RECRUITMENT AND SELECTION STANDARDS

PERSON SPECIFICATION FORM

Post Title/Band**: Registered Nurse, Band 5**

Department/Ward: **Day Surgery Unit, Ambulatory care**

Date: **February 2024**

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|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Experience** | General nursing with substantial surgical experience.  Evidence of experience identified in the key result areas of the job description | Experienced surgical nurse working in an acute area. Working in nurse led area. | Application form and interview |
| **Qualifications/**  **Training** | First Level NMC registered Nurse  Evidence of continuous professional development. | Extended role skills.  Mentorship. | Application form |
| **Knowledge** | Good insight into role and responsibility of Band 5 nurse within Day Surgery setting.  Committed to patient centred care.  A commitment to lifelong learning and demonstrates evidence of continuing professional development.  A level of English language competency and communication skills necessary to perform this role safely and effectively. | Expert knowledge of elective patient pathways for surgical patients | Application form  And interview |
| **Skills** | Good communication skills,  Good IT skills  Liaison and negotiation skills  Commitment to train and work through the clinical competencies within Day Surgery.  Ability to work in a busy ever changing surgical environment. | Teaching Skills  Male Catheterisation  Venepuncture, | Interview |
| **Aptitude** | Ability to communicate at all levels with good interpersonal and record keeping skills.  Good time management skills & ability to manage time effectively  Demonstrate commitment to own professional development. | Established influencing and negotiation skills | Interview |
| **Other**  **e.g. Team Player, Be able to travel** | Good team working skills  Ability to work flexible shift patterns, including weekends and night duties.  Professional attitude. Ability to work under pressure | Ability to fit into a team and lone working. | Interview |
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