

31st August 2022

BY EMAIL

Our Ref: FOI 1743

Dear [REDACTED]

Your request for information was received 27th June 2022 and was dealt with under the terms of the Freedom of Information Act 2000. Please be advised that the Business Services Organisation (BSO) has now completed its search for the information you requested as outlined below:

Please provide copies of all information held on recruitment to selection of the following vacancy, to include expected responses and responses provided by all candidates:

Position: Consultant Nurse
Ref: 52865645

Please find this information attached. Please note that some information has been considered exempt from disclosure as set out by section 40(3A) (a) of the Freedom of Information Act 2000 ('Personal Information').

[REDACTED] In relation to your request regarding other candidates' responses, this information is considered to be personal information and is therefore exempt from disclosure under Section 40(2) of Freedom of Information Act (2000). I can confirm, therefore, that BSO are unable to provide you with this information.

The expected responses are considered exempt from disclosure under section 43 of the Freedom of Information Act 2000 (Commercial Interests). This is a



qualified exemption and is therefore subject to the Public Interest Test, a copy of which has been attached for your information.

I hope that the information provided assists you. If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible or in any case within two months of the date of issue of this letter, as the BSO, along with all other public authorities are not obliged to accept internal review requests after this period has lapsed.

In the event that you require a review to be undertaken, you can do so by writing to

Information Governance Manager,
2 Franklin Street,
Belfast,
BT2 8DQ

If, following an internal review, carried out by an independent decision making panel, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the BSO has complied with the terms of the Freedom of Information Act.

You can contact Information Commissioner at:

Website: www.ico.org.uk
Phone: 0303 123 1113
Email: casework@ico.org.uk
Post: Information Commissioner's Office
3rd Floor, 14 Cromac Place
Belfast
BT7 2JB

In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out. However the Commissioner has the option to investigate the matter at his discretion.

Yours Sincerely,



Karen Bailey
Chief Executive

Enc

Public Interest Test

Public Interest Test Expected responses contained within Interview Notes	
Exemption claimed in respect of Section 43(2) of the Freedom of Information Act 2000; Commercial Interests	
In favour of disclosure of information	In favour of not disclosing information
Details of public service recruitment processes require openness, transparency and accountability.	To publicly release the information sought would adversely affect the viability of any similar recruitment processes, thereby prejudicing the commercial interests of the BSO and its client organisations.
	To provide the information sought would disadvantage other applicants and therefore reduce the effectiveness of the recruitment process for a public service post by potentially compromising the calibre of the candidates.

Clarification on pay for Trainee Consultant Nurse

* Please note that the following remuneration arrangements are applied in the event that a Trust employs a Trainee Consultant Nurse

Annex 21: Arrangements for pay and banding of trainees

1. The NHS has a wide range of people described as trainees, working and studying within its services. The arrangements set out below describe how those trainees employed by the NHS should be dealt with.

2. Trainees fall into three broad categories:

- (i) trainees studying and/or working in the NHS, who are already in possession of qualifications at a high level. Such staff are often studying for a higher level qualification and undertaking a role that can be assessed using the NHS Job Evaluation Scheme. An example of this category is a trainee psychologist;
- (ii) trainees who are undertaking a short period of learning on the job, usually less than 12 months. Typically, these staff enter whilst undertaking the role. This type of trainee can also be evaluated using the NHS Job Evaluation Scheme. If profiles for this role exist, the lowest banded profile will be appropriate. During the period of traineeship the post holder should not move through the KSF foundation gateway when this is in use in an organisation. An example of this type of trainee is a trainee secretary;
- (iii) trainees who enter the NHS and undertake all their training whilst an employee. Typically, these staff develop their knowledge and skills significantly during a period of time measured in years. Given the significant change in knowledge and skills during the training period the use of job evaluation is not appropriate. Pay should be determined as a percentage of the pay for qualified staff. (See the question and answer guidance in Annex 28 (England and Wales) or Annex 28 (Scotland and Northern Ireland)).

3. For trainees covered by paragraph 2(iii), where periods of training last for between one and four years, pay will be adjusted as follows:

- (i) up to 12 months prior to completion of training: 75 per cent of the pay band maximum of the fully qualified rate;**
- (ii) more than one but less than two years prior to completion of training: 70 per cent of the pay band maximum of the qualified rate;**
- (iii) more than two but less than three years prior to completion of training: 65 per cent of the pay band maximum for the qualified rate;**
- (iv) more than three years from completion of training: 60 per cent of the pay band maximum for the qualified rate.**

4. Starting pay for any trainee must be no less than the rate of the main (adult) rate of the National Minimum Wage. Where the calculation above results in the National Minimum Wage being payable for year two and beyond, an addition to pay should be

made on top of the minimum wage. The addition should be equal to the cash value of the difference between the percentages of maximum pay in the year of payment and the previous year. For example, the supplement in payment in year two would be the value of 65 per cent of pay band maximum minus 60 per cent of maximum pay for the band.

