

Person Specification for post of Liaison Senior Nurse Specialist

<u>CRITERIA</u>	ESSENTIAL Requirements necessary for safe and effective performance in the job	See Key *	DESIRABLE Where available, elements that would contribute to improved/immediate performance in the job
EDUCATION and QUALIFICATIONS	<ul style="list-style-type: none"> Registered Mental Nurse, Occupational Therapist or equivalent. Mentorship Training 	A A	<ul style="list-style-type: none"> Relevant Degree or Diploma Degree/Masters Therapy Skills training / qualification to practitioner level.
PREVIOUS EXPERIENCE	<ul style="list-style-type: none"> Extensive post registration experience (substantial experience at Band 6 or above) and experience in a community setting in mental health Experience of working with patients suffering from a range of eating disorders Experience of supervising or managing other staff Wide-ranging experience of the care of patients with a range of mental health problems. Experience of working within an MDT Experience of undertaking assessments and formulation of patients with a range of Eating Disorders 	A/I A/I A/I A/I A/I A/I	<ul style="list-style-type: none"> Working within a health care management role Working within a CAMHS setting

SKILLS AND KNOWLEDGE	<ul style="list-style-type: none"> To demonstrate an ability to formulate a safe and adequate risk management plan, which considers all relevant medical and psychiatric risks. Able to build constructive relationships with all stakeholders including service users, carers, commissioners, GPs, other teams by demonstrating warmth, respect, empathy and dignity using good communication skills. To demonstrate an understanding of treatments for patients suffering from an eating disorder and/or medical/ psychiatric co morbidities. Leadership skills (motivating, using initiative, change management). Ability to act as a role model for the members of the ED service and all external stakeholders Good level of computer skills including the use of electronic patient file systems like system one. Excellent verbal & written communication skills. Recognise own abilities and limitations and be willing to engage in & learn from reflective practice Extensive knowledge of Mental Health Act 1983, Community Treatment Order (CTO), Codes of Practice and Care Programme Approach. Current developments in mental health care and discipline specific practice. Awareness of Safeguarding policies and procedures 	A/I A/I A/I I I I I I I I	Further training in: <input type="checkbox"/> Therapy skills or practitioner level training in CBT/ CAT / MANTRA or any other therapy model relevant to eating disorders
	<ul style="list-style-type: none"> Maintain patient confidentiality. Promote user/carer involvement Recognise performance issues in the liaison team and address appropriately Motivated to provide the highest standards in a changing service Awareness of health & safety and infection control issues 	I	
OTHER	Sickness (or attendance) record that is acceptable to the Trust: to be checked at interview Declared medically fit by the Occupational Health dept to perform the duties of the post The Postholder must have the ability to understand and implement the Equal Opportunities Policy at a level appropriate to the job.	I I	

* Key: Measure by A + Application Form, I = Interviews, T = Test

The NHS Knowledge and Skills Framework (KSF) is designed to form the basis of a development review process. This is an ongoing cycle of review, planning, development and evaluation of staff in the NHS.

Title of Post: Liaison Senior Nurse Specialist – Band 7

Key

Foundation KSF outline – to meet after 12 months in post	
Full KSF Outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
Core Dimensions (Key aspects of all jobs in the NHS) (Please refer to KSF Review Process For Dimension Level Criteria)	Y	1	2	3	4
1. Communication (This dimension underpins all the other dimensions in the KSF) Level 2-Communicate with a range of people on a range of matters. Level 3- Develop & maintain communication with people about difficult matters and/or in difficult situations.	Y				
2. Personal and People Development (Everyone needs to develop themselves in order for services to continue to meet the needs of patients, clients and the public) Level 3- Develop oneself & contribute to the development of others. Level 4-Develop oneself & others in areas of practice.	Y				
3. Health, Safety and Security (Everyone takes responsibility for promoting the health, safety and security of patients and clients, the public, colleagues and themselves) Level 3-Promote, monitor & maintain best practice in health, safety & security. Level 4-Maintain & develop an environment & culture that improves health, safety & security.	Y				
4. Service Improvement (Everybody has a role in implementing policies and strategies and in improving services for users and the public) Level 3-Appraise, interpret & apply suggestions, recommendations & directives	Y				
5. Quality (Everyone is responsible for the quality of their own work) Level 3-Contribute to improving quality. Level 4-Develop a culture that improves quality.	Y				

6. Equality and Diversity <i>(Key aspect of everything that everyone does)</i> Level 3-Promote equality & value diversity. Level 4-Develop a culture that promotes equality & values diversity.	Y					
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Title of Post: Liaison Team Lead- Band 7

Specific dimensions may apply, or cease to apply, at different stages of the development of a role).

Key

Foundation KSF outline – to meet after 12 months in post	
Full KSF Outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
Specific Dimensions <i>(Please refer to KSF Review Process Booklet for definition and level descriptions)</i>	Y	1	2	3	4
HWB1: Promotion of health & wellbeing & prevention of adverse effects on health and wellbeing Level 4- Assess complex health & wellbeing needs & develop, monitor & review care plans to meet those needs.	Y				
HWB2: Assessment & care planning to meet health & wellbeing needs. Level 3-Assess health & wellbeing needs & develop, monitor & review care plans to meet specific needs. Level 4-Assess complex health & wellbeing needs & develop, monitor & review care plans to meet those needs.	Y				
IK1: Information processing Level 2-Modify, structure, maintain & present data & information. Level 3-Monitor the processing of data & information.	Y				
G1: Learning & development Level 2-Enable people to learn & develop. Level 3-Plan, deliver & review interventions to enable people to learn & develop.	Y				
G2: Development & innovation Level 2-Contribute to developing, testing & reviewing new concepts, models, methods, practices, products & equipment. Level 3-Test and review new concepts, models, methods, practices, products & equipment.	Y				
G4: Financial management Level 1-Monitor expenditure. Level 2- Co-ordinate & monitor the use of financial resources	Y				

<u>G6: People management</u> <i>Level 3-Co-ordinate & delegate work & review people's performance.</i> <i>Level 4-Plan, develop, monitor & review the recruitment, deployment & management of people.</i>	Y					
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