

PERSON PROFILE

Job Title:	Bank Staff Nurse
Grade:	Band 5
Department:	<i>Special Care Baby Unit</i>

The post holder is required to be registered with the Nursing and Midwifery Council or Health Professional Council

Note:

* indicates criteria that is desirable for the post

CRITERIA REQUIRED	ESSENTIAL
Qualifications & Training	<p>Registered Nurse/midwife</p> <p>* Significant and proven neonatal experience working within a hospital setting</p> <p>*</p> <p>Mentorship qualification or willingness to work towards within 18 months of commencement of post</p> <p>Evidence of Continuous Professional Development (CPD)</p>
Skills	<p>Good organisational / time management skills</p> <p>Ability to record and deal with accurate facts, figures and information</p> <p>Ability to interpret and adhere to Trust and departmental policies protocols, procedures and guidelines</p> <p>Clear written and verbal communication at all levels</p> <p>Ability to problem solve</p> <p>Actively participates as part of the multi-disciplinary team</p> <p>Ability to prioritise work</p> <p>Flexible to change in demands of the service</p> <p>Willingness to maintain skills and competencies and where appropriate support other team members to maintain their own skills</p> <p>Willingness to learn new skills</p> <p>Computer literate</p>

	<p>Ability to support unregistered staff/students</p> <p>Leadership Qualities</p> <p>Commitment to teaching</p> <p>Effective communication at all levels</p> <p>Enhanced clinical skills developed Band 5 (or equivalent) experience and additional training e.g. administration of IV drugs</p>
Specialist Knowledge & Experience	<p>Can demonstrate a specific interest in the area of work</p> <p>Speciality related experience</p> <p>Previous experience of supervising and mentoring students / lower grade staff</p>
Physical Skills & Effort	<p>Pushes incubators</p> <p>Constant standing / walking</p> <p>Assists parent/carers with walking/sitting and other activities of daily living</p> <p>Ability to undertake manual handling and movement tasks</p> <p>Prepared to work variable shift patterns</p> <p>Manual dexterity e.g. Venepuncture and cannulation skills</p> <p>Handling of instrumentation and use of equipment</p>
Emotional Effort	<p>Ability to think clearly under pressure</p> <p>Provides emotional support to patients, parents, carers and colleagues.</p> <p>*Provides leadership and support to junior members of the team.</p> <p>* Ability to explain condition and related interventions to parents / carers</p> <p>*Deals with the effects of terminal illness and chronic disease; explains issues to parents/ carers</p>
Mental Effort	<p>Concentration required for undertaking complex procedures, administration of drugs, monitoring and recording of observations.</p> <p>*Ability to accurately monitor and record the patient's clinical status, recognising changes in condition and report those changes to the appropriate person.</p> <p>Regular interruptions to daily tasks.</p> <p>Will be required to multi-task in a constantly changing environment to maintain required standards of care.</p>

Subject to formal matching

	<p>*Effective supervision of junior staff in the absence of a Senior Staff Nurse/Ward Manager</p>
Requirements due to Working Environment	<p>Frequent exposure to bodily fluids and smells.</p> <p>Ability to adapt in an ever changing work environment.</p> <p>Working constantly in a high environmental temperature outside the legal heating limit</p>