5. On assimilation to the pay band following completion of training, the trainee should enter either on the first pay point of the appropriate pay band or the next pay point above their training salary.

Pay circular (AforC) 2/2013: amendment number 28

**Mental Health Consultant Nurse
Band 8B/Trainee Mental Health
Consultant Nurse
5 posts – 1 per Trust**



Working together



Excellence



Openness & Honesty

JOB DESCRIPTION

JOB TITLE	Mental Health Consultant Nurse/Trainee Mental Health Consultant Nurse
BAND	8B
DIRECTORATE	To be confirmed by Trust
INITIAL LOCATION	Trust Wide post
REPORTS TO	To be confirmed by Trust
ACCOUNTABLE TO	To be confirmed by Trust

A Regional waiting list will be created for future vacancies will be compiled for any similar Permanent / Temporary / Full-Time posts that may arise over the next 12 months

JOB SUMMARY

The post is to provide strategic and clinical leadership in the practice, education and research expertise in mental health services within the Trust.

The Consultant Nurse/ Trainee Consultant Nurse practices autonomously at an advanced level in the delivery of high quality, safe and effective care and will aim to spend a minimum of 50% of their time in direct clinical practice across Mental Health services. It has a clear role in defining, shaping and developing nursing roles within Mental Health as well as, where appropriate, actively contributing to the wider Trust strategic nursing agenda. The role of Nurse Consultant has been developed to provide an inspirational leader to lead and transform Mental Health Services. The Nurse Consultant is an advanced practice role providing expert clinical practice, consultancy and professional leadership to all mental health nurses across the directorate.

The specific focus of the role will include expert clinical practice within the Trust.



The Consultant Nurse will act as a consultant in mental health nursing providing advice to colleagues, service users and carers with four main areas of responsibility which include:

- expert practice;
- professional leadership;
- service development;
- Work closely with the key stakeholders to ensure that mental health services are responsive to the needs of patients and their families, in line with NICE Guidance and Mental Health “You in mind” regional care pathways.

Successful candidate will initiate change, provide effective leadership and support towards the delivery of the highest level of clinical practice within the directorate and across the trust.

The post holder will play a crucial role in developing excellence in nursing practice through the development and implementation of quality improvement strategies in key areas;

- Provide expert professional advice to clients, carers and colleagues in relation to mental health policy and practice.
- Provide evidenced based psychological interventions suitable to meet the needs of service users within their area of responsibility, for example, psychosocial interventions, cognitive behavioural therapy, psychodynamic psychotherapy, EMDR
- Provide clinical supervision to Senior nurse practitioners and Advanced nurse practitioners who are delivering evidence based psychological interventions within their area of responsibility and scope of expertise.
- Ensure the provision of robust clinical supervision is in place for all nursing staff delivering evidenced based psychological interventions.
- Provide leadership and work with key local and regional stakeholders to support the implementation of the Mental Health strategy (DoH 2021)
- Undertake scholarly work, support and supervise nursing research and quality improvement initiatives.
- Implementation of Towards Zero Suicide.
- Work closely with the key stakeholders to ensure that mental health services are responsive to the needs of patients and their families.

The post holder will provide expert nursing advice to support and inform evidence based approach within ethical frameworks when contributing to commissioning and planning new services. The Consultant nurse will also develop innovative new approaches to collaborative working alongside medical, clinical and social work practitioners.



KEY DUTIES / RESPONSIBILITIES

The post holder will carry out core responsibilities of a Consultant Nurse/ Trainee Consultant Nurse by providing practice expertise, professional/organisational leadership and consultancy, facilitation of education and learning, and undertaking research and practice development. In the Trust he/she will role model expert practice in the area and will lead innovative service improvement programmes and practice development initiatives in the interface between acute and community care. A major focus of the post will also relate to teaching, education programme development, research and practice development. The Consultant Nurse post has four key areas of responsibility/components as identified by the Department of Health which include Expert Practice, Professional Leadership and Consultancy, Education, Training and Development, practice and service development and Management Responsibilities.

