



PERSON SPECIFICATION FOR APPLICANTS

Job Title:	Occupational Health Nursing Adviser
Location:	Carrickfergus (may be deployed throughout Northern Ireland)
Department:	Occupational Health & Well-being (OHW)
Hours of Work:	Monday – Friday 37 hours per week (42 hours gross). Flexible working patterns may also be considered.
Salary:	£38,890 - £44,503 (under review)

Essential	
Qualifications:	<ul style="list-style-type: none"> Registered Nurse NMC Part 1, with additional specialist qualification in Occupational Health Nursing, i.e. Diploma, Degree or MSc Occupational Health Nursing. <p>AND</p> <ul style="list-style-type: none"> Currently registered on the 3rd part of the NMC Register as an Occupational Health Nurse. <p>OR</p> <p>Successfully completed (within the last 6 months) an NMC approved Occupational Health Nursing Diploma/ Degree course to be eligible for registration on the 3rd part of the NMC Register as an Occupational Health Nurse.</p>
Skills & Experience:	<ul style="list-style-type: none"> 2 years post-basic general nursing experience with an additional minimum of 1 year working within an occupational health setting. Experience of carrying out clinical assessments for fitness for work, including managing rehabilitation and return to work programmes. Experience of working as part of a multi-disciplinary team in



	<p>case management and compiling reports.</p> <ul style="list-style-type: none"> • Experience of liaising with HR professionals and line management in relation to fitness for work and the provision of occupational health nursing advice.
Professional Development and Accountability:	<p>The Occupational Health Nursing Adviser is accountable to the NMC via the Chief Nursing Adviser. In addition, the role holder must observe the NMC Code and participate in the NMC revalidation process.</p> <p>At interview, candidates must provide evidence of mandatory basic and specialist courses, a managed portfolio with adequate preparation to satisfy confirmation within timescale for the registrants' NMC revalidation. Thereafter, the same standard will apply in service.</p> <p>At interview, candidates must also provide evidence of personal insurance indemnity arrangements in addition to those provided by the Police Service of Northern Ireland.</p>
Other:	<ul style="list-style-type: none"> • IT literate specifically in the use of the Microsoft Office suite (including Word, PowerPoint, Excel and Outlook). • Applicants must have a driving licence and a car available for official business use, or access to a form of personal transport that will enable them to meet the requirements of the post in full.
Desirable	
Qualifications:	<ul style="list-style-type: none"> • Valid Audiometry course • Valid Spirometry course
Skills & Experience:	<ul style="list-style-type: none"> • Experience of critical incident support management • Experience of delivering immunisation programmes • Venipuncture skills

Short listing will be carried out based on essential criteria. Please note in some instances, for example, where there is a high volume of applicants, desirable criteria may be assessed.



Please note that successful applicants will be retained on a merit list for future opportunities arising.

Selection Methodology

PSNI uses the Competency and Values Framework (CVF) which sets out nationally recognised behaviours and values to support all policing professionals. You will be assessed against the values and at the competencies level as indicated below.

This will include both past and future focused questions. Further guidance and information about the [Competency and Values Framework \(CVF\) is available here on our website.](#)

Applicants meeting the eligibility criteria and essential qualifications will be required to demonstrate their experience for the following criteria:

Competency and Values Based Assessment:

Values

- Integrity
- Public Service

Competencies – Level 2

- We analyse critically
- We take ownership
- We deliver support and inspire
- We are emotionally aware