

8 September 2022

## Band 3 and Band 4 Nursing job descriptions

### Enquiry

I was wondering if you would have any information under the freedom of information act for band threes and band fours (Nursing) i.e. the job descriptions for each.

### Response

Please see blow for the Trust Wide Band 3 Senior Nursing assistant Job Specification.

The Trust does not have a Trust Wide Band 4 Nursing Assistant post however the Neonatal Unit have a Nursery Nurse post that is at Band 4 level. We have provided a copy of the Job Specification for this below.

### Band 3

ESSENTIAL CRITERIA		
<p>The following are <b>ESSENTIAL</b> criteria which will initially be measured at shortlisting stage although may also be further explored during the interview/selection stage. You should therefore make it clear on your application form whether or not you meet these criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below.</p>		
Factor	Criteria	Method of Assessment
<b>Experience Qualifications Registration</b>	Hold NVQ/VRQ/QCF level 3 Certificate in Health/Health & Social Care or an equivalent qualification <b>OR</b> Hold NVQ/VRQ/QCF level 2 Certificate in Health/Health & Social Care or an equivalent qualification, <b>and</b> 1years' experience of delivering direct care in a care environment <b>OR</b> Hold 4 GCSE's at grade A-C/9-4 including English and Maths (or equivalent qualifications) <b>and</b> 1 years' experience of delivering direct care in a care environment <b>OR</b> Have 2 years' experience of delivering direct care in a care environment	Shortlisting by Application Form

8 September 2022

<p><b>Other (e.g. Driving etc.)</b></p>	<p><b>For Community post:</b> Must hold a full drivers licence and have access to a car or form of transport that will enable the post holder to carry out duties. <i>Where disability prohibits driving, this criteria will be waived if the applicant is able to organise suitable alternative arrangements.</i></p> <p>All post holders:</p> <ul style="list-style-type: none"> <li>• Must undertake the Trust two week Induction Programme prior to work placement</li> <li>• Must complete QCF Level 3 Certificate in Healthcare Support if required</li> </ul>	<p>At offer of post</p>
<p><b>Knowledge Skills Abilities</b></p>	<p>Demonstrate the ability to communicate effectively with a range of people</p>	<p>Interview</p>

**Band 4 Nursery Nurse Neonatal Unit**

<p><b>ESSENTIAL CRITERIA</b></p>		
<p><b>SECTION 1:</b> The following are <b>ESSENTIAL</b> criteria which will initially be measured at shortlisting stage although may also be further explored during the interview/selection stage. You should therefore make it clear on your application form whether or not you meet these criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below.</p>		
<p><b>Factor</b></p>	<p><b>Criteria</b> <i>Ideally no more than 6-8 criteria in this section</i></p>	<p><b>Method of Assessment</b></p>
<p><b>Qualifications/ Experience</b></p>	<p>NVQ 3 or equivalent in a health related topic and 2 years relevant experience in a Neonatal Unit <b>OR</b></p> <p>HNC/D or equivalent in health and social care and 1 years relevant experience in a Neonatal Unit <b>OR</b></p> <p>4 years relevant experience in a Neonatal Unit at band 3 level or Equivalent</p>	<p>Shortlisting by Application Form</p>
<p><b>SECTION 2:</b> The following are <b>ESSENTIAL</b> criteria which will be measured during the interview/ selection stage:</p>		

**8 September 2022**

<b>Skills / Abilities</b>	Ability to work as an effective member of a team	Interview
	Must be able to communicate effectively both orally and in writing using English language	Interview
	Ability to prioritise workload and work unsupervised	Interview
	Ability to carry out assigned tasks effectively in a busy clinical environment	Interview