1. Expert Practice (Clinical)

- To be professionally and legally accountable for all work undertaken and to practice at an advanced level of professional autonomy and accountability within Mental Health policies and procedures and the NMC Code of Conduct.
- Embed quality improvements; inclusive of evidence based psychological interventions.
- Acquisition and deployment of education and training and provide assurance of the establishment of practice, including Key performance indicators.
- Provide structured supervision.
- Lead on the implementation of evidenced-based public health initiatives to enable staff maximise the holistic health and well-being of individuals.
- Promote a population health model and the development of health improvement plans to address priority areas and provide expertise to teams in the development of health improvement plans for the local population.
- To work as a consultant nurse in practice using advanced clinical reasoning and diagnostic skills, prescribing and evaluating interventions. Ensure that practice takes a 'recovery' approach working with the personal goals of patients and their families. Contribute to the MDT working and to MDT decision making.
- Determine evidence-based therapeutic interventions for patients, and monitor their effectiveness. For candidates who hold *The Non-Medical Prescribing Qualification V300 or V100/V150. This may include the prescribing of medication, and monitoring side effects/therapeutic response.
- Provide excellent leadership skills and inspire others to improve standards of care and practice.



- Confidently and competently make ethical, evidence based decisions and interventions when faced with complexity and assess and manage the risk associated with these decisions.
- Work with individuals to manage their medicines. Make critical judgements to inform clinical decision-making, recommendations and prescription of treatment, including making referrals to others.
- Work independently but also as part of the multi-disciplinary team and promote values based leadership.
- Provide advice on therapeutic interventions and management plans for individuals with complex presentations.
- To provide specialist assessment, risk assessment, treatment and evaluation of care to patients with complex needs as required, demonstrating problem solving skills, managing high risk service users and consulting and supporting junior staff on issues with regard to above.
- Utilises and promotes highly specialised nursing interventions and care plans that are evidence based.
- Provides highly specialised professional and clinical advice and support to colleagues.
- Exercises high degree of professional autonomy and be a role model for others.
- Maintains professional registration and works within NMC standards and guidance at all times.
- To maintain clinical records in line with Trust policy and NMC standards.

2.0 Professional Leadership and Consultancy (leadership)

- To work closely with the Directorate nursing leadership structure leading on the professional and clinical development of nurses within the directorate and other health professionals in the mental health field of practice.
- The nurse consultant will have a focus on prevention and early interventions in the management and treatment of mental illness and provide expert knowledge in order to address the needs of people presenting in acute mental health crises. They will lead the development of initiatives and strategies utilising a high degree of personal autonomy. The post holder will advise, support and lead colleagues at an individual, team and organisational level by utilisation of their advanced knowledge and skill.
- The post holder will work autonomously managing their own workload and continue to develop and apply their knowledge and skills to a broad range of clinically and professionally challenging and complex situations.
- To provide robust and highly visible leadership.
- Assess patients as an expert clinician and facilitate stepped up care provision where required.



- To be familiar with and use a variety of diagnostic, symptom management and patient outcome tools.
- The post holder will support the Consultant Psychiatrist in providing clinical leadership to the team. This will involve establishing partnerships internally and externally with a common purpose across agencies to impact on service development.
- Demonstrate leadership in clinical situations which are unfamiliar, complex and unpredictable.
- Take a lead role and shape the development of joint working arrangements across teams within the directorate.
- Demonstrate a high level of leadership and change management skills.
- Review and lead on the development of new areas of clinical specialism within mental health nursing.
- To promote skills in relation to Mental Health and consider alternative approaches and management of complex service user care and treatment.
- Take a lead in clinical governance within the directorate, providing expert input and working to secure quality improvements.
- Engage stakeholders both internal to the Trust and also key external partners, using high-level negotiating and influencing skills to develop and improve practice.

3.0 Education and Development:

- Work in partnership with the various Approved Education Institutions in line with the Education domain within the Nurse Consultant pillars.
- Offer supervision and mentoring opportunities to both pre and post registration nurses within Mental Health Services.
- Acquire training in evidenced based psychological interventions and lead on the roll out across the directorate.
- Ensure effective dissemination of any quality improvement initiatives at local and regional level.
- Lead and support the development of the role according to changing patient's needs, service requirements and evidence base practice.
- Promotes and demonstrates through own practice, research based and clinically effective interventions.
- Act as consultant for the development of regional and local guidance in mental health care e.g. NICE guideline development and local working groups.
- Practice autonomously and self-direct their workload, defining their own boundaries of practice within the scope of this job description.
- The post holder will demonstrate critical thinking in the clinical decision-making process, and work collaboratively with the multi-professional team to meet the needs of patients, supporting the delivery of policy and procedures, and providing nurse leadership as required within the clinical setting.



- Promote the development of a culture that is conducive to lifelong learning.
- Contributing to the development and implementation of evidence-based protocols, documentation processes, standards, policies and clinical guidelines.
- Evaluate the impact of training on practice and service provision.
- Advocating and contributing to the development of an organisational culture that supports continuous learning and development, is evidence-based and promotes succession planning.
- Continually assess and monitor risk in their own and others' practice and challenge others about wider risk factors within the service.

