



Sheffield's Hospice

EMPLOYEE SPECIFICATION

POST: Staff Nurse – In Patient Centre

A = Application

I = Interview

P = Presentation

St Luke's Hospice is an Equal Opportunities employer and promotes equality of access to employment. St Luke's Hospice employees are required to follow the specific HR Policies supporting recruitment & selection.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
EXPERIENCE			
Post registration experience (at least 12 months)	✓		A, I
Team nursing experience	✓		A, I
KNOWLEDGE			
Knowledge of the palliative care approach	✓		A, I
Knowledge of the value of audit	✓		A, I
QUALIFICATIONS/TRAINING			
Registered General Nurse	✓		A, I
Evidence of post graduate education		✓	A, I
SKILLS/ABILITIES			
Excellent written and verbal communication skills	✓		A, I
Management skills		✓	A, I
Professional development skills	✓		A, I
Presentation skills		✓	A, I
Ability to work within a team	✓		A, I
PERSONAL ATTRIBUTES			
Excellent inter-personal skills	✓		A, I

Listens to others and takes time to understand their views	✓		A, I
Gives colleagues advice, support and feedback when they need it	✓		A, I
Builds trust with colleagues so that there can be a shared sense of pride in work	✓		A, I
Aware of people around them and offers support where possible	✓		A, I
Cares about the standards of service that we offer to our service users, clients and customers	✓		A, I
Is able to reflect both on action and in action, and is fully aware of the scope of professional practice, as per the MNC code of professional conduct.	✓		A, I
Treats others in an unbiased way	✓		A, I
Maintains evidence based practice, and continuous professional development	✓		A, I
Values Ability to demonstrate, understand and apply our organisation's values. These are embedded in all roles and applicants must evidence their own values during the selection process.	✓		A, I
<ul style="list-style-type: none"> • Compassionate • Dignified • Inspired • Pioneering 			