

Person Specification

Post: Staff Nurse – Band 5

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	Registered Mental Health Nurse Qualification		- Application Form - Certificate(s) - Interview
Experience	- Experience of working within mental health setting. - Experience of working within Multi-Disciplinary Team. - Experience of admission and discharge process. - Experience of working within framework of Care Planning Approach.	Previous experience of working on an acute mental health ward.	- Application Form - Interview
Knowledge	- The Mental Health Act 1983 and Code of Practice. - Legislation relating to discharge and aftercare. - Care Planning and Management.	Clinical Risk Management.	- Application Form - Interview
Skills and Abilities	- Evidence Based Practice. - Communication Skills - Excellent Inter-personal Skills - Ability to negotiate constructively. - Care Planning and Management.	- Managing Violence and Aggression Skills - De-escalation of violence and aggression. - IT Skills	- Application Form - Interview
Work Related Circumstances	- Willingness to learn - Commitment to caring for mental health patients.		- Application Form - Interview

	• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • 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: Lesley Loizou

Date: February 2019