**Person Specification: Occupational Health Nurse**

(To be read in conjunction with the Job Description, dated June 2024)

(2 sides)

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| **ATTRIBUTE** | **DESIRABLE** | **ESSENTIAL** | **Method of Assessment** |
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| **Qualifications and Experience** | Occupational Health Nursing Certificate or higher-level qualification (e.g. Degree in Occupational Health Nursing or Occupational Health Nursing Diploma).  Experience of working in a Local Authority or the National Health Service.  Experience of performing HAV (Hand Arm Vibration) Testing.  Experience of performing sight tests using specialist equipment.  Experience of performing hearing tests using specialist equipment. | A Nursing qualification and registration with the NMC / UKCC.  Experience in Occupational Health provision/services.  Willing to develop HAV competencies.  Willing to develop sight test competencies.  Willing to develop hearing test competencies. | Application Form / Certificate.  Application Form / Interview.  Application Form / Certificate / Interview.  Application Form / Certificate / Interview.  Application Form / Certificate / Interview. |
| **Competency** | Workplace experience of involvement with monitoring of OH systems and processes to develop and shape the OH service. | The confidence and ability to make routine or uncomplicated clinical decisions (and other decisions that are within the limits of personal competency).  and  The wisdom to recognise where it is appropriate to seek guidance from or to refer an individual to an Occupational Health Physician. | Application Form /  Assessment / Interview.  Application Form /  Assessment / Interview. |
| **Presentations and Training** | Experience and competence in presenting and providing briefing sessions to groups and/or  willing to undertake self-development to develop these competencies. |  | Application Form.  Interview. |
| **ATTRIBUTE** | **DESIRABLE** | **ESSENTIAL** | **METHOD OF ASSESSMENT** |
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| **Teamwork** |  | Work well within a team. | Application Form.  Interview. |
| **Communication** |  | Ability to write health reports.  Ability to verbally communicate with all grades of staff. | Application Form. Interview. |
| **Information Technology** |  | Computer literate. | Application Form.  Interview. |