

Person Specification for post of Liaison Senior Nurse Specialist

<u>CRITERIA</u>	ESSENTIAL Requirements necessary for safe and effective performance in the job	See Key *	DESIRABLE Where available, elements that would contribute to improved/immediate performance in the job
EDUCATION and QUALIFICATIONS	<ul style="list-style-type: none"> • Registered Mental Nurse, Occupational Therapist or equivalent. • Mentorship Training 	A A	<ul style="list-style-type: none"> • Relevant Degree or Diploma • Degree/Masters • Therapy Skills training / qualification to practitioner level.
PREVIOUS EXPERIENCE	<ul style="list-style-type: none"> • Extensive post registration experience (substantial experience at Band 6 or above) and experience in a community setting in mental health • Experience of working with patients suffering from a range of eating disorders • Experience of supervising or managing other staff • Wide-ranging experience of the care of patients with a range of mental health problems. • Experience of working within an MDT • Experience of undertaking assessments and formulation of patients with a range of Eating Disorders 	A/I A/I A/I A/I A/I A/I	<ul style="list-style-type: none"> • Working within a health care management role • Working within a CAMHS setting

<p>SKILLS AND KNOWLEDGE</p>	<ul style="list-style-type: none"> • To demonstrate an ability to formulate a safe and adequate risk management plan, which considers all relevant medical and psychiatric risks. • Able to build constructive relationships with all stakeholders including service users, carers, commissioners, GPs, other teams by demonstrating warmth, respect, empathy and dignity using good communication skills. • To demonstrate an understanding of treatments for patients suffering from an eating disorder and/or medical/ psychiatric co morbidities. • Leadership skills (motivating, using initiative, change management). • Ability to act as a role model for the members of the ED service and all external stakeholders • Good level of computer skills including the use of electronic patient file systems like system one. Excellent verbal & written communication skills. • Recognise own abilities and limitations and be willing to engage in & learn from reflective practice • Extensive knowledge of Mental Health Act 1983, Community Treatment Order (CTO), Codes of Practice and Care Programme Approach. • Current developments in mental health care and discipline specific practice. • Awareness of Safeguarding policies and procedures 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p>	<p>Further training in:</p> <p>□ Therapy skills or practitioner level training in CBT/ CAT / MANTRA or any other therapy model relevant to eating disorders</p>
	<ul style="list-style-type: none"> • Maintain patient confidentiality. • Promote user/carer involvement • Recognise performance issues in the liaison team and address appropriately • Motivated to provide the highest standards in a changing service • Awareness of health & safety and infection control issues 	<p>I</p>	
<p>OTHER</p>	<p>Sickness (or attendance) record that is acceptable to the Trust: to be checked at interview</p> <p>Declared medically fit by the Occupational Health dept to perform the duties of the post</p> <p>The Postholder must have the ability to understand and implement the Equal Opportunities Policy at a level appropriate to the job.</p>	<p>I</p> <p>I</p>	

* Key: Measure by A + Application Form, I = Interviews, T = Test

The NHS Knowledge and Skills Framework (KSF) is designed to form the basis of a development review process. This is an ongoing cycle of review, planning, development and evaluation of staff in the NHS.

Title of Post: Liaison Senior Nurse Specialist – Band 7

Key

Foundation KSF outline – to meet after 12 months in post	
Full KSF Outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
		1	2	3	4
Core Dimensions (Key aspects of all jobs in the NHS) (Please refer to KSF Review Process For Dimension Level Criteria)	Y				
1. Communication <i>(This dimension underpins all the other dimensions in the KSF)</i> Level 2-Communicate with a range of people on a range of matters. Level 3- Develop & maintain communication with people about difficult matters and/or in difficult situations.	Y				
2. Personal and People Development <i>(Everyone needs to develop themselves in order for services to continue to meet the needs of patients, clients and the public)</i> Level 3- Develop oneself & contribute to the development of others. Level 4-Develop oneself & others in areas of practice.	Y				
3. Health, Safety and Security <i>(Everyone takes responsibility for promoting the health, safety and security of patients and clients, the public, colleagues and themselves)</i> Level 3-Promote, monitor & maintain best practice in health, safety & security. Level 4-Maintain & develop an environment & culture that improves health, safety & security.	Y				
4. Service Improvement <i>(Everybody has a role in implementing policies and strategies and in improving services for users and the public)</i> Level 3-Appraise, interpret & apply suggestions, recommendations & directives	Y				
5. Quality <i>(Everyone is responsible for the quality of their own work)</i> Level 3-Contribute to improving quality. Level 4-Develop a culture that improves quality.	Y				

6. Equality and Diversity <i>(Key aspect of everything that everyone does)</i> Level 3-Promote equality & value diversity. Level 4-Develop a culture that promotes equality & values diversity.	Y					
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Title of Post: Liaison Team Lead- Band 7

Specific dimensions may apply, or cease to apply, at different stages of the development of a role).

Key

Foundation KSF outline – to meet after 12 months in post	
Full KSF Outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
		1	2	3	4
Specific Dimensions <i>(Please refer to KSF Review Process Booklet for definition and level descriptions)</i>	Y				
HWB1: Promotion of health & wellbeing & prevention of adverse effects on health and wellbeing <i>Level 4- Assess complex health & wellbeing needs & develop, monitor & review care plans to meet those needs.</i>	Y				
HWB2: Assessment & care planning to meet health & wellbeing needs. <i>Level 3-Assess health & wellbeing needs & develop, monitor & review care plans to meet specific needs.</i> <i>Level 4-Assess complex health & wellbeing needs & develop, monitor & review care plans to meet those needs.</i>	Y				
IK1: Information processing <i>Level 2-Modify, structure, maintain & present data & information.</i> <i>Level 3-Monitor the processing of data & information.</i>	Y				
G1: Learning & development <i>Level 2-Enable people to learn & develop.</i> <i>Level 3-Plan, deliver & review interventions to enable people to learn & develop.</i>	Y				
G2: Development & innovation <i>Level 2-Contribute to developing, testing & reviewing new concepts, models, methods, practices, products & equipment.</i> <i>Level 3-Test and review new concepts, models, methods, practices, products & equipment.</i>	Y				
G4: Financial management <i>Level 1-Monitor expenditure.</i> <i>Level 2- Co-ordinate & monitor the use of financial resources</i>	Y				

<p>G6: People management <i>Level 3-Co-ordinate & delegate work & review people's performance.</i> <i>Level 4-Plan, develop, monitor & review the recruitment, deployment & management of people.</i></p>	Y				
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