

Personal Specification

Post Title: Sister / Charge Nurse / Team Leader

Job Requirements	Assessment	Weighting
<p>Professional /technical Qualifications</p> <p>RGN, Paediatric specialties RSCN , Operating Theatres RGN or Registered ODP.</p> <p>Evidence of Continuing Professional development/ qualification relevant to area of speciality. *** (SEE BELOW)</p>	<p>A</p> <p>A, I</p>	<p>1</p> <p>1</p>
<p><u>Experience and Knowledge</u></p> <p>Extensive post registration experience in the relevant speciality or equivalent. Appropriate experience having been acquired to be able to demonstrate:-</p> <ul style="list-style-type: none"> • High level clinical skills and knowledge. • Evidence of successfully co-ordinating, managing and leading the team on a day to day basis. • Teaching ability • Experience in undertaking preceptor/mentor role. □ Involvement in Nursing audit and Research. • An awareness and understanding of policy and practice relevant to speciality. 	<p>A, I</p> <p>A, I</p> <p>A, 1</p> <p>A, I</p> <p>A,I</p> <p>A,I</p>	<p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>2</p>
<p>Skills and Ability</p> <ul style="list-style-type: none"> • Ability to work and communicate effectively within a multidisciplinary team setting. • Evidence of excellent communication skills including verbal, non verbal and written. • Excellent interpersonal skills with professional credibility • Positive attitude to change with a proven ability to assist senior staff in the implementation of change and practice development. • Microsoft office PC and Sema Pas skills 	<p>All</p> <p>All</p> <p>All</p> <p>All</p> <p>All</p>	<p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p>

Personal Qualities		
• Awareness of professional and personal limitations.	A, I	1
• Ability to act as a positive role model to other members of the team.	I	1
• Strong team worker	L, 1	1
• Flexible and Adaptable in approach	I	1
• Participate in On Call rota for Theatre posts	A, 1	1

Key

Assessment	A Application Form / CV I Interview All available	Weighting	1 Essential 2. Desirable
Data			

*****Specific Professional development/ qualification required as essential for the following posts.**

Critical Care Critical care Courses ENB 100 or equivalent

Paediatric posts Teaching and Assessing courses ENB 998 or equivalent
Practical Oncology Course RSH

Endoscopy Gastrointestinal Endoscopy and related procedures for Nurses Level 3 NURB 363 /ENB 906 or equivalent

Oncology Oncology Course ENB 237 or equivalent
Care of the Dying ENB 931/285

Care of Elderly Assessment of the Older Person or Rehabilitation Course Or Diploma in Stroke Care

Haematology Oncology Course ENB 237 or equivalent
Haematology / N14 or equivalent

Cardiology Experience in nurse led cardioversion and nurse initiated thrombolysis.

Sister / Charge Nurse per spec April 07