

PERSON SPECIFICATION

JOB TITLE:	Bank Mental Health Nurse
JOB BAND:	Band 5

GUIDANCE FOR MANAGERS:

This document will not be used for the purpose of advertising the post but should be used as a tool to assist in the shortlisting of candidates. All role requirements detailed in this document, both essential and desirable that will be used to assess the suitability of a candidate must be added to the Role Requirements tab on the Trac System.

Qualifications & Education	Weighting (Essential or Desirable)
NMC Registered Mental Health Nurse	Essential

Knowledge and Training	Weighting (Essential or Desirable)
Working knowledge of the Mental Health Act (1983/2007).	Essential
Working knowledge of implementing clinical policies and procedures	Essential
Knowledge of a full range of therapeutic skills and approaches	Essential
Understanding of restrictive interventions and de-escalation techniques	Essential
Understand the importance of maintaining patient safety and minimising risk in accordance with Trust policy and procedure	Essential

Experience	Weighting (Essential or Desirable)
Have an excellent understanding of – and experience of working with patients who have suffered trauma – demonstrating trauma informed care.	Essential
Experience of working with patients in an inpatient mental health setting	Essential
Experience of commencing and downgrading enhanced observations to high-risk patients.	Essential
Experience of working with patients who may be confused or present with challenging behaviour	Essential

Communication & Relationship Skills	Weighting (Essential or Desirable)
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Excellent communication & interpersonal skills with an enthusiastic approach to the provision of high-quality care and safe care delivery	Essential
Excellent record keeping skills	Essential
Acts as an advocate for vulnerable people and staff where necessary	Essential

Analytical & Judgement Skills	Weighting (Essential or Desirable)
Able to undertake risk assessments and formulate care plans to ensure the safety of patients and others	Essential

Planning & Organisational Skills	Weighting (Essential or Desirable)
Good organisational skills	Essential
Able to assess, plan, implement and evaluate care	Essential
Ability to organise and prioritise workload	Essential
Able to keep full and accurate records	Essential

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
Able to provide safe, caring, and effective services	Essential
Values and behaviours that reflect the Trust values of Care, Respect and Responsibility	Essential
Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued	Essential

Prepared by:	Head of Safeguarding
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Job evaluation completed:	
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