





**Personal specification / shortlisting / interview criteria**

<b>Post</b>	Registered Nurse/ Midwife
<b>Salary</b>	AfC Band 5
<b>Location area</b>	Kettering General Hospital

<b>Application ref</b>	
<b>Decision</b>	
<b>Line manager</b>	
<b>Signature</b>	

Shortlisting Criteria	Weighting			Comments and justification	Scoring			
	3 Essential	2 Important	1 Desirable		4 Excellent	3 Good	2 Satisfactory	1 Poor
<b>Qualifications</b>								
Registered Nurse/ Midwife (NMC Registration)	x							
Diploma/Degree	x							
Mentor Qualification			x					
Leadership Qualification			x					
<b>Knowledge / experience</b>								
Previous Healthcare experience	x							
Evidence of post-registration qualification/education to diploma/degree level			x					
Commitment to continuing professional development; with an enthusiasm for learning	x							
Awareness and understanding of current issues within nursing, midwifery and the wider NHS			x					
<b>Skills</b>								
The ability to communicate with patients and their families/carers during a highly stressful time,	x							

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requiring the ability to alter communication strategies dependent on the situation and the patient's status								
To demonstrate accuracy and clarity in verbal, written and electronic communication; and appropriate information storage	x							
The ability to make judgments on problems requiring investigation, analysis e.g., assessment of patient condition, suitability for discharge	x							
Able to assess, plan, implement and evaluate clinical care	x							
The ability to work as part of a multi-disciplinary team to ensure high quality nursing/midwifery service	x							
Able to organise, prioritise and adjust own workload in relation to the priorities of the department	x							
Able to allocate and delegate workload responsibly and monitor the work of others; clinical supervision of junior staff	x							
The ability to make changes to own practice and offer suggestions for improving services	x							
Demonstrates personal duty of care in relation to the safe use of equipment and other resources	x							
Maintains the quality in own work and encourages others to do the same	x							
Ability to treat all employee and other hospital	x							

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information confidentially								
Recognition of factors in maintaining own and others health, safety and security	x							
Supportive of equality and values diversity	x							
<b>Values and behaviours</b>								
 <b>Compassionate</b> - means we take the time to be empathetic and open: treating each other and our patients as individuals that matter	x							
 <b>Accountable</b> - means taking responsibility and ownership, individually and collectively, for our decisions and actions	x							
 <b>Respectful</b> - means we value the experience and contribution of others: respecting others' thoughts, feelings, beliefs and behaviours	x							
 <b>Engaging</b> - means asking for and listening to the opinions of others and facilitating an open environment for dialogue	x							