

Skanda Vale Hospice

Person Specification

Job Title: Registered Nurse (Band S)

	Ref No.	Highly Desirable	MOA	Ref No.	Desirable	MOA
Skills and Abilities	1.	Excellent clinical and decision making skills	I			
	2.	Ability to deliver person centred care to the patient and their family	I			
	3.	Effective verbal, non-verbal and written communication skills	A/I			
	4.	Effective organisational and time management skills	A/I			
	5.	Ability to assess, plan, implement and evaluate an individualised plan of palliative care to meet the needs of the patient and their family	I			
	6.	Ability to work with and respect the contribution made by volunteers	A/I			
	7.	Awareness of the impact of loss and bereavement on self and others	A/I			
Knowledge	8.	Knowledge of palliative care practice, symptom management and interventions	A/I	18.	Health and Care Standards 2015	A/I
	9.	Evidence of professional development	A	19.	Independent Health Care (Wales) Regulations (extant)	A/I
	10.	Working knowledge of legislation and guidelines pertinent to care, ie Mental Capacity Act 2005, NICE	I			
	11.	Knowledge of safeguarding principles and processes for both adults and children	I			

	12 .	Up to date knowledge of current clinical and professional issues	A/I			
Experience	13.	Experience of developing and maintaining relationships across organisational boundaries within health, social care and education	A/I	20.	Experience of working in a hospice environment	A/I
				21.	Experience of working with young people with complex health needs	A/I
	14 .	Experience of working in a palliative care setting	A			
Education and Qualifications	15 .	Registered Nurse (live registration)	A	22.	Post registration education in palliative care	A
Other requirements	16 .	IT skills	A			
	17 .	Flexibility with working hours across the service	I			

Key:

MOA: Method of Assessment

AF: Application Form

I: Interview

WSE: Work Sample Exercise (e.g presentation)