

**PERSON SPECIFICATION**  
(Supporting the Policy on Equal Opportunities in Employment)

**JOB DETAILS:**

**Job Title:** Registered Nurse (Mental Health) Band 5  
**Status:** Bank  
**Department:** Clinical  
**Hours:** Bank, as required  
**Location:** Treatment Centre  
**Reporting to:** Registered Nurse (Mental Health) Band 6

ESSENTIAL		DESIRABLE
<b>Qualifications &amp; Experience</b>	<ul style="list-style-type: none"> <li>Registered Mental Health Nurse</li> <li>Evidence of personal and professional development since Registration</li> </ul>	<ul style="list-style-type: none"> <li>Teaching/mentoring qualification</li> <li>Experience in treatment of veterans' mental health</li> </ul>
<b>Previous Experience</b>	<ul style="list-style-type: none"> <li>Excellent understanding of clinical record keeping</li> <li>Proven experience of providing high quality care and exceeding expectations.</li> <li>Excellent working knowledge of clinical governance</li> <li>Experience of the safe storage and administration of medication</li> <li>Experience in the development and implementation of treatment plans and evaluation of client care</li> <li>Experience of risk assessment and risk management</li> <li>Experience of discharge planning</li> <li>Experienced in data protection and the ability to uphold client confidentiality</li> <li>Experience in the maintenance of patient records within legislative frameworks, NMC standards and Organisational policy</li> <li>Experience of working effectively within a multidisciplinary team</li> <li>Experience in the 1:1 delivery of effective key working</li> </ul>	<ul style="list-style-type: none"> <li>Minimum 1 year post registration experience</li> <li>Experience in providing supervision</li> <li>Experience and understanding in relation to meeting CQC standards</li> <li>Experience of clinical audit</li> <li>Experience in facilitating psycho educational groups</li> </ul>
<b>Skills/Knowledge</b>	<ul style="list-style-type: none"> <li>Excellent IT skills</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of current</li> </ul>

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THE VETERANS'  
MENTAL HEALTH  
CHARITY

Range and level of skills Depth and extent of knowledge	<ul style="list-style-type: none"> <li>• Knowledge and understanding of the NMC code of conduct</li> <li>• Conflict resolution skills</li> <li>• Ability to develop and maintain a dynamic working environment</li> <li>• Excellent working knowledge of Health and Safety</li> <li>• Excellent working knowledge of Equality and Diversity</li> <li>• Ability to provide and accept constructive feedback</li> <li>• Proven ability to make decisions and develop others in this area</li> <li>• Ability to manage work under pressure</li> <li>• Sensitive to colleagues and able to promote a positive motivating environment</li> </ul>	developments in veterans' mental health
<b>Personal Attributes</b> The personal qualities required for e.g. exercising initiative, organising, problem solving	<ul style="list-style-type: none"> <li>• Self motivated</li> <li>• Works to deadlines</li> <li>• Ability to work with a wide range of people</li> <li>• Supportive to colleagues of all disciplines</li> <li>• Flexible approach to work</li> <li>• Conscientious and understanding of accountability</li> <li>• Smart appearance and professional manner</li> <li>• Committed to personal and professional development</li> <li>• Motivated to maintaining high standards in a changing service</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Enhanced CRB / Disclosure Scotland</li> </ul>	