

Person Specification

Job Title: Nursing Associate

ATTRIBUTES	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • GCSEs Grade C or above in Maths and English Language/New GCSE Grade 4-9 in Maths and English OR Functional Skills Level 2 in Maths and English or Equivalent (not entry level 2) 	<ul style="list-style-type: none"> • Registered Nursing Associate on the NMC Register with a Foundation Degree.
KNOWLEDGE	<ul style="list-style-type: none"> • Understanding of the scope of the role of the Nursing Associate in context of the nursing and interdisciplinary team and the organisation, and how the role may contribute to service development. • Understands and acts in line with the NMC professional standards for practice contained within The Code. • Knowledge of when to seek advice and escalate to the appropriate professional for expert help and advice. • Understand requirements for NMC professional Revalidation. • Understanding of the importance of following procedures and treatment plans. 	
TRAINING AND EXPERIENCE	<ul style="list-style-type: none"> • Experience of working in teams under appropriate supervision as part of a multi-disciplinary team. • Insight into how to evaluate own strengths and development needs, seeking advice where appropriate. • Experience of providing and receiving complex, sensitive information. 	
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Ability to take part in reflective practice and clinical supervision activities. • Ability to organise and prioritise own delegated workload; recognising where elements of care can safely be delegated to other colleagues, carers and family members. 	

	<ul style="list-style-type: none"> • Ability to deal with non-routine and unpredictable nature of workload and individual patient contact. • Ability to communicate effectively (written, digital, verbal, and non-verbal communication) with patients/relatives and carers and all members of the multi-disciplinary team. • Ability to develop effective and appropriate relationships with people, families, carers, and colleagues. • Ability to support, supervise, assess, and act as a role model to nursing associate students, other learners and health care support workers as required within the clinical setting. • Have effective time management skills and the ability to prioritise. • Maintain high standards of quality in corporate and clinical record keeping; ensuring information is always recorded accurately, appropriately and kept up to date. 	
ATTRIBUTES	<ul style="list-style-type: none"> • Positive approach to work. • Capacity to work with colleagues at all levels. • Open minded, treats colleagues and the public with dignity and respect. • Compassionate and caring. 	
OTHERS		