

**PERSON SPECIFICATION FOR POST OF
PSYCHIATRIC LIAISON NURSE**

SPECIFICATION	ESSENTIAL	DESIRABLE	HOW TESTED
Training/Qualifications	<ul style="list-style-type: none"> • RMN on live register. • Evidence of an active interest in further professional development. • Educated to diploma level or equivalent in Psychiatric Nursing, Psychotherapy, Counselling or a related discipline. • ENB 998 or equivalent – Experience of teaching students through different periods of their training. 	<ul style="list-style-type: none"> • Educated to degree level. • Other courses relevant to liaison psychiatry. • RGN. 	<ul style="list-style-type: none"> • Application form and interview.
Previous Experience	<ul style="list-style-type: none"> • Experience (as a qualified nurse) in any combination of the following; Liaison Psychiatric Nurse, acute psychiatric setting, working within a CMHT, Older adults, Home treatment teams. • Risk assessment/management. • Ability to interpret research and apply to practice. • Knowledge of counselling skills/cognitive behavioural skills/psychosocial interventions/brief solution focused therapy. 	<ul style="list-style-type: none"> • Other relevant post registration experience. • ENB 870 (Understanding Research). • ENB 934 Care and management of persons with HIV/AIDS. • Substance Misuse • Quality Improvement 	<ul style="list-style-type: none"> • Application form and interview.

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<p>Knowledge & Skills</p>	<ul style="list-style-type: none"> • Ability to communicate clearly and effectively (written and oral). • Computer skills including good typing speed. • A comprehensive understanding of the Mental Health Act (1983), the Mental Health Code of Practice and the CPA process. • Comprehensive understanding of the Mental capacity Act • Specialist knowledge of mental health problems and their relationship to physical disorders. • Able to assess health needs of all patients over the age 18 years in the acute hospital setting, including those who self-harm, have learning disabilities, have substance misuse issues or have mental health difficulties commonly associated with old age, including dementia. • A comprehensive understanding of the risk assessment process (including deliberate self-harm). • Able to build constructive effective working relationships using warmth and empathy. • Ability to engage challenging and/or acutely distressed patients in potentially hostile and/or antagonistic situations and use de-escalation techniques effectively. • Sufficient clinical knowledge to be able to make autonomous decisions, based on an 	<ul style="list-style-type: none"> • Efficient with all commonly used Microsoft Applications. • Experience using different clinical systems • C&G 7.730 Teaching Cert (Adults). • Experience in DBT, Motivational interviewing, Trauma informed approaches or other psychological methods related to patients in Crisis. 	<ul style="list-style-type: none"> • Application form and interview.
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	<p>analysis of complex presenting problems and judgement about available options.</p> <ul style="list-style-type: none"> • Ability to carry out mental health assessments. • Ability to work in a stressful environment and prioritise workload. • Ability to work as part of a team. • Ability to reflect on and evaluate one's own practice. • High self-motivation. • Flexibility in one's working practice and willingness to work unsociable hours (including shift work and nights). • Awareness of one's limitations. • Ability to treat service users with respect and dignity at all times, adopting a culturally sensitive approach that considers the needs of the whole person. • Ability to teach and assess learners. 		
Personal	<ul style="list-style-type: none"> • Calm and mature manner. • Able to exercise initiative, flexibility and tact. • Ability to frequently work under pressure and maintain intense concentration, particularly in unpredictable situations where there will be exposure to highly distressed and/or disturbed patients, often exhibiting challenging behaviours and the risk of physical violence. • Ability to meet deadlines. • Ability to accept constructive criticism. 	<ul style="list-style-type: none"> • Willing to engage in and use peer and group supervision creativity. 	Interview

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	<ul style="list-style-type: none"> • Self-motivated with the ability to think laterally to problem solve. • Exercise initiative, flexibility and tact. • Sickness (or attendance) record that is acceptable to the Trust, to be checked at interview. • Declared medically fit by the Occupational Health Department to perform the duties of the post. • Understanding/implementation of Equal Opportunities Policy at a senior level appropriate to the post. 		