

## EMPLOYEE SPECIFICATION FOR THE POST OF SUBSTANCE MISUSE NURSE

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <b>Trust Honesty Respect Compassion Teamwork</b></li> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>				
Qualifications	RGN/RMN/RNLD Registered Nurse  Evidence of continuing professional development in relevant area e.g. Tissues Viability, Continence Promotion.				A, I
Experience	Experience of Health Education Experience of assessing patient conditions, triaging services and providing appropriate clinical interventions  Experience of working effectively within an MDT		Experience of working with offenders/criminal justice system		A, I
Knowledge	Good Knowledge of safeguarding		Understanding of Health		A, I

	<p>Awareness of other issues relevant to healthcare within criminal justice e.g. Substance Misuse</p> <p>Assessment and triage skills</p> <p>Awareness of other issues relevant to healthcare within criminal justice</p> <p>Knowledge of a range of therapeutic approaches to care.</p>		promotions		
Attribute	Essential	Weight	Desirable	Weight	How Identified
Skills	<p>Good patient focused assessment skills</p> <p>Plan and deliver patient interventions</p> <p>Negotiation and mediation skills</p> <p>Excellent written and verbal communication skills</p> <p>Effective problem solving and decision-making skills</p> <p>Excellent interpersonal skills</p> <p>Ability to prioritise workload</p>		<p>An awareness of Clinical Administrative Systems</p> <p>Ability to work without direct supervision</p>		A, I
Contractual Requirements	<p>Flexibility around working hours in line with service and operational need</p> <p>Ability to work across geographical establishments.</p> <p>Ability to travel across Trust sites to undertake training.</p>				A, I

**PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT 2010**

This specification has been prepared in accordance with the Trust's Recruitment & Selection Best Practice Guide.

Specification prepared by (signature) ..... Print name

Designation

Date