

**PERSON SPECIFICATION**

**Band 6 Clinical Nurse Specialist( Day Program) Vincent Square Eating Disorders Service CNWL Foundation Trust**

CRITERIA	ESSENTIAL	See Key *	DESIRABLE	See Key *
<b>Education and Qualifications</b>	<input type="checkbox"/> RMN <input type="checkbox"/> Current NMC registration <input type="checkbox"/> Mentorship Training	A A A	. <input type="checkbox"/> Evidence of regular updating in nursing clinical practice since qualification. <input type="checkbox"/> Motivational Enhancement Therapy (MET) Training <input type="checkbox"/> Degree or Post Graduate qualification relevant to the post.	A A A A
<b>Previous Experience</b>	<input type="checkbox"/> Significant experience post registration. <input type="checkbox"/> Experience in Eating Disorders within a ward setting <input type="checkbox"/> Experience of supervising or working with student nurses <input type="checkbox"/> Experience of completing a nursing assessment and formulating a safe care plan <input type="checkbox"/> Experience of managing a case load of patients and care co ordination within a ward or community setting <input type="checkbox"/> Experience of working therapeutically with patients presenting with an eating disorder and significant psychiatric/ medical co- morbidities	A A A A	<input type="checkbox"/> Service will consider <12months experience for Internal candidates <input type="checkbox"/> Involvement in audit and research <input type="checkbox"/> Evidence of skills & experience transferable to Eating Disorders <input type="checkbox"/> Therapy skills training relevant to working in eating disorders <input type="checkbox"/> Experience of completing a specialist assessment for patients with a range of eating disorders within a community setting	A/I

<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>☐ Good assertive communication skills.</li> <li>☐ Able to treat service users with respect and dignity at all times, adopting a culturally sensitive approach, which considers the needs of the whole person.</li> <li>☐ Good working knowledge of Care Programme Approach, Mental Health Act, supervised discharge and other current legislation.</li> <li>☐ Excellent Risk assessment and general Mental Health Assessments skills</li> </ul>	<p>I</p> <p>I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> <li>☐ Knowledge of recent issues in nursing and Mental Health Care.</li> <li>☐ Knowledge of Eating Disorders Treatment and Research</li> </ul>	<p>A/I</p>
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	<input type="checkbox"/> Experience and skills in Nursing assessment and treatment plan for patients with mental health needs.	A/I		
		I		
	<input type="checkbox"/> Knowledge of eating disorders and current treatment.	A/I		
	<input type="checkbox"/> Good physical care skills and knowledge in mental health and specific to eating disorders.	A/I		
	<input type="checkbox"/> Knowledge of evidenced based treatment for eating disorders.	A/I		
	<input type="checkbox"/> To undertake full psycho-social, physical, mental health assessments and risk assessments.	A/1		
	<input type="checkbox"/> Trained in veno puncture to participate veno puncture and ECG procedure or willingness to be trained to participate in these physical care skills.	A/I		
	<input type="checkbox"/> To foster good working relationships across a multi-disciplinary team.	A/I		
	<input type="checkbox"/> Knowledge of boundary issues in mental health.			
	<input type="checkbox"/> Ability to work independently and to manage stressful workload and use time effectively.	A/ I		
	<input type="checkbox"/> Ability to utilize reflective practice in supervision.	A/ I		
	<input type="checkbox"/> To liaise effectively with other agencies, both statutory and non-statutory.			
	<input type="checkbox"/> Understanding of family/ carer issues.	A/I		
	<input type="checkbox"/> Excellent record keeping and report writing skills	A/I		
	<input type="checkbox"/> Must be proficient in computer skills to			

	<div>□</div> <div>□</div>	<div>A/I</div> <div>A/I</div> <div>A/I</div> <div>A/I</div>		
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	manage computerized patients records.			
Other	<input type="checkbox"/> Sickness / attendance record that is acceptable to the Trust. <input type="checkbox"/> Willingness to work flexible hours to meet the service requirements. <input type="checkbox"/> Declared medically fit by the Occupational Health Dept to perform the duties of the post. <input type="checkbox"/> The postholder must have the ability to understand and implement the Equal Opportunities Policy at a level appropriate to the job.	A/I  A/I  A/I		

\*Key Measured by A= Application Form, I=Interview, T=Test

The NHS Knowledge and Skills Framework (KSF) is designed to form the basis of a development review process. This is an ongoing cycle of review, planning, development and evaluation of staff in the NHS.

Title of Post: Clinical Nurse Specialist(Day Program)-Eating Disorders  
Service– Vincent Square Clinic – Band 6

### Key

Foundation KSF outline – to meet after 12 months in post	
Full KSF Outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
		1	2	3	4
<b>Core Dimensions</b> (Key aspects of all jobs in the NHS) (Please refer to KSF Review Process For Dimension Level Criteria)	Y				
<b><u>1. Communication</u></b> <i>(This dimension underpins all the other dimensions in the KSF) Level 2-Communicate with a range of people on a range of matters.</i> <i>Level 3- Develop &amp; maintain communication with people about difficult matters and/or in difficult situations.</i>	Y				
<b><u>2. Personal and People Development</u></b> <i>(Everyone needs to develop themselves in order for services to continue to meet the needs of patients, clients and the public) Level 2-Develop own skills and knowledge &amp; provide information to others to help their development.</i> <i>Level 3- Develop oneself &amp; contribute to the development of others.</i>	Y				
<b><u>3. Health, Safety and Security</u></b> <i>(Everyone takes responsibility for promoting the health, safety and security of patients and clients, the public, colleagues and themselves)</i> <i>Level 2-Monitor &amp; maintain health, safety &amp; security of self and others.</i>	Y				
<b><u>4. Service Improvement</u></b> <i>(Everybody has a role in implementing policies and strategies and in improving services for users and the public)</i> <i>Level 2-Contribute to the improvement of services.</i>	Y				

<b>5. Quality</b> <i>(Everyone is responsible for the quality of their own work)</i> Level 2-Maintain quality in own work and encourage others to do so. Level 3-Contribute to improving quality.	Y				
<b>6. Equality and Diversity</b> <i>(Key aspect of everything that everyone does)</i> Level 2-Support equality & value diversity. Level 3-Promote equality & value diversity.	Y				

**Title of Post: Liaison Nurse – Eating Disorders – Band 6**

(Specific dimensions may apply, or cease to apply, at different stages of the development of a role).

**Key**

Foundation KSF outline – to meet after 12 months in post	
Full KSF outline	

NHS KSF Dimensions	Needed for Post	Level for Post			
	Y	1	2	3	4
<b>Specific Dimensions</b> <i>(Please refer to KSF Review Process Booklet for definition and level descriptions)</i>					
<b>HWB2: Assessment &amp; care planning to meet health &amp; wellbeing needs.</b> Level 3-Assess health & wellbeing needs & develop, monitor & review care plans to meet specific needs. Level 4- Assess complex health & wellbeing needs & develop, monitor & review care plans to meet those needs.	Y				
<b>HWB3: Protection of health &amp; wellbeing.</b> Level 4-Develop & lead on the implementation of an overall protection plan.	Y				
<b>HWB4: Enablement to address health &amp; wellbeing needs.</b> Level 4-Empower people to realise & maintain their potential in relation to health & wellbeing.	Y				
<b>HWB6: Assessment and treatment planning</b> Level 2-Contribute to the assessment of physiological &/or psychological functioning.	Y				
<b>IK1: Information processing.</b> Level 1-Input, store & provide data & information.	Y				
<b>G1: Learning &amp; development.</b>  Level 1-Assist with learning & development activities.  Level 2-Enable people to learn & develop.	Y				

