

# Person specification

Senior Staff Nurse 12-18



## MAIN PURPOSE

Under the direction of the Ward Sister, to provide and maintain high standard of nursing care, which includes the assessment, implementation and evaluation of individual patient care programmes and support for their families.

To demonstrate knowledge and clinical expertise in symptom management.

To ensure the effective running of the SMH Inpatient Unit in the absence of the Ward Sister.

Requirements	Essential	Desirable	Evidence
Education/qualifications	<ul style="list-style-type: none"> <li>• RGN</li> <li>• Evidence of continued professional development</li> <li>• Willingness to undertake additional specialist study</li> </ul>	<ul style="list-style-type: none"> <li>• End of Life or Palliative Care training / qualifications</li> </ul>	CV Certificates Interview
Knowledge and experience	<ul style="list-style-type: none"> <li>• Experience at working as a senior member of the nursing team.</li> <li>• Experience of working in a general nursing environment.</li> <li>• Experience of working effectively in a multi-disciplinary team</li> <li>• Understanding of the nature of palliative nursing</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with end of life patients in a generalist or an acute environment</li> </ul>	CV Interview
Skills, knowledge, abilities	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills</li> <li>• Mentorship skills</li> <li>• Good IT literacy</li> <li>• Able to take the initiative</li> </ul>		CV Interview

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	<ul style="list-style-type: none"> <li>• Be able to reflect upon clinical skills</li> <li>• Lead by example in a professional role</li> <li>• Able to encourage and enhance performance in others</li> <li>• Able to undertake full internal rotation of shifts</li> </ul>		
Attitude, aptitudes, personal characteristics	<ul style="list-style-type: none"> <li>• Demonstrate a flexible and adaptable approach</li> <li>• Able to work autonomously and in a team</li> <li>• Efficient time management</li> <li>• Respectful and supportive of all colleagues</li> <li>• Professional, friendly and positive nature</li> </ul>		Interview
Other requirements	<ul style="list-style-type: none"> <li>• Be physically able to undertake all nursing duties and responsibilities</li> <li>• Car Owner</li> </ul>		Interview

**Reviewed by:**

**C. Turner**

**Date:**

**December 2018**

**Signed by employee:**

**Date:**