NHS Ayrshire and Arran

**Person Specification & Interview Rating Form**

**Post Title Charge Nurse Mental Health and Addictions**

**Post Reference Number**

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| --- | --- | --- |
|  |  | **A = Excellent** |
| **Candidates Name:** |  | **B = Satisfactory** |
|  |  | **C = Unsatisfactory** |
| **Selection Factors****(Person Specification)**  |  | **Criteria** | **Interview Panel Comments** | **Rating** |
|  |  |  |  | **A** | **B** | **C** |
| **QUALIFICATIONS & TRAINING** | **Essential** | * Registered Mental Health Nurse, currently registered with the NMC
 |  |  |  |  |
|  | **Desirable** | * Evidence of continuing professional development to postgraduate level
* Evidence of continuing professional development relevant to the role of line management.
 |  |  |  |  |
| **EXPERIENCE** | **Essential** | * Significant experience in addictions and mental health
* Experience of line managing other staff.
* Experience of caseload management
* Experience of having provided clinical supervision.
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|  | **Desirable** | * Experience of carrying out group interventions.
 |  |  |  |  |
| **KNOWLEDGE** | **Essential** | * To demonstrate knowledge and skills that will allow them to deliver leadership responsibilities in a complex healthcare environment
* Awareness of prison needs in relation to Primary Care, Mental Health and Addictions support and ability to work across these areas.
* Good understanding of relevant legislation and policies.
* Awareness of the Mental health (Care and Treatment) (Scotland) Act 2003.
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|  | **Desirable** | * Demonstrate a high level of awareness towards security procedures.
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| **COMPETENCIES & SKILLS** | **Essential** | * Excellent communication skills
* Well developed interpersonal skills
* Able to demonstrate good team working skills
* Able to demonstrate a good understanding of clinical interventions
* Able to demonstrate highly developed assessment skills
* Computer skills
* Be able to teach, supervise and mentor nursing students and maintain strong links with their educational establishments.
* In-depth knowledge of current practice in addictions management
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|  | **Desirable** |  |  |  |  |  |
| **PERSONAL CHARACTERISTICS AND OTHER** | **Essential** | * Reliable
* Able to interact well with colleagues and patients
* An interest in working in a custodial environment
 |  |  |  |  |
|  | **Desirable** |  |  |  |  |  |
| **ADDITIONAL COMMENTS** |

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| --- | --- |
| ***Documents Provided At Interview*** | ***Interview Panel Recommendation*** |
| **Qualifications:****Documents Provided and photocopied:** | **Yes □ No □**  | **Preferred Candidate** | **Yes □ No □**  |
| **Asylum and Immigration and/or****Disclosure Scotland:****Documents Provided and photocopied:** | **Yes □ No □** | **Application Rejected** | **Yes □ No □**  |
| **Documents above verified:** | **Please indicate below:** | **Reason for Rejection** |
| Passport Birth Certificate Driving Licence:(with photo)  (without photo)  Proof of Address Other (Please specify):  |

**Signed**

**Designation Date**