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. |  |  |  |  |
|  | | **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. |  |  |  |  |
|  | | **Desirable** | * Demonstrate a high level of awareness towards security procedures. |  |  |  |  |
| **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 |  |  |  |  |
|  | | **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**