

EMPLOYEE SPECIFICATION FOR THE POST OF MHP COMMUNITY BAND 6 (GENERIC)

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

| Attribute | Essential | Weight | Desirable | Weight | How Identified |
|-----------------------|---|--------|-----------|--------|------------------|
| Values | All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork | 2 | | | Interview |
| Physical requirements | Able to undertake training in the management of violence reduction Has the physical ability to perform the full range of nursing duties | 2 | - | | Application Form |



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|---|--|---------------|--|---------------|-----------------------------------|
| Qualifications Academic / Craft / Professional | - Professional Qualification (Mental Health/Learning Disabilities/General) to degree level or equivalent. Maintains current registration with the NMC or equivalent registration. Further specialist knowledge/post registration experience in specific service area or other formal training. | 2 | Demonstrate continued professional development to maintain professional registration | 2 | Application Form |
| Training | Willingness to undertake new clinical practices, education and training that will enhance service delivery. | 2 | | | Interview |
| Experience | Demonstrates satisfactory clinical expertise for the banding. Specialist and area specific experience. | 2 | The ability to deal with and resolve conflict | | Application Form Interview |
| Attribute | Essential | Weight | Desirable | Weight | How Identified |
| Knowledge | Knowledge and understanding of current legislation and understanding of clinical risk assessments Knowledge of the nursing 6 c's | 2 | Awareness of national and local issues impacting of nursing care Knowledge of management theories | 2 | Interview |

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|--------------------------|---|---|--|---|--|
| Skills | <p>Ability to work as part of a team</p> <p>Good written/oral communication skills</p> <p>Diplomatic, caring & sympathetic Ability to be flexible and handle conflict issues</p> <p>Good skills in assessment intervention and evaluation of patients nursing care.</p> <p>Clinical supervision skills</p> <p>IT skills</p> | 2 | A high level of emotional intelligence | 2 | <p>Application Skills</p> <p>Interview</p> |
| Contractual Requirements | <p>Ability to work to meet the needs to the service (including unsocial hours and bank holidays)</p> <p>A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.</p> | 2 | | | Interview |

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT

