

**Personal Specification  
Sister / Charge Nurse / Team Leader**

<b>Job Requirements</b>	<b>Assessment</b>	<b>Weighting</b>
<p><b><u>Professional /technical Qualifications</u></b></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><b><u>Experience and Knowledge</u></b></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"> <li>•• High level clinical skills and knowledge. Evidence of successfully co-ordinating,</li> <li>• managing and leading the team on a day-to-day basis. Teaching ability</li> <li>• Experience in undertaking preceptor/mentor role.</li> <li>• Involvement in Nursing audit and Research. An awareness and understanding of policy and practice relevant to speciality.</li> </ul>	<p>A, I</p> <p>A, I</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>2</p>
<p><b>Skills and Ability</b></p>		

<ul style="list-style-type: none"> <li>• Ability to work and communicate effectively within a multidisciplinary team setting.</li> <li>• Evidence of excellent communication skills including verbal, nonverbal and written.</li> <li>• Excellent interpersonal skills with professional credibility</li> <li>• Positive attitude to change with a proven ability to assist senior staff in the implementation of change and practice development.</li> <li>• Microsoft office PC and Sema Pas skills</li> </ul>	<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>
<p><b>Personal Qualities</b></p> <ul style="list-style-type: none"> <li>• • Awareness of professional and personal limitations.</li> <li>• • Ability to act as a positive role model to other members of the team.</li> <li>• Strong team worker</li> <li>• Flexible and Adaptable in approach</li> <li>Participate in On Call rota for Theatre posts</li> </ul>	<p>A, I</p> <p>I</p> <p>L, 1</p> <p>I</p> <p>A, 1</p>	<p>1</p> <p>1</p> <p>1</p> <p>1</p> <p>1</p>

Key

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

**\*\*\*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

<b>Oncology</b>	Oncology Course ENB 237 or equivalent Care of the Dying ENB 931/285
<b>Care of Elderly</b>	Assessment of the Older Person or Rehabilitation Course Or Diploma in Stroke Care
<b>Haematology</b>	Oncology Course ENB 237 or equivalent Haematology / N14 or equivalent
<b>Cardiology</b>	Experience in nurse led cardioversion and nurse-initiated thrombolysis. Sister / Charge Nurse per spec April 07