

Person Specification

Post: CRHT Band 6 CPN

Department: Urgent Care – Crisis / Home Treatment

Manager: CRHT Team Manager

Date: February 2020

Attribute/ Skills	Key Requirements	Rating Essential (E) or Desirable (D)	Measurement Application / Test Interview / Medical/References
Education/ Training	First Level Nursing Qualification RMN	E	A
	Evidence of further education and development	E	A



Skills/ Abilities	Training in brief psychological therapies	D	A/I
	Ability to carry out autonomous mental health assessments	E	A/I
	Excellent verbal/written communication skills	E	A/I/R
	Good time management skills	E	I/R
	Ability to work under own initiative	E	I/R
	Care planning, risk assessment and risk management skills	E	I/A
	IT Literate	E	I
	Experience of supervision of junior staff	E	A
	Effective team working and team building skills	E	I
	Ability to resolve problems and respond quickly to urgent care mental health needs	E	I
	Ability to resolve conflict	E	I
	Good Interpersonal and customer care skills	E	



Knowledge/ Experience	Proven post registration experience – minimum 18 months .	E	A/I
	Experience of working in an acute environment such as CR/HT or Psychiatric Liaison	D	A/I
	Experience of working with other people who have deliberately self-harmed	E	A/I
	Experience of teaching and assessing in clinical practice	E	A/I
	Caseload management and clinical supervisory experience	D	A/I
	Good leadership skills	E	A/I
	Experience in quality care initiatives and audit	D	A/I
	Excellent verbal and written communication skills	E	A/I
	Effective team working skills	E	A/I
	Excellent customer care skills	E	A/I
	Ability to problem solve	E	A/I
	A good understanding of the Mental Capacity Act (2005) and the Mental Health Act (1983) as	E	A/I





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	amended in 2007 and associate legislative framework		
Personal Qualities	Ability to embrace continual changes in organisational working and culture, awareness of change	E	A/I
		E	A/I
	Ability to manage own time and work under pressure	E	A/I
	Self-motivated and an interest in chosen field	E	I
	Evidence of commitment to promoting service use and carer values	E	I
	Commitment to personal development	E	I
	Flexible approach to work	E	I
	Desire to work with other professionals/departments to enhance service delivery and meet organisational objectives	E	I
Any Other			



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