

### Person Specification

<b>Person Specification Post Title</b>	Registered Nurse Associate
<b>Band</b>	Band 4
<b>Directorate</b>	Trafford Early intervention service
<b>Location/Base</b>	Trafford early intervention service
<b>Responsible to</b>	Advanced nurse practitioner 8a
<b>Accountable to</b>	Team Manager
<b>Job Summary/Purpose</b> <ul style="list-style-type: none"> <li>• <b>Health Promotion</b> Discussion and signposting with service users around lifestyle, smoking, diet, exercise, diabetes, cholesterol, alcohol etc. Offer brief interventions and make referrals to relevant services such as weight management or exercise.</li> <li>• <b>Physical Health Improvement Tool</b> Ensure PHIT targets for metabolic screening completed yearly for service users who meet the PHIT criteria. Ensure PHIT assessments completed and results inputted and shared with service user, GP, care coordinator/medic. Ensure all interventions recorded through the progress note tile on PARIS. Refer to specialist nurses e.g. drugs and alcohol as appropriate and liaise with community staff. Ensure all service users who meet the PHIT criteria have PHIT reviewed 12 monthly Reviewed at 6 months and then every 6 months thereafter. Assisting in the achievement of CQUIN and KPI targets for physical health care.</li> <li>• <b>Clozapine, Mood stabiliser and Depot clinics</b> To assist when required.</li> <li>• <b>Undertake Venepuncture as directed by Senior Nurse Practitioner as required</b></li> <li>• <b>Undertake ECG as directed by Senior Nurse Practitioner/Medic as required.</b></li> <li>• <b>Medical devices</b> Undertake quality checks where required. Ensure medical device faults are reported and followed up. Report all problems to Senior Nurse Practitioner</li> <li>• <b>Supporting annual flu vaccination clinics</b> Support qualified staff with flu vaccinations clinic. Give influenza vaccine under supervision of Senior Nurse Practitioner.</li> <li>• <b>Standard Care depots</b> To administer depots for a group of standard care service users in the community and their own homes.</li> </ul>	

# Greater Manchester Mental Health NHS Foundation Trust

<b>Essential Criteria –</b> The qualities without which a post holder could not be appointed.	<b>Desirable Criteria - Extra</b> qualities which can be used to choose between candidates who meet all the essential criteria	<b>How Assessed –</b> <b>AP</b> = Application form <b>IN</b> = Interview <b>OA</b> = Other Assessment
<b>Education / Qualifications</b> - to be able to complete the duties as laid out on the Job Description		
Registered Nurse Associate compliant with the requirements for NMC registration  Level 5 study, Foundation Degree Nursing Associate  End Point Assessment achieved as passed  Training in: <ul style="list-style-type: none"> <li>• Venepuncture</li> <li>• BLS</li> <li>• ECG taking</li> <li>• Awareness of blood results relevant to role.</li> <li>• willingness to undertake training in all of the above is essential</li> </ul>	Evidence of post registration development	AP
<b>Experience</b> - to be able to complete the duties as laid out on the Job Description		
The post holder should:  Assessing physical health needs  Awareness of mental health and physical health and how it interacts.  Have the ability to work on their own initiative under appropriate supervision and engage in reflective practice  Have experience of delivering person centred care under the supervision of a RN	Have previously completed a placement or have been employed in a community mental health setting.	AP IN

Have experience of working in collaboration with members of a multidisciplinary team in delivering care		
<b>Knowledge</b> - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should have a working knowledge and understanding of:</p> <p>Evidence based interventions and their application on practice</p> <p>The scope of the role of Nursing Associate in the context of the team and the organisation, and how the role may contribute to service development.</p> <p>When to seek advice and refer to a registered care professional</p> <p>The need for continued professional development in accordance with the requirements of NMC registration</p>	<ul style="list-style-type: none"> <li>• Knowledge of specialist needs of service user group e.g substance misuse/self-harm.</li> <li>• Knowledge of PHIT</li> <li>• Knowledge around smoking cessation.</li> <li>• Awareness of Mental Health Act and Mental Capacity Act as relevant to role.</li> </ul>	AP IN
<b>Skills and Abilities</b> - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should:</p> <p>Have insight into how to evaluate their own strengths and development needs</p> <p>Have effective time management skills and the ability to prioritise</p> <p>Have the ability to deal with non-routine and the unpredictable nature of workload and individual service user contact</p> <p>Have the ability to work on their own initiative</p> <p>Have effective keyboard and IT skills</p>	<ul style="list-style-type: none"> <li>• Ability to write reports and present information in a concise way.</li> <li>• Ability to communicate formally in meetings and in other contexts</li> </ul>	AP IN

<p>Ability to listen effectively and communicate effectively at all levels in verbal, written and all appropriate mediums.</p> <p>Able to complete appropriate records, documentation.</p> <p>Able to display and use empathy, compassion and patience</p> <p>Able to form and maintain positive therapeutic relationships with service users and carers</p> <p>A keenness to make a positive contribution to improving the quality of life of service users and carers</p> <p>Ability to act calmly in emergencies and to respond in a professional manner to stressful and challenging behaviour.</p> <p>Experience of undertaking physical health observations</p> <p>Assessment of physical healthcare using Early Warning Scores and appropriate escalation</p>		
<b>Other Requirements</b> - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should be able to:</p> <p>Understand all Trust Policies and Procedures</p> <p>Understand the Trusts Strategic Goals and how they can support them</p> <p>Understand the need to safeguard children and vulnerable adults</p>		IN

<p>Carry out all duties and responsibilities of the post in accordance with Equal Opportunities, equality and Diversity and dignity in care and work policies and principles</p> <p>Maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date</p> <p>Take reasonable care of the health and safety of yourself and other people.</p> <p>Contribute to the control of risk and to report any incident, accident or near miss</p> <p>Protect service users, visitors and employees against the risk of acquiring health care associated infections</p> <p>Take responsibility for their own learning and development.</p> <p>Ability to travel within the requirements of the post.</p>		
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The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.

Amended: by Denise McArthur  
Team leader  
Trafford EIT  
18/3/24