



Person Specification - Nursing Associate (Gretton Court)

Factor	Essential	Desirable
<p><u>Work Experience</u></p> <p>Relevant experience of working in a similar social care setting</p> <p>Experience of working with older adults with dementia and understanding complex needs.</p> <p>Experience of working with a large staff group and working alongside nursing and senior staff</p> <p>Experience of working with other multi agency professionals in reviews</p>	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>	
<p><u>Knowledge</u></p> <p>Knowledge of Health & Safety legislation and procedures including medication policies and procedures</p> <p>Knowledge of the older client group and complex needs.</p> <p>To be willing to undertake further training in relation to role and be committed to personal development</p> <p>To undertake all mandatory training required for the role</p> <p>Awareness of safeguarding adult policies and procedures</p> <p>Awareness of the Health and Social Care Act 2008 and The Essential Standards of Quality and Safety and ability to understand the requirements of CQC standards in association with the aforementioned regulations</p>	<p style="text-align: center;">*</p>	<p style="text-align: center;">*</p>

Factor	Essential	Desirable
<p><u>Skills</u></p> <p>Ability to complete individual care plans with the involvement of the service user and/or their family</p> <p>To be involved in reviews</p> <p>IT Skills</p> <p>Organisational skills</p> <p>Good communication skills</p> <p>To provide a stimulating, constructive and caring environment.</p> <p>To ensure appropriate care practices are undertaken and monitored and reported to the manager or deputy manager in the event of any issues</p> <p>To be able to recognise bad practice and address it appropriately and report to the manager</p> <p>Good knowledge of medication systems</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>	
<p><u>Personal Attributes</u></p> <p>Affinity to the care of elderly people.</p> <p>To lead the team by good example</p> <p>To be dynamic and forward thinking</p> <p>To be assertive and confident ensuring residents are at the heart of all decision making and residents are supported fully in the process.</p> <p>Ability to create positive relations with residents, their families, colleagues and other professionals</p> <p>The enthusiasm and commitment to the service</p> <p>Effective communication skills</p> <p>Commitment to equal opportunities</p> <p>To be aware of government legislation in relation to the care of vulnerable adults.</p> <p>Awareness of the Mental Capacity Act and Deprivation of Liberty Safeguards</p>	<p>*</p>	

Factors	Essential	Desirable
<p><u>Qualifications</u></p> <p>NVQ level 3 in HSC or above</p> <p>Medication Administration level 3 or above – Full training will be provided</p> <p>Dementia Awareness – Full training will be provided</p>	<p>*</p>	<p>*</p> <p>*</p>
<p><u>Other</u></p> <p>Enhanced disclosure through the Criminal Records Bureau</p> <p>Ability to fulfil the requirements of a nursing associate in a nursing care facility and the ability to make decisions in the best interests of the residents</p> <p>2 positive references from employers</p>	<p>*</p> <p>*</p> <p>*</p>	