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| **Person specification – Nursing Associate** |
| **Qualifications** | **Essential** | **Desirable** |
| Registered nursing associate and on the [NMC register](https://www.nmc.org.uk/Search-the-register/) | ✓ |  |
| Meets the specific qualification and training requirements as specified in the Nursing Midwifery Standards of proficiency by having undertaken and completed the [two-year Foundation Degree](https://www.nmc.org.uk/education/approved-programmes/) delivered by a Nursing and Midwifery Council (NMC) approved provider | ✓ |  |
| Is registered with the NMC and revalidation is undertaken in line with [NMC requirements](https://www.nmc.org.uk/about-us/our-role/who-we-regulate/nursing-associates/information-for-employers/) | ✓ |  |
| **Experience** | **Essential** | **Desirable** |
| Experience of working in a primary care environment |  | ✓ |
| Ability to work effectively as a team player under appropriate supervision and as part of a multi-disciplinary team  |  | ✓ |
| Understanding of the scope of the role of the nursing associate in the context of the nursing and interdisciplinary team and the organisation and how the role may contribute to service development |  | ✓ |
| Evidence of time management skills and ability to prioritise  | ✓ |  |
| Intermediate IT skills |  | ✓ |
| Ability to communicate with members of the public and health and care providers | ✓ |  |
| Experience of providing and receiving complex, sensitive information |  | ✓ |
| Experience of working in teams under appropriate supervision as part of a multi-disciplinary team |   | ✓ |
| Understand the importance of following procedures and treatment plans | ✓ |  |
| Insight into how to evaluate own strengths and development needs, seeking advice where appropriate |  | ✓ |
| Chaperone procedure |  | ✓ |
| Ability to record accurate clinical notes | ✓ |  |
| **Skills** | **Essential** | **Desirable** |
| Ability to take part in reflective practice and clinical supervision activities |  | ✓ |
| Understanding of the wider determinants of health, including social, economic and environmental factors and their impact on communities |  | ✓ |
| Ability to organise and prioritise own delegated workload |  | ✓ |
| Knowledge of IT systems including ability to use word processing skills, emails and the internet to create simple plans and reports |  | ✓ |
| EMIS/SystmOne/Vision user skills |  | ✓ |
| Ability to work as a team member and autonomously | ✓ |  |
| Understanding of the importance of the promotion of health and wellbeing ([Making Every Contact Count](https://www.england.nhs.uk/wp-content/uploads/2014/06/mecc-guid-booklet.pdf)) |  | ✓ |
| Ability to communicate effectively (written, verbal and non-verbal communication) with patients/relatives and carers and all members of the multi -disciplinary team | ✓ |  |
| Ability to support, supervise, assess and act as a role model to nursing associate students, other learners and healthcare support workers as required within the clinical setting |  | ✓ |
| Ability to develop effective and appropriate relationships with people, their families, carers and colleagues | ✓ |  |
| **Personal qualities** | **Essential** | **Desirable** |
| Ability to listen, empathise with people and provide person centred support in a non-judgemental way | ✓ |  |
| Able to get along with people from all backgrounds and communities, respecting lifestyles and diversity  | ✓ |  |
| Commitment to reducing health inequalities and proactively working to reach people from all communities | ✓ |  |
| Able to support people in a way that inspires trust and confidence, motivating others to reach their potential  |  | ✓ |
| Ability to use own initiative, discretion and sensitivity | ✓ |  |
| Ability to identify risk and assess/manage risk when working with individuals  |  | ✓ |
| High levels of integrity and loyalty | ✓ |  |
| Knowledge of when to seek advice and refer to a registered care professional | ✓ |  |
| Demonstrate personal accountability, emotional resilience and work well under pressure | ✓ |  |
| Ability to organise, plan and prioritise on own initiative, including when under pressure and meeting deadlines  | ✓ |  |
| Knowledge of and ability to work to policies and procedures, including confidentiality, safeguarding, lone working, information governance and health and safety | ✓ |  |
| **Other requirements** | **Essential** | **Desirable** |
| Willingness to work flexible hours when required to meet work demands | ✓ |  |
| Disclosure Barring Service (DBS) check | ✓ |  |
| Access to own transport and ability to travel across the locality on a regular basis, including to visit people in their own home | ✓ |  |