

BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS TRUST

PERSON SPECIFICATION

JOB TITLE: BAND 5 BRT STAFF NURSE

<u>COMPETENCY</u>	<u>DEFINITION FOR THE ROLE</u>	<u>ESSENTIAL CRITERIA</u>	<u>HOW IDENTIFIED/ MEASURED</u>
CLINICAL & TECHNICAL SKILLS	Demonstrates the clinical & technical skills and knowledge to deliver high quality healthcare with Substance Misuse focus	<ul style="list-style-type: none"> Registered Nurse Delivers care and treatment based on research/ evidence Basic keyboard skills Working knowledge of CPA, mental health act and clinical/information governance Proficient in mental health assessments and know when to refer to other mental health professionals 	Application form/ Certificate Interview Application form Assessment Assessment
FOCUS ON SERVICE USERS	Demonstrates a commitment to providing high quality care and experience to service users. Ensuring that they are involved in decisions regarding their care and actively seeking feedback.	<ul style="list-style-type: none"> Treats the service user in a manner which is sensitive to their cultural and individual requirements Understands the broad principles of the person centred recovery approach Builds relationships with service users based on empathy, dignity and respect Skilled in initiating engagement with the service user and maintaining a therapeutic alliance. 	Interview/ assessment Interview/ assessment Interview/ assessment Interview/ assessment
COMMITMENT TO A HIGH QUALITY SERVICE	Demonstrates an adaptable approach to work and understands the importance of	<ul style="list-style-type: none"> Committed to delivering and improving patient care and 	Application form/ Interview

	continuous learning and best practice.	<p>experience</p> <ul style="list-style-type: none"> • Updates knowledge based on best practice and reflects upon their practice on a regular basis • Takes pride in doing their best and supporting team members and service users • Ability to work unsocial hours including nights, weekends and public holidays. 	<p>Application form/ Interview</p> <p>Assessment/ Interview</p> <p>Application form/Interview</p>
COMMUNICATION	Ability to communicate at all levels, displaying a high degree of interpersonal skills.	<ul style="list-style-type: none"> • Understands the importance of listening and listens effectively • A good standard of written and spoken English • Ability to share verbal and written communication within confidentiality and informational governance frameworks. 	<p>Assessment/ interview</p> <p>Application form/ Interview</p> <p>Assessment/ Interview</p>
TEAM WORKING	To work effectively as a team player through contribution and working together in the best interests of the patients	<ul style="list-style-type: none"> • Participates in discussions with colleagues and contributes ideas to determine the best approach for the service user. • Sensitive to the needs of colleague, offering help and support • Engages in a team's sense of purpose. Is aware of and guided by team goals. 	<p>Assessment/ Interview</p> <p>Interview</p> <p>Interview</p>

Prepared by : Clare Hunt
Designation : BRT Team Manager
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