

BIRMINGHAM AND SOLIHULL MENTAL HEALTH NHS TRUST

PERSON SPECIFICATION

JOB TITLE: BAND 5 BRT STAFF NURSE

<u>COMPETENCY</u>	<u>DEFINITION FOR THE ROLE</u>	<u>ESSENTIAL CRITERIA</u>	<u>HOW IDENTIFIED/ MEASURED</u>
CLINICAL & TECHNICAL SKILLS	Demonstrates the clinical & technical skills and knowledge to deliver high quality healthcare with Substance Misuse focus	<ul style="list-style-type: none"> • Registered Nurse • Delivers care and treatment based on research/ evidence • Basic keyboard skills • Working knowledge of CPA, mental health act and clinical/information governance • Proficient in mental health assessments and know when to refer to other mental health professionals 	<p>Application form/ Certificate Interview</p> <p>Application form Assessment</p> <p>Assessment</p>
FOCUS ON SERVICE USERS	Demonstrates a commitment to providing high quality care and experience to service users. Ensuring that they are involved in decisions regarding their care and actively seeking feedback.	<ul style="list-style-type: none"> • Treats the service user in a manner which is sensitive to their cultural and individual requirements • Understands the broad principles of the person centred recovery approach • Builds relationships with service users based on empathy, dignity and respect • Skilled in initiating engagement with the service user and maintaining a therapeutic alliance. 	<p>Interview/ assessment</p> <p>Interview/ assessment</p> <p>Interview/ assessment</p> <p>Interview/ assessment</p>
COMMITMENT TO A HIGH QUALITY SERVICE	Demonstrates an adaptable approach to work and understands the importance of	<ul style="list-style-type: none"> • Committed to delivering and improving patient care and 	<p>Application form/ Interview</p>

	continuous learning and best practice.	<p>experience</p> <ul style="list-style-type: none"> • Updates knowledge based on best practice and reflects upon their practice on a regular basis • Takes pride in doing their best and supporting team members and service users • Ability to work unsocial hours including nights, weekends and public holidays. 	<p>Application form/ Interview</p> <p>Assessment/ Interview</p> <p>Application form/Interview</p>
COMMUNICATION	Ability to communicate at all levels, displaying a high degree of interpersonal skills.	<ul style="list-style-type: none"> • Understands the importance of listening and listens effectively • A good standard of written and spoken English • Ability to share verbal and written communication within confidentiality and informational governance frameworks. 	<p>Assessment/ interview</p> <p>Application form/ Interview</p> <p>Assessment/ Interview</p>
TEAM WORKING	To work effectively as a team player through contribution and working together in the best interests of the patients	<ul style="list-style-type: none"> • Participates in discussions with colleagues and contributes ideas to determine the best approach for the service user. • Sensitive to the needs of colleague, offering help and support • Engages in a team's sense of purpose. Is aware of and guided by team goals. 	<p>Assessment/ Interview</p> <p>Interview</p> <p>Interview</p>

Prepared by : Clare Hunt
Designation : BRT Team Manager
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