

**ST JOSEPH'S HOSPICE
PERSON SPECIFICATION
BAND 6 WARD SISTER / CHARGE NURSE / TEAM LEADER**

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	HOW TESTED Application Form/ Interview
QUALIFICATIONS/ EDUCATION	<ul style="list-style-type: none"> • Registered Nurse • Teaching qualification (NM 3272 Supporting and Assessing in Learning Practice or equivalent) • NM 3232 Palliative and End-of-Life Care: Core Skills and NM 3233 Palliative and End-of-Life Care: Specialist Role Development • IV accreditation 	<ul style="list-style-type: none"> • Diploma in Specialist Palliative Care • Degree or working towards 	Application form and Interview
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Proven leadership skills • Proven management skills • Ability to work as part of multi-professional team and on own initiative • Good communication skills – written and verbal skills • Ability to communicate within the multi disciplinary team and effectively with patients • Maintain quality of care by monitoring the competency of self and nursing team members 	<ul style="list-style-type: none"> • Counselling skills 	Application form and Interview
EXPERIENCE	<ul style="list-style-type: none"> • Experience at Band 5 in a Hospice and/or healthcare establishment • Ward Management • Education and Training of nurses • Working within a multi disciplinary team • Computer literacy • Experience in providing constructive suggestions and support for service improvement 	<ul style="list-style-type: none"> • Experience in undertaking research • Management skills • Team nursing model 	Application form and Interview
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> • Standard setting • Risk management and Health and Safety at work issues • Infection control • Equal opportunities • Evidence based practice • Awareness of current issues in End of Life Care • Sensitive and compassionate to client group with life limiting disease 	<ul style="list-style-type: none"> • Clinical audit and clinical governance • Knowledge of budgetary issues • Knowledge and understanding of budgetary control and encourage others to do so. 	Application form and Interview
OTHER	<ul style="list-style-type: none"> • Good health/attendance record • A willingness to introduce change for the benefit of patient care • Must feel comfortable working in a Hospice environment • Willingness to continue own professional development 		Application form and Interview