

## Person Specification

**Post: Staff Nurse – Band 5**

<b>Attribute</b>	<b>Essential</b> The qualities without which a post holder could not be appointed	<b>Desirable</b> Extra qualities which can be used to choose between candidates who meet all the essential criteria	<b>How Assessed</b> e.g. application form, interview, test, in-tray exercise etc
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>Registered Mental Health Nurse Qualification</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>Certificate(s)</li> <li>Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of working within mental health setting.</li> <li>Experience of working within Multi-Disciplinary Team.</li> <li>Experience of admission and discharge process.</li> <li>Experience of working within framework of Care Planning Approach.</li> </ul>	<ul style="list-style-type: none"> <li>Previous experience of working on an acute mental health ward.</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>The Mental Health Act 1983 and Code of Practice.</li> <li>Legislation relating to discharge and aftercare.</li> <li>Care Planning and Management.</li> </ul>	<ul style="list-style-type: none"> <li>Clinical Risk Management.</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Evidence Based Practice.</li> <li>Communication Skills</li> <li>Excellent Inter-personal Skills</li> <li>Ability to negotiate constructively.</li> <li>Care Planning and Management.</li> </ul>	<ul style="list-style-type: none"> <li>Managing Violence and Aggression Skills</li> <li>De-escalation of violence and aggression.</li> <li>IT Skills</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>Work Related Circumstances</b>	<ul style="list-style-type: none"> <li>Willingness to learn</li> <li>Commitment to caring for mental health patients.</li> </ul>		<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>

	<ul style="list-style-type: none"><li>• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</li><li>• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</li><li>• Appointments to regulated and controlled activities require an enhanced DBS disclosure.</li></ul>		
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Drawn up by: Lesley Loizou  
Date: February 2019