

## Person Specification

**Job title:** Community Psychiatric Nurse  
**Directorate:** Operational Services – relevant care group  
**Department:** Relevant department  
**Pay band:** 6

	Essential	Desirable	Evidenced by
<b>A – Qualifications</b>			
• Registered Nurse with current registration [mental health/LD/Adult], appropriate to the job role	✓		A / C
• Completion of Mentorship Course/ENB equivalent	✓		A / C
▪ Evidence of continuous professional development	✓		A / C / I / T
<b>B – Knowledge/Experience</b>			
▪ Significant post qualifying experience in the relevant care group	✓		A / C / I / T
<ul style="list-style-type: none"> <li>• Experience of working alongside people with complex health problems in the designated care group</li> <li>• Experience of supervising staff</li> <li>• Experience of managing a caseload</li> <li>• Experience of providing a range of clinical interventions to people in the designated care group with a variety of health problems</li> <li>• Experience of working consultatively with professionals</li> <li>• Experience of conducting clinical assessments including risk assessments</li> <li>• Experience of partnership working within and across various statutory and non statutory teams and agencies</li> <li>• Experience of working within the CPA process</li> <li>• Understanding of clinical governance</li> <li>• Previous experience of working in the community</li> <li>• Contribute to the implementation of services.</li> </ul>	<ul style="list-style-type: none"> <li>✓ ✓</li> <li>✓</li> <li>✓ ✓</li> <li>✓</li> <li>✓ ✓</li> <li>✓</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>	A / C / I / T
▪ Lived experience of mental health issues		✓	

	Essential	Desirable	Evidenced by
<b>C – Skills</b>			
<b>Communication/Relationship skills:</b> <ul style="list-style-type: none"> <li>• Excellent written and oral communication skills</li> <li>• Ability to communicate in a clear and unambiguous way</li> <li>• Excellent negotiation and conflict resolution skills</li> <li>• Ability to develop effective professional relationships with others</li> <li>• Ability to develop good therapeutic relationships</li> <li>• Establish and maintain communication with individuals, families, carers and groups about difficult or complex matters overcoming any differences in communication</li> <li>• Develop own skills and knowledge and provide information to others to help their development</li> <li>• Participate in Partnership working with individuals, groups, communities and agencies</li> <li>• Promote people’s equality, diversity and human rights</li> </ul>	<ul style="list-style-type: none"> <li>✓ ✓</li> <li>✓ ✓</li> <li>✓</li> <li>✓ ✓</li> </ul>		A / C / I / T
<b>Analytical &amp; Judgement skills:</b> <ul style="list-style-type: none"> <li>• Skills of assessing and interpreting service user conditions with appropriate actions</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> </ul>		A / C / I / T
<b>Planning &amp; Organisational skills:</b> <ul style="list-style-type: none"> <li>• Ability to work in partnership with key stakeholders</li> <li>• Ability to work with resistance at times, to manage own reactions to difficult situations and to act with appropriate authority and diplomacy</li> <li>• Plan and organise complex activities or programmes requiring formulation and review</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓ ✓</li> </ul>		A / C / I / T
<b>Clinical Skills:</b> <ul style="list-style-type: none"> <li>• Assessment, planning and intervention skills.</li> <li>• Provision of specialist nursing advice in relation to care</li> </ul>	<ul style="list-style-type: none"> <li>✓ ✓</li> </ul>		A / C / I / T
<b>IT skills:</b> <ul style="list-style-type: none"> <li>• IT literacy and willingness to take on new technology</li> <li>• Able to use Word, PowerPoint, clinical systems, email</li> </ul>	<ul style="list-style-type: none"> <li>✓</li> <li>✓</li> </ul>		A / C / I / T
<b>Physical skills:</b> <ul style="list-style-type: none"> <li>• Ability to use manual handling techniques</li> </ul>		<ul style="list-style-type: none"> <li>✓</li> </ul>	A / C / I / T

	Essential	Desirable	Evidenced by
<ul style="list-style-type: none"> <li>▪ <b>Abilities</b></li> </ul>			
<ul style="list-style-type: none"> <li>▪ <b>Mental Effort:</b></li> <li>▪ Frequent and intense concentration in client assessment and formulation, both individual and group work with up to 5 hours a day in direct face to face client contact</li> <li>▪ Liaison with multi agencies at times especially in emergencies requiring mental effort to coordinate possible management of a crisis.</li> </ul>	<p>✓</p> <p>✓</p>		A / C / I / T
<ul style="list-style-type: none"> <li>▪ <b>Emotional Effort:</b></li> <li>▪ Being with disturbed service users such as those experiencing trauma, family breakdown or domestic violence and acutely psychotic clients exhibiting extremes of behaviour, verbal and physical abuse on occasions, all of which can be potentially exhausting and skilled intervention is required to avoid burnout The ability to multi task and mental adaptation to different unpredictable situations.</li> </ul>	<p>✓</p> <p>✓</p>		A / C / I / T
<ul style="list-style-type: none"> <li>▪ <b>Working Conditions:</b></li> <li>▪ Monitor and maintain the health and safety of self and others in the working area.</li> <li>▪ Required to use a PC</li> </ul>	<p>✓</p> <p>✓</p>		A / C / I / T
<ul style="list-style-type: none"> <li>▪ <b>D – Approach/Values</b></li> </ul>			
<ul style="list-style-type: none"> <li>▪ Demonstrate support for the values and beliefs of the Care Group and those of the Trust</li> </ul>	<p>✓</p>		
<ul style="list-style-type: none"> <li>▪ Demonstrate an understanding of the practices of Human Rights in the delivery of this role</li> </ul>	<p>✓</p>		
<ul style="list-style-type: none"> <li>▪ Team working</li> </ul>	<p>✓</p>		
<ul style="list-style-type: none"> <li>▪ Ability to travel across sites</li> </ul>	<p>✓</p>		
<ul style="list-style-type: none"> <li>▪ Punctual and flexible across hours of work when required</li> </ul>	<p>✓</p>		