

NHS Lothian

Post: Deputy Charge Nurse (Band 6) Surgical

PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	Demonstrates NHS Lothian Values. Good team leader. Flexible. Excellent communication skills. Commitment to optimal standards of care. Compassionate. Works well within MDT framework of care delivery.		A, I, R
Qualifications and Training	RGN with current NMC registration. Active knowledge of NMC guidelines Aware of "Current Best Practice" At least four years post registration experience Evidence of Continuous Professional Development Commitment to ongoing education/training E-KSF active and up- to-date	Surgical Admissions experience	A, C, I, R
Experience and Knowledge	Up-to-date knowledge of nursing theory/best practice at a level commensurate with experience Understands equality and diversity and is able to support these principles in the clinical setting. Fully aware of local/national targets of care delivery and the need to work towards achieving these. Fully aware of the core principles of both HEI and SPSP including the importance of audit. Up to date mentorship training Evidence of staff management	It training- SSTS, Eroster, Datix	A, I
Skills and/or Abilities	Able to lead team when Charge nurse not available. Able to prioritise own workload and that of others, taking into account the dynamic nature of the clinical setting. Works well under own initiative. Demonstrates effective nursing		A, C, I, R

	<p>practice in all basic registered nursing practice and extended clinical roles. (ECG, venepuncture and cannulation, IV therapy and male catheterisation)</p> <p>Demonstrates an understanding of the need to develop the service, taking into account service targets and research-based guidelines.</p> <p>Demonstrates a commitment to improving the quality of care delivery</p> <p>Demonstrates the ability to maintain confidentiality consistently</p> <p>Demonstrates a commitment to developing staff, taking account</p> <p><u>Communication.</u></p> <p>Demonstrates the ability to communicate effectively with all members of the MDT including students and CSWs</p> <p>Demonstrates the ability to update all records, including case notes and patient charts in accordance with NMC guidelines.</p> <p>Able to communicate effectively at an appropriate level with colleagues, patients and carers, ensuring that communication is tailored to the individual being addressed.</p>		
Specific Job Requirements	<p>Involves direct contact with bodily fluids on a regular basis.</p> <p>Requires ability to manually handle patients and equipment as per local policy</p> <p>Exposure to risk of violence and aggression</p>		A, I, R

Key – how assessed

A = Application form	I = Interview
C = Copies of certificates	T = Test or exercise
P = Presentation	R = References