

Person Specification

Post: Community Mental Health Nurse – Band 6

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> • RMN • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Accredited skills training • Trained to degree level • Demonstrable experience in mental health • An accredited mentor for nursing students 	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<ul style="list-style-type: none"> • Experience of working within Old Age Psychiatry • Experience of acting as care co-ordinator under the Care Programme Approach • Monitoring effects and side effects of service user medication • Assessing service users capacity to manage own medication • Experience of MDT working 	<ul style="list-style-type: none"> • Experience of community based mental health services • Experience of working with carers in a collaborative way • Experience of working with voluntary sector • Experience of providing supervision 	<ul style="list-style-type: none"> • Application Form • Interview
Knowledge	<ul style="list-style-type: none"> • Knowledge of all mental disorders • Knowledge of services available through Local Authority • Awareness of relevant mental health legislation / policy issues • Knowledge of social inclusion and recovery model of care 	<ul style="list-style-type: none"> • Knowledge of services available through voluntary and private sector • Evidence of presentation skills or providing training • Evidence of management skills 	<ul style="list-style-type: none"> • Application Form • Interview
Skills and Abilities	<ul style="list-style-type: none"> • Ability to identify and coordinate effective risk 	<ul style="list-style-type: none"> • Basic IT skills • Experience in audit and 	<ul style="list-style-type: none"> • Application Form

	<p>management</p> <ul style="list-style-type: none"> • Experience and / or skills in working in partnership with colleagues, service users, carers • Skills in a range of evidence based practice • Demonstration of sound professional and communication skills within / between multi-agency teams • Skill to receive and provide clinical supervision • Experience of initiating and participating in the change management process • Skills in assessment / care management and care planning • To be able to work autonomously in a community setting • Ability to manage a substantial caseload • Excellent written and verbal communication skills • Ability to provide professional expertise in the care of mental health service users • IT skills • Flexible and adaptable 	<p>Statistics</p> <ul style="list-style-type: none"> • To have had experience in planning and developing a service • Ability to represent the clinic at departmental meetings 	<ul style="list-style-type: none"> • Interview
Work Related Circumstances	<ul style="list-style-type: none"> • Must be able to work flexibly in response to client / service user needs • Must be willing to develop competencies within the scope of professional practice to meet service needs • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs 		<ul style="list-style-type: none"> • Application Form • Interview

	<ul style="list-style-type: none">• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies• Appointments to regulated and controlled activities require an enhanced DBS disclosure.		
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Drawn up by: Ruth Chaplin
Date: August 2018