

PERSON SPECIFICATION
Liaison Psychiatric Practitioner, Band 6
Poole Hospital

1.	Knowledge, skills and training	Essential	Desirable	Assessment method
1.1	RMN with current NMC registration or Occupational Therapist with HCPC registration or Social Worker with HCPC registration.	Yes		Certification
1.2	ENB 998 or equivalent teaching and accessing qualification	Yes		Certification
1.3	Evidence of ongoing professional development at Post	Yes		Certification
1.4	Graduate/diploma level	Yes		Certification
1.5	Clinical Supervision training		Yes	Certification
1.6	RGN qualification		Yes	Certification
1.7	Problem Resolution Course		Yes	Certification
1.8	Qualification in Psychosocial Interventions/CBT		Yes	Certification
2.	Job specific experience	Essential	Desirable	Assessment method
2.1	Significant post registration experience working with clients with severe and enduring mental illness	Yes		Application Form/References
2.2	Community Mental Health Team experience or equivalent			Application Form/References
2.3	Experience of assessing, planning and implementing programmes of care, particularly in an acute or community setting	Yes		Application Form/References
2.4	Highly developed communication skills	Yes		Application Form/References
2.5	Evidence of effective team working and the ability to work autonomously	Yes		Application form/References
2.6	Evidence of working unsupervised	Yes		Application Form/References
2.7	Evidence of effective interpersonal skills (active listening, building empathy)	Yes		Application Form/References
2.8	Excellent time management. Ability to organise self and others to achieve tasks	Yes		Application Form/References
2.9	Ability to undertake comprehensive risk assessment and implement risk management plans	Yes		Application Form/References
2.10	Ability and experience in developing and implementing systems which support clinical excellence	Yes		Application Form/References

2.11	Demonstrate a high standard of record keeping and documentation with adherence to Trust policy and an understanding of professional guidelines and application of confidentiality	Yes		Application Form/References
2.12	Demonstrate the ability to receive and give complex clinical details clearly with patients, carers and colleagues	Yes		Application Form/References
2.13	The ability to provide clinical/management supervision	Yes		Application Form/References
2.14	Demonstrate clinical excellence and high standards of nursing practice to other staff	Yes		Application Form/References
2.15	Basic knowledge of information technology, e.g. familiar with use of Patient Administration Systems, Email and Word Documents	Yes		Application Form/References
2.16	Working knowledge of: <ul style="list-style-type: none"> - The Mental Health Act - Care Programme Approach - Confidentiality Codes of Conduct 	Yes		Application Form/References
2.17	Clinical Assessment <ul style="list-style-type: none"> - Mental state - Risk assessment - Crisis management - Problem resolution 	Yes		Application Form/References
3.	Information Technology	Essential	Desirable	Assessment method
3.1	Basic IT skills, normally obtained through practice or practical training		Yes	Application Form/Certification
4.	Personal qualities/attributes	Essential	Desirable	Assessment method
4.1	Demonstrate a high level of interpersonal skills, self-awareness and empathy in all communications	Yes		Interview
4.2	The ability to work under pressure in acute situations without supervision	Yes		Interview
4.3	Able to instigate and maintain effective professional relationships	Yes		Interview
4.4	A positive approach to work	Yes		Interview
4.5	A desire to be part of an exciting team	Yes		Interview
4.6	Honest, reliable and trustworthy	Yes		Interview
4.7	Highly self-motivated	Yes		Interview
4.8	Awareness of personal and professional boundaries	Yes		Interview

4.9	Demonstrate an ability to negotiate and problem solve in contentious and/or antagonistic situations where agreement is required, or communicate clear decisions and rationale where agreement cannot be reached, e.g. in situations where the Mental Health Act may be required	Yes		Interview
4.10	Instil confidence in others and manage anxiety of other professionals	Yes		Interview
4.11	Demonstrate the ability to communicate clearly and sensitively in situations that are contentious and/or hostile	Yes		Interview
4.12	Excellent decision making skills	Yes		Interview
5. Business travel		Essential	Desirable	Assessment method
5.1	Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business *	Level 1*		
6. Additional requirements		Essential	Desirable	Assessment method
6.1	Demonstrate skills in written and spoken English, adequate to enable the post holder to carry out the role effectively	Yes		
6.2	Able to travel between sites	Yes		

***Essential/desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- Travel an average of more than 3,500 miles a year;
- Or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- Or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 – (Desirable) non-car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.