

**PERSON SPECIFICATION**

**JOB TITLE: IDTS Nurse HMP Birmingham Band 6**

<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>How identified</b>
<b>QUALIFICATIONS</b>	<p>First Level RMN RNLD and/or RGN</p> <p>Education/training in the field of substance misuse.</p> <p>Willing to participate in appropriate professional development</p>	<p>RCGP course; part 1 and 2</p> <p>ILS</p> <p>Dual Qualified</p> <p>SLAIP/Mentor Assessor Course/ENB998/A1</p> <p>Management Certificate</p>	<p>Application Form</p> <p>Interview</p> <p>Certificates</p>
<b>EXPERIENCE</b>	<p>Significant post registration experience with demonstrable knowledge/experience within Substance Misuse .</p> <p>Ability to carry out initial health and substance misuse screening, of often complex presenting problems and identify initial interventions</p> <p>Ability to assist in development of Band 5 and Healthcare assistants</p> <p>Experience and knowledge in delivering Psychosocial interventions including motivational interviewing and brief interventions.</p> <p>Experience of delivering care to patients who have physical health problems associated with their substance misuse</p>	<p>Ability to work in a rapidly changing challenging environment</p> <p>Experience of primary care interventions</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>
<b>KNOWLEDGE &amp; UNDERSTANDING</b>	<p>Working knowledge of the NHS and healthcare settings including the importance of maintaining confidentiality</p> <p>Ability to work in a challenging secure/custodial environment, and adhere to all security requirements of the prison</p>	<p>Understanding of Nursing in secure environment</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>

<p><b>PRACTICAL &amp; INTELLECTUAL SKILLS</b></p>	<p>Ability to be a team leader</p> <p>Ability to act as change agent to enhance efficiency of the work environment</p> <p>Ability to coordinate and lead shifts and allocated staff to clinical areas considering skill mix etc.</p> <p>Ability to organise and plan to meet deadlines and manage time effectively.</p> <p>Ability to work without supervision, prioritising work load and coordinating staff appropriately.</p> <p>Able to act on own initiative; pre-empting problems and working to solve them in an appropriate manner. Reporting issues and concerns when appropriate to senior colleagues.</p> <p>Excellent communication skills: written and verbal - articulate, legible and meaningful and able to adjust communication style and content to the audience.</p> <p>Ability to maintain confidentiality</p> <p>Excellent IT skills</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>
<p><b>TRAINING</b></p>	<p>Must be willing to participate in any relevant training identified to develop skills required to carry out duties</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>
<p><b>DISPOSITION, ADJUSTMENT &amp; ATTITUDE</b></p>	<p>Sensitive to the needs of others and has an awareness and responsiveness to other people's feelings and needs</p> <p>Values differences; regards people as individuals and appreciates the value of diversity in the workplace</p>		<p>Application Form</p> <p>Interview</p> <p>References</p> <p>In Tray</p> <p>Exercises</p>

