

EMPLOYEE SPECIFICATION FOR THE POST OF

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values	All colleagues are expected to demonstrate at interview that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork	2			Interview
	All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation	2			
Physical Requirements	Has the Physical ability to perform the full range of duties.	2			Application Interview
Qualifications - Academic / Craft / Professional	Professional clinical Qualification plus further specialist knowledge/post registration experience to diploma / degree level or equivalent knowledge and skills in mental health underpinned by theory or other formal training.	2	Have a specialist qualification such as NMP or specialist degree.		Application Interview
		2			
	Maintain current registration with the NMC / HPCP or other governing body and adheres to the code of professional practice. Demonstrates continuing Professional Development within their specialism.	2			
Training	Willingness to undertake new clinical practices, education and training that will enhance service delivery	2			Application Interview

Experience	Demonstrate satisfactory clinical expertise for the banding	2	The ability to deal with and resolve conflict	2	Application Interview
	Have experience working with Dementia	2	Have recent experience working within a Liaison Psychiatry setting.		Interview
Knowledge	<ul style="list-style-type: none">Advanced knowledge of the Care Programme Approach, Mental Health Act Mental Capacity Act, Deprivation of Liberty and Safeguarding etc.Knowledge and understanding of current legislation and understanding of clinical risk assessmentsKnowledge of the nursing 6 c's or equivalent competencies for own specialism	2	Awareness of national and local issues impacting of nursing care.	2	Application Interview
		2	Knowledge of management theories.	2	
		2			
		2			
Skills	<ul style="list-style-type: none">Demonstrate Leadership skills and qualities.Experience of providing training sessions.	2	A high level of emotional intelligence	2	Application Interview
Contractual Requirements	<ul style="list-style-type: none">Ability to work to meet the needs of the service (including unsocial hours and bank holidays)A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.	2			Application Interview
		2			

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT