

**EMPLOYEE SPECIFICATION FOR THE POST OF RGN - Primary Care 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	Method of Identification
<b>Physical requirements</b>	Has the physical ability to perform the full range of duties	10			Occupational Health
<b>Qualifications (Academic / Professional) or Training</b>	First level registered nurse / RN	12	Certificate/Diploma in Counselling  Significant Demonstrable experience within the substance misuse field with evidence of appropriate continued learning.	5  5	Application form and interview

<b>Experience</b>	Experience of assessing patient conditions, triaging services and providing appropriate clinical interventions.	10	Experience of working in criminal justice setting.	5	Application form and interview
	Experience of working effectively within MDT.		Experience of close working relationships with a variety of statutory agencies and other external organisations.	5	
			Experience of supervising and mentoring junior staff.	5	
<b>Knowledge</b>	Awareness of other issues relevant to healthcare within criminal justice, e.g. substance misuse	10		5	Application form and interview
	Assessment and triage skills				
	Equal opportunities				
	Local and National Offender Health Strategy				
<b>Skills</b>	Negotiation and mediation skills	10	Evidence based therapeutic skills	5	Application form and interview
	Excellent written and verbal communicators at all levels.	10			
	Ability to engage with and develop a rapport with the client group.	10	Experience of training delivery	5	
	Ability to participate in and understand multi professional	10	Ability to work without direct supervision	5	

	teamwork. Ability to establish therapeutic relationships with clients	10			
<b>Contractual Requirements</b>	Flexibility to work evenings and weekends				

**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**