

Fairfield Independent Hospital

Person Specification

Post:Ward Sister/Charge NurseGrade:Band F

Attributes	Essential	Desirable	Method of Assessment
Education/Qualifications	 1st level registration ILS 	Nursing Degree or working towards	Application
	Evidence of CPDMentorship Qualification	Laser Supervisor Training	Interview
Knowledge	Computer literacyKnowledge of current nursing issues		Application Interview
Experience	 A minimum of 2 years' experience in a surgical setting A broad range of clinical experience Demonstrate management skills Demonstration of ongoing Professional development Evidence of clinical competencies in a varied 		Application Application Interview Application/Interview
	 Experience of undertaking expanded roles within the surgical setting. Evidence of working on own initiative, managing time and prioritising. Experience of supporting students within the 		Interview

	clinical area.	
Skills and Abilities	 Ability to assess, plan, implement and evaluate patient care according to individual needs 	Interview
	 Ability to effectively prioritise and organise own workload and workload of others 	Interview
	Demonstrate good written and verbal communication skills	Application/Interview
	 Adaptable and responsive to changing needs 	Interview
	 An understanding of clinical audit 	Interview
	Willing to work flexibly	Interview
	A good health record	Occupational Health check
	 Excellent interpersonal, written and verbal 	Application/Interview
	communication skills	
	Evidence of excellent leadership skills	Interview
	Provide evidence of maintaining and monitoring	Interview
	standards which enhance patient experience of	
	care in the day case setting	Interview
	Ability to influence and manage change, including	Interview
	promoting evidence based practice	Interview
	Computer skills	Interview
	Ability to motivate and develop staff and change	Interview
	practice in line with national strategic drivers	
	Excellent multidisciplinary team working skills	Interview
	Advanced clinical reasoning /problem solving	Interview
	Able to work flexibly to meet service needs	Interview
	Clear vision of the future	Interview
	Have a sound knowledge of changing trends	Interview
	within the health service	