



Person Specification

Job Title: Bank Registered Nurse

Date Prepared: October 2021

DETAIL		ESSENTIAL or DESIRABLE	EVIDENCE
EDUCATION AND QUALIFICATIONS	<ul style="list-style-type: none"> Registered with NMC as RN1: Adult nurse, level 1 or RNA: Adult nurse, level 1 	E	Application Certificates
	<ul style="list-style-type: none"> Bachelor's degree in nursing or health related subject or equivalent experience 	E	
	<ul style="list-style-type: none"> Postgraduate Certificate in Palliative Care 	D	
EXPERIENCE	<ul style="list-style-type: none"> Minimum 24 months post registration experience in a hospital or community setting. 	E	Application Certificates
	<ul style="list-style-type: none"> Teaching and mentoring qualification or equivalent experience 	D	
	<ul style="list-style-type: none"> Minimum of 12 months experience as medication management/competency assessor able to supervise, train and assess the competency of others in medication management and administration. 	D	
SPECIFIC SKILLS	<p>Able to evidence:</p> <ul style="list-style-type: none"> Completion of continuing professional development, with a focus on evidence based practice. 	E	Interview

	<ul style="list-style-type: none"> ▪ Ability to promote of best practice through clinical governance and quality improvement processes. ▪ Ability to promote or create a climate of clinical inquiry within practice. ▪ awareness of responses of others to their actions and behaviours. ▪ awareness of strategies for establishing a values-based culture. ▪ taking personal responsibility to act on feedback from staff and people who use services, their families and carers. ▪ understanding of the legislative and policy context of adult care provision including, legislation, supporting guidance and national policies that underpin the delivery of adult care. ▪ they understand the meaning and importance of 'personalisation' as a key concept in adult care. ▪ how they adapt their communication to different preferences, needs, contexts and situations ▪ understanding features, principles and values of outcomes-based practice and how outcomes-based practice relates to the wellbeing of individuals in care homes. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	
--	--	--	--

	<ul style="list-style-type: none"> ▪ how they guide, mentor direct and support colleagues, people who use services, their families and carers to ensure that high quality care outcomes are achieved. ▪ how they ensure the relevant learning needs of staff are met. ▪ an understanding of their responsibilities towards individuals, their families, and carers as well as team members in relation to safeguarding. ▪ understanding of methods for supporting others to comply with health and safety policies, procedures, and practices relevant to their work. ▪ IT literacy specifically Microsoft packages and EMIS. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	
<p>PERSONAL QUALITIES</p>	<ul style="list-style-type: none"> ▪ Ability to use your imagination to engage others. ▪ Ability to make others smile. ▪ Ability to work from the heart. ▪ Ability to make the most of the time you have, to provide positive social interactions. ▪ To be non-judgemental towards others. ▪ Ability to listen and respect others' points of view even if you disagree. ▪ Prepared to challenge yourself to try new things. ▪ Show authority by personally intervening when appropriate. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Interview</p>

	<ul style="list-style-type: none"> ▪ Personally, show awareness of responses of others to your actions and behaviours. ▪ Reflect on your own work and give and receive constructive feedback to enable team development. 	E E	
OTHER FACTORS	<ul style="list-style-type: none"> ▪ Satisfactory DBS check (Enhanced). ▪ Availability to work unsocial hours i.e., early mornings, evenings, nights weekends, and public holidays to ensure the home is covered 365 days a year. ▪ This post requires the post holder to be fully vaccinated against Covid-19 unless clinically exempt. 	E E E	Certificates Interview