

**PERSON SPECIFICATION FOR POST OF  
PSYCHIATRIC LIAISON NURSE**

SPECIFICATION	ESSENTIAL	DESIRABLE	HOW TESTED
<b>Training/Qualifications</b>	<ul style="list-style-type: none"> <li>• RMN on live register.</li> <li>• Evidence of an active interest in further professional development.</li> <li>• Educated to diploma level or equivalent in Psychiatric Nursing, Psychotherapy, Counselling or a related discipline.</li> <li>• ENB 998 or equivalent – Experience of teaching students through different periods of their training.</li> </ul>	<ul style="list-style-type: none"> <li>• Educated to degree level.</li> <li>• Other courses relevant to liaison psychiatry.</li> <li>• RGN.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and interview.</li> </ul>
<b>Previous Experience</b>	<ul style="list-style-type: none"> <li>• Experience (as a qualified nurse) in any combination of the following; Liaison Psychiatric Nurse, acute psychiatric setting, working within a CMHT, Older adults, Home treatment teams.</li> <li>• Risk assessment/management.</li> <li>• Ability to interpret research and apply to practice.</li> <li>• Knowledge of counselling skills/cognitive behavioural skills/psychosocial interventions/brief solution focused therapy.</li> </ul>	<ul style="list-style-type: none"> <li>• Other relevant post registration experience.</li> <li>• ENB 870 (Understanding Research).</li> <li>• ENB 934 Care and management of persons with HIV/AIDS.</li> <li>• Substance Misuse</li> <li>• Quality Improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and interview.</li> </ul>

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<b>Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>• Ability to communicate clearly and effectively (written and oral).</li> <li>• Computer skills including good typing speed.</li> <li>• A comprehensive understanding of the Mental Health Act (1983), the Mental Health Code of Practice and the CPA process.</li> <li>• Comprehensive understanding of the Mental capacity Act</li> <li>• Specialist knowledge of mental health problems and their relationship to physical disorders.</li> <li>• Able to assess health needs of all patients over the age 18 years in the acute hospital setting, including those who self-harm, have learning disabilities, have substance misuse issues or have mental health difficulties commonly associated with old age, including dementia.</li> <li>• A comprehensive understanding of the risk assessment process (including deliberate self-harm).</li> <li>• Able to build constructive effective working relationships using warmth and empathy.</li> <li>• Ability to engage challenging and/or acutely distressed patients in potentially hostile and/or antagonistic situations and use de-escalation techniques effectively.</li> <li>• Sufficient clinical knowledge to be able to make autonomous decisions, based on an</li> </ul>	<ul style="list-style-type: none"> <li>• Efficient with all commonly used Microsoft Applications.</li> <li>• Experience using different clinical systems</li> <li>• C&amp;G 7.730 Teaching Cert (Adults).</li> <li>• Experience in DBT, Motivational interviewing, Trauma informed approaches or other psychological methods related to patients in Crisis.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form and interview.</li> </ul>
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	<p>analysis of complex presenting problems and judgement about available options.</p> <ul style="list-style-type: none"> <li>• Ability to carry out mental health assessments.</li> <li>• Ability to work in a stressful environment and prioritise workload.</li> <li>• Ability to work as part of a team.</li> <li>• Ability to reflect on and evaluate one's own practice.</li> <li>• High self-motivation.</li> <li>• Flexibility in one's working practice and willingness to work unsociable hours (including shift work and nights).</li> <li>• Awareness of one's limitations.</li> <li>• Ability to treat service users with respect and dignity at all times, adopting a culturally sensitive approach that considers the needs of the whole person.</li> <li>• Ability to teach and assess learners.</li> </ul>		
<b>Personal</b>	<ul style="list-style-type: none"> <li>• Calm and mature manner.</li> <li>• Able to exercise initiative, flexibility and tact.</li> <li>• Ability to frequently work under pressure and maintain intense concentration, particularly in unpredictable situations where there will be exposure to highly distressed and/or disturbed patients, often exhibiting challenging behaviours and the risk of physical violence.</li> <li>• Ability to meet deadlines.</li> <li>• Ability to accept constructive criticism.</li> </ul>	<ul style="list-style-type: none"> <li>• Willing to engage in and use peer and group supervision creativity.</li> </ul>	Interview

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	<ul style="list-style-type: none"> <li>• Self-motivated with the ability to think laterally to problem solve.</li> <li>• Exercise initiative, flexibility and tact.</li> <li>• Sickness (or attendance) record that is acceptable to the Trust, to be checked at interview.</li> <li>• Declared medically fit by the Occupational Health Department to perform the duties of the post.</li> <li>• Understanding/implementation of Equal Opportunities Policy at a senior level appropriate to the post.</li> </ul>		