FAIRFIELD INDEPENDENT HOSPITAL St. Helens

Person Specification

Post: **Staff Nurse** **Band D**

Attributes	Essential	Desirable	Method of Assessment
Education/Qualifications	• Current 1st level Registration • Evidence of continuing professional development (CPD)	• Teaching and Assessing Certificate • Relevant post registration courses appropriate to the clinical area	Application form & Interview
Skills/Ability/Knowledge	• Effective time management • Resource management • Ability to work effectively in a team • Ability to use own initiative • Problem solving • Ability to adapt and cope with change • Attention to detail • Effective communication – written/verbal	• Computer literacy	Application form & Interview
Experience	• Experience of working in clinical areas • Experience of delivering patient care	• Surgical experience	Application form Interview

Disposition	• Motivated • Demonstrates a positive “can do” approach to change • Shows enthusiasm for achieving results • Demonstrates an awareness of patient dignity and respect • Ability to work under pressure • Flexible and adaptable		Interview
Physical	• Presentable • Good general health and signed fit by Occupational Health to perform tasks as per the Job Description • Mental effort: Concentration for checking documents, drugs, responding to frequently changing patient and staff needs. • Emotional effort: the post holder will at time be exposed to frequent distressing and occasional highly distressing and emotional circumstances. • May be exposed to highly unpleasant working conditions/some exposure to hazards		Interview & OH Assessment