & Interview
Skills	<p>Negotiation and mediation skills</p> <p>Excellent written and verbal communicators at all levels.</p> <p>Ability to engage with and develop a rapport with the client group.</p> <p>Ability to participate in and understand multi professional teamwork.</p> <p>Ability to establish therapeutic relationships with clients</p>	2 2 2 2	<p>Evidence based therapeutic skills</p> <p>Experience of training delivery</p> <p>Ability to work without direct supervision</p>	2 2 2	Application & Interview
Contractual Requirements	Flexibility to work evenings and weekends	2			Application & Interview

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT 2010