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| **Employee Specification – Registered Nurse, In-Patient Unit** |  |

St Gemma’s Hospice is an equal opportunities employer and endeavours to recruit the best person for each vacancy regardless of gender, race, religion or belief, age, sexual orientation, disability or any other factor irrelevant to the ability to do the job. Employees are required to follow the Personnel policies and procedures supporting recruitment and selection.

| **Attributes** | **Essential** | **Desirable** | **How identified****Interview = I****Application form = A** |
| --- | --- | --- | --- |
| **Experience** |  |  |  |
| Post registration experience |  | ✓ | A, I |
| Caring for patients at end of life | ✓ |  | A, I |
| Management experience |  | ✓ | A, I |
| Team nursing experience |  | ✓ | A, I |
| Mentorship |  | ✓ | A, I |
| **Knowledge** |  |  |  |
| Research/evidence based practice | ✓ |  | I |
| End of life care/long term conditions |  | ✓ | A, I |
| Infection control | ✓ |  | I |
| Information governance | ✓ |  | I |
| Evidence of professional updating | ✓ |  | A, I |
| **Qualifications/Training** |  |  |  |
| Registered Nurse (Level 1) | ✓ |  | A |
| Certificate in Palliative Care/BSc in Cancer Care or associated modules (20 credits ) |  | ✓ | A |
| Supporting Learning in Practice or equivalent (ENB 998, Mentorship in Practice, NVQ/QCF assessor) |  | ✓ | A |
| **Skills/Abilities** |  |  |  |
| Time management/organisational skills | ✓ |  | A, I |
| Presentation skills | ✓ |  | I |
| Performance review skills  |  | ✓ | I |
| Good written and verbal communication skills | ✓ |  | A, I |
| Positive interpersonal skills | ✓ |  | I |
| IT skills (use of electronic patient record systems/email) | ✓ |  | A, I |
| Ability to deal with emotive situations | ✓ |  | I |
| **Personal Attributes** |  |  |  |
| Committed to the Hospice values and ethos | ✓ |  | I |
| Self-aware | ✓ |  | I |
| Motivated | ✓ |  | I |
| Work as part of a team | ✓ |  | I |
| Committed to caring for people with end of life care/palliative care needs | ✓ |  | I |