



EMPLOYEE SPECIFICATION

POST: Community Triage Nurse

A = Application

I = Interview

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			
Several years post registration experience	✓		A,I
Experience in relevant specialities, oncology, community, palliative care.	✓		A,I
Experience of working within a multi-disciplinary team	✓		A,I
KNOWLEDGE			
Understanding of current and emerging issues affecting palliative and end of life care.	✓		A,I
Clinical knowledge and understanding of disease trajectories, symptom management and advanced care planning.	✓		A,I
QUALIFICATIONS/TRAINING			
Current registration on Part 1 of the NMC register	✓		A
First degree in health care subject or willingness to undertake	✓		A
Advanced communication skills training		✓	A,I
SKILLS/ABILITIES			
IT skills – Microsoft packages	✓		A,I
Evidence of self motivation and self awareness	✓		A,I

Ability to work effectively within a multi-disciplinary team	✓		A,I
Ability to meet organisational and line management expectations and accountability in practice		✓	A,I
PERSONAL ATTRIBUTES			
Excellent communicator	✓		A,I
Calm and composed	✓		A,I
Able to demonstrate good work-life balance	✓		A,I
Exhibit positive regard for others	✓		A,I
Listens to others and takes time to understand their views	✓		A,I
Engages with people in a friendly and welcoming manner	✓		A,I
Honest and prepared to raise concerns if need be in a professional and constructive way.	✓		A,I
Cares about the standards of service that we offer to our service users and clients	✓		A,I
Gets to know others (clients, service users, colleagues) and goes the extra mile to deliver individualised care	✓		A,I
Gives colleagues advice, support and feedback when they need it	✓		A,I
Takes responsibility for their actions	✓		A,I
Makes sound judgements based on available information	✓		A,I
Keeps up to date with new thinking and developments in area of expertise	✓		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 			

