

## Person Specification

**Post:** Primary Mental Health Nurse (PMHN)

**Department:** Primary Mental Health Team

**Manager:** Primary Mental Health Care Manager

**Date:** December 2021

Attribute/ Skills	Key Requirements	Rating	Measurement Application/Test Interview/Medical/References
Education/ Training	<ul style="list-style-type: none"> <li>Entry on a Register held by Nursing &amp; Midwifery Council(Sub Part 1 RN3, Registered Nurse Mental Health) or equivalent , DIP S/W, OT</li> <li>Post graduate training relevant to Mental Health</li> <li>ENB 998 or equivalent</li> </ul>	Essential	Certificate Application
		Desirable	Certificate, Application
		Desirable	Certificate, Application
Skills/ Abilities	<ul style="list-style-type: none"> <li>Specialist skills in assessing and formulating individual intervention plans and outcome measures for adults and older adults with mental health problems</li> <li>Effective risk assessment and management skills</li> <li>Excellent oral and written communication skills</li> <li>Ability to liaise with other disciplines</li> <li>Knowledge of governmental directives and current policies and practices in relation to primary mental health care</li> <li>Knowledge of Psychotropic medications</li> <li>Problem solving skills</li> <li>Knowledge of CPA</li> <li>Ability to use IT systems and data</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Interview, application form and references</p> <p>Application form / Interview</p> <p>Interview, application form and references</p> <p>Application form / Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Application form</p>
Skills/ Abilities			

	<ul style="list-style-type: none"> <li>inputting</li> <li>○ Able to use own initiative and work without supervision</li> <li>○ Knowledge of the principles of clinical governance and its application</li> <li>○ Supervisory skills</li> <li>○ Knowledge of screening and outcome measure tools</li> <li>○ Effective administration skills (accurate record keeping)</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Interview</p> <p>Interview</p> <p>Application form / interview</p> <p>Interview</p> <p>Application, interview</p>
Knowledge/ Experience	<ul style="list-style-type: none"> <li>○ Post registration experience of working in the community mental health services / primary mental health care</li> <li>○ Experience of using a range of therapeutic interventions in a mental health context e.g. CBT, SFT, EMDR</li> <li>○ Experience of managing and organising own workload</li> <li>○ Documented evidence of continuing professional development</li> <li>○ Supervision of junior staff and students</li> <li>○ Knowledge of legislation and government directives pertaining to primary mental health care</li> </ul>	<p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Application form</p> <p>Application form / Interview</p> <p>Interview</p> <p>Certificates</p> <p>Application form / Interview</p> <p>Application form / Interview</p>
Personal qualities	<ul style="list-style-type: none"> <li>○ Organisational and time management skills</li> <li>○ Ability to work autonomously and within multi-disciplinary team settings</li> <li>○ Proven ability to work with other agencies and professionals</li> <li>○ Ability to lead and motivate projects and people</li> <li>○ Flexibility of working hours</li> <li>○ Promotes recovery and social inclusion</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Interview</p> <p>Application form / references</p> <p>Application form / Interview</p> <p>Application for / interview</p> <p>Interview</p> <p>Interview</p>

Any other	<ul style="list-style-type: none"> <li>○ Good general standard of health</li> <li>○ Ability to commute to meet the post requirements</li> </ul>	Essential Essential	Occupational Health Screening Application form
-----------	---	------------------------	---