

GREENOAKS TRUST

Working together, respect, providing quality care, improving wellbeing.

Band 5 Staff Nurse – Ward 21 Stroke Unit

PERSON SPECIFICATION (SAMPLE)

	Essential	Desirable
Qualifications & Experience	<ul style="list-style-type: none"> Registered Adult Nurse A minimum of 2 years' experience working in an acute setting The ability to prioritise workload demands Working in a multidisciplinary team 	<ul style="list-style-type: none"> Mentoring/Assessor experience Experience working with patients affected by strokes
Knowledge & Skills	<ul style="list-style-type: none"> Excellent communication skills Promoting patients' health and wellbeing A good knowledge of infection control Committed to CPD 	
Personal qualities	<ul style="list-style-type: none"> Positive Compassionate Flexible Supportive 	

SUPPORTING STATEMENT (SAMPLE)

I am applying for the position of Staff Nurse on Ward 21 at Greenoaks Trust as I am very keen to work with patients affected by a stroke. I developed my interest in this area whilst working on a medical ward where many patients had suffered from a previous or recent stroke with varying degrees of severity. I found the experience of nursing patients following a stroke very fulfilling as I was able to care for them and help improve their quality of life by assisting with their communication, swallowing, and mobilising skills.

I strongly advocate the Trust values of working together, respect, providing quality care and improving wellbeing. I actively demonstrate these qualities in my work, and I believe I meet the requirements outlined in the person specification as follows.

Qualifications and Experience

I am an NMC registered adult nurse educated to degree level, with an overall grade of 2:1. I have four years' experience working in an acute healthcare environment, including two years on a 24 bedded medical ward and two years on a 25 bedded cardiology ward, with a small CCU attached. During this time, I have frequently taken charge of the ward which has involved prioritising workload demands and delegating to other nurses and nursing support workers. An example of this was whilst I was the most senior nurse on duty during a cardiac arrest and had just arrived for my shift. There was also a shortage of staff due to unplanned sickness. I was able to utilise the strengths and expertise of the team and prioritise the patients most urgent needs, ensuring patient safety was at the forefront of everything I did. These issues were all resolved successfully, and I contributed to written reports that were used to reflect and learn from the incidents.

I have an excellent relationship with the wider multidisciplinary team including doctors, physiotherapists, dieticians, and occupational therapists. For example, I recently fed back my concerns about a deteriorating patient whose blood pressure was low and whose urine output had dropped which resulted in an emergency admission to critical care. This involved liaising with a new junior doctor who needed reassurance about processes for escalating concerns. I also have experience of organising safe discharges, co-ordinating patient transport, writing discharge letters and communicating with community nursing colleagues and social workers.

I am a Practice Supervisor and have mentored over 10 student nurses during their placements. I have received lots of positive comments from students about my patient teaching style which has helped them to grow in confidence. One student wrote: 'Thank you for all your support. I feel I have learnt so much from you, particularly how to improve my management skills.'

Knowledge and Skills

I have developed excellent communication skills from working in a busy inner-city hospital where I often need to adapt my communication to support patients from a variety of cultural and social backgrounds. I am skilled at varying my tone and language depending on the situation. An example of this was when I needed to deal sensitively with a relative who was extremely upset about the sudden death of their mother. I took the relative to a quiet office and sat with them, listening to their concerns. I showed empathy and compassion and arranged for them to see the patient. The relative sent me a 'Thank You' card and said that my sensitivity had made this difficult experience more bearable than it might have been. I also have excellent written communication skills and always ensure my documentation is clear, accurate and professional. I recently attended a webinar on 'Accurate Record Keeping and Documentation' which has enhanced my skills in this area.

I actively promote patients' health and wellbeing by teaching about the importance of healthy eating, exercise and smoking cessation. I arranged to have a healthy eating notice board on the ward with leaflets and posters in different languages. I take every opportunity to promote any lifestyle changes that will help patients to manage their condition more effectively. One of my patients fed back that my positive promotion of healthy eating had inspired them to make changes to their diet and lifestyle.

I am the link nurse for infection control on my ward and have a thorough knowledge of this area. I recently presented the latest research on aseptic technique at a team meeting and received positive

feedback about my clear explanations. I was also responsible for liaising with the infection control nurse specialist to ensure data for an audit on the use of hand gel in CCU was collected effectively.

I am committed to continuing professional development and have attended courses and study days relevant to my role. I have recently completed a management of long-term conditions programme which will be beneficial in this role. I always ensure my mandatory training is up to date and I use online resources such as the RCN to keep informed of nursing initiatives.

Personal qualities

I always have a positive attitude which enables me to build good rapport with patients and maintain strong working relationships with colleagues. I pride myself on being compassionate and demonstrating empathy and understanding with my patients, and this is something my managers have praised during my appraisals.

I am always flexible to meet the needs of my service and frequently cover shifts and take on additional duties whenever needed. I use a proactive approach and lead by example particularly when I am Nurse in Charge or acting as a mentor for students. I am passionate about creating a supportive, learning environment for the team and encourage collaborative working across all levels.

I hope you will agree that I meet the requirements of the post and look forward to hearing from you.