

## EMPLOYEE SPECIFICATION FOR THE POST OF SENIOR MENTAL HEALTH PRACTITIONER

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
Physical Requirements	Able to exert light physical effort for long periods during a shift	2			
	Able to walk to prisoner wings, clinic areas and reception during working shift across the large geographical site.	2			
	Able to undertake relevant mandatory training	2			
	Able to sit at the computer for intermittent periods during the working day.	2			
	Able to respond to serious medical and emergency incidents within the prison estate.	2			
Qualifications - Academic / Craft / Professional	Registered Mental Health Nurse/learning disability practitioner (OT, Psychology, Social Worker) NMC registration in date or suitably skilled / trained / experienced allied health professional with current professional registration.	2	Post registration qualification	2	
			Evidence of continuing professional development	2	
			Mentor and Assessor	2	
Training			Post registration training DBT, CFT, ACT	2	

Experience	A genuine interest in working with this client group and in Offender Mental health/ learning disability related issues	2	Forensic and/ or prison/or criminal justice nursing experience	2	
	Experience of working in Primary/Secondary Mental Health Services	2	Experience of care co ordination	2	
	Effective case management/care planning skills	2			
	Supervision and appraisal of staff	2			
	Experience of working effectively within a MDT/interagency working	2			
Knowledge	CPA systems and processes	2	Knowledge and or experience of the ACCT process.	2	
	An understanding of working with people with Personality Disorders and those who have experienced trauma.	2	Local and National strategies including issues relevant to the criminal justice system	2	
Skills	Good communicator with both verbal and written text.	2	Ability to engage with and develop a rapport with the client group	2	
	Organisational skills to manage and prioritize own workload	2	Evidence of working as part of a multidisciplinary team	2	
	IT skills including Patient Administration Systems (S1)	2	Effective problem and decision solving skills	2	
	Evidence of effective and appropriate documentation	2			

Contractual Requirements	Participation in a 7-day service	2			
	Annual leave as per Trust policy	2			
	Terms and Conditions as per Agenda for Change	2			
Values and Behaviours	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <b>Trust Honesty Respect Compassion Teamwork</b></li> </ul>	2			
	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>	2			

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT 2010**