

8 September 2022

Band 5 and Band 6 Nursing job descriptions

Enquiry

May I request a copy of the difference in criteria between a Band 5 and Band 6 Nurse please.

Response

There is no standardised job specification for Band 6 Nurse posts within the Trust. Generally there are two types of Band 6 Nurses, one is a Deputy Sister/Charge Nurse and the other a Specialist Nurse.

The difference in criteria between these posts and the band 5 Nurse may vary considerably dependent upon the area in question and the specific specialism.

We have provided two examples below, however as previously stated these will not reflect the criteria for all Band 6 Nurse posts throughout the Trust as this will be dependent upon the area.

Band 5 Staff Nurse

ESSENTIAL CRITERIA		
<p>The following are ESSENTIAL 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
Qualifications/Registration	<p><u>Registered Nurse on Part 1 (Adult) of the NMC Register. (Those due to be registered by the end of ***** may apply)</u></p> <p>PLEASE NOTE THAT WHEN YOU ARE COMPLETING YOUR APPLICATION FORM YOU ARE ASKED TO PROVIDE;</p> <ul style="list-style-type: none"> Your part number for NMC registration. You must state which specialty you have trained i.e. adult or children's. <p>If you have not been employed in a nursing position within the last 5 years, you must</p>	Shortlisting by Application Form

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	have completed a 'Return to Nursing' course to be eligible for shortlisting.	
Other	<p><i>For Community post:</i> Must have access to a car or form of transport that will enable the post holder to carry out duties.</p> <p><i>Where disability prohibits driving, this criteria will be waived if the applicant is able to organise suitable alternative arrangements.</i></p>	Shortlisting by Application Form
Skills / Abilities	<p>Applicants must demonstrate;</p> <ul style="list-style-type: none"> • Ability to take responsibility for their own personal and continuous development. • Ability to identify, challenge and report potential risk / clinical risk situations. • Full understanding of the NMC Scope of Professional Practice and Code of Conduct. • Ability to effectively organise and plan their work. • Ability to analyse and assess situations and make judgements to make informed decisions. • Ability to work effectively as part of the multi – disciplinary team. 	Interview

Band 6 Deputy Sister/Charge Nurse

ESSENTIAL CRITERIA		
<p>The following are ESSENTIAL criteria which will initially be measured at shortlisting stage although may also be further explored during the interview/selection stage.</p> <p>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
Experience Qualifications Registration	<ul style="list-style-type: none"> • Registered Nurse on Part 1 (Adult) of the live NMC Register. • Have 3 years post registration experience within an acute hospital setting 2 years of which must be in an Acute/Unscheduled ward /department. 	Shortlisting by Application Form

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	<ul style="list-style-type: none"> • Have a degree in a relevant health related subject or willingness to complete degree within 1 year of taking up post. • Provide evidence of continuous personal and professional development. 	
Knowledge Skills Abilities	<ul style="list-style-type: none"> • Have sound knowledge of changing trends within health and social care. • Be conversant with current professional issues in relation to nursing. • Ability to provide effective leadership to meet the needs of the post in full. • Ability to effectively manage an operational team to ensure positive outcomes for patients/clients. • Provide evidence of maintaining and monitoring standards which have enhanced the patient/client experience of care. • Ability to influence and manage change, including the promotion of evidence based practice. • Have effective communication skills to meet the needs of the post in full. • Demonstrate ability to work effectively as part of a multi-disciplinary team. 	Interview

Band 6 Specialist Nurse

ESSENTIAL CRITERIA

The following are **ESSENTIAL** 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.

Factor	Criteria	Method of Assessment
Qualifications Registration Experience	<ul style="list-style-type: none"> • Registered Nurse on Part 1 of the NMC Register (Adult General Branch). • 3 years' post-registration nursing experience. • Experience of working with patients with Neuro tumours (benign & malignant) for 2 years. 	Shortlisting by Application Form



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<p>Other</p>	<ul style="list-style-type: none"> • Be in possession of or working towards a degree in Nursing or other health related subject. • Evidence of professional development or courses related to cancer, neurosciences or palliative care or willing to work towards. • Be in possession of or willing to undertake and successfully complete an NMC recorded Specialist Practice Qualification* in related area of practice** 	<p>Shortlisting by Application Form</p>
<p>Knowledge & Skills Abilities</p>	<ul style="list-style-type: none"> • Experience of developing practice in others and in possession of a wide skill set in teaching and learning practices. • Provide evidence of an ability to deliver change within the clinical environment and work across boundaries. • Possess excellent clinical and organisational communication skills or willing to work towards training in advanced communication skills. 	<p>Shortlisting by Application Form And Interview</p>