4.0 Management Responsibilities:

- Provide highly visible and accessible professional leadership and demonstrate expert knowledge and standards of clinical practice.
- Lead and develop a defined area of Advanced Clinical practice within the designated area of practice, promoting interdisciplinary team and collaborative working practices.
- Meet regularly with team members as a team and on an individual basis as required to support their personal and professional development.
- Promote team working; build rapport and collaborative working practices with multidisciplinary team. Liaise with inter-hospital departments and personnel across organisational and professional groups. Ensuring effective communication and interpersonal skills with other disciplines and organisations.
- Ensure that all resources are managed in an efficient and cost-effective manner to achieve maximum effect for patients and staff.
- Participate in the recruitment and selection of staff.
- Maintain improvements in patient safety by supporting implementation of patient safety initiatives, prompt and appropriate response to complaints resolution and escalation where appropriate.
- Lead in the implementation of multidisciplinary service objectives that reflect Trust strategies for patient care.
- Ensure patient safety by escalating any risks with staffing or service provision to directorate management team.
- Ensure the provision of robust clinical supervision arrangements for nursing staff across area of responsibility.

GENERAL REQUIREMENTS

The post holder will be required to:



1. Ensure the Trust's policy on equality of opportunity is promoted through his/her own actions and those of any staff for whom he/she has responsibility.
2. Co-operate fully with the implementation of the Trust's Health and Safety arrangements, reporting any accidents/incidents/equipment defects to his/her manager, and maintaining a clean, uncluttered and safe environment for patients/clients, members of the public and staff.
3. Adhere at all times to all Trust policies/codes of conduct, including for example:
 - Smoke Free policy.
 - IT Security Policy and Code of Conduct.
 - Standards of attendance, appearance and behaviour.
4. Contribute to ensuring the highest standards of environmental cleanliness within your designated area of work.
5. Co-operate fully with regard to Trust policies and procedures relating to infection prevention and control.
6. All employees of the Trust are legally responsible for all records held, created or used as part of their business within the Trust including patients/clients, corporate and administrative records whether paper-based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exceptions, under the Freedom of Information act 2000 the Environmental Information Regulations 2004, the General Data Protection Regulations (GDPR) and the Data Protection Act 2018. Employees are required to be conversant with the [org name] policy and procedures on records management and to seek advice if in doubt.
7. Take responsibility for his/her own ongoing learning and development, in order to maximise his/her potential and continue to meet the demands of the post.
8. Represent the Trust's commitment to providing the highest possible standard of service to patients/clients and members of the public, by treating all those with whom he/she comes into contact in the course of work, in a pleasant, courteous and respectful manner.

This Job Description will be subject to review in the light of changing circumstances and is not intended to be rigid and inflexible but should be regarded as providing



guidelines within which the individual works. Other duties of a similar nature and appropriate to the grade may be assigned from time to time.

It is a standard condition that all Trust staff may be required to serve at any location within the Trust's area, as needs of the service demand.

eHealth

The Trust has invested in eHealth to deliver better, faster, safer care to our community and is committed to supporting staff to utilise associated information systems that directly and indirectly inform care. Trust staff are therefore required to commit sufficient time to ensure that they acquire and/or retain the core technology skills required to support their role.

February 2020



PERSONNEL SPECIFICATION

JOB TITLE AND BAND Mental Health Consultant Nurse Band 8B /Trainee
Mental Health Consultant Nurse

DEPARTMENT / DIRECTORATE To be confirmed by Trust

SALARY £53,168 - £62,001 per annum

HOURS 37.5

Ref No: **October 2021**

Notes to applicants:

1. *You must clearly demonstrate on your application form under each question, how you meet the required criteria as failure to do so may result in you not being shortlisted. You should clearly demonstrate this for both the essential and desirable criteria.*
2. *Shortlisting will be carried out on the basis of the essential criteria set out in Section 1 below, using the information provided by you on your application form. Please note the Trust reserves the right to use any desirable criteria outlined in Section 3 at shortlisting. You must clearly demonstrate on your application form how you meet the desirable criteria.*
3. *Proof of qualifications and/or professional registration will be required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.*

ESSENTIAL CRITERIA

SECTION 1: The following are **ESSENTIAL** criteria which will initially be measured at shortlisting stage although may also be further explored during the interview/selection stage. You should therefore make it clear on your application form whether or not you meet these criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below.

Factor	Criteria	Method of Assessment
Experience	1. A minimum of 8 years post registration experience at least 3 years of which must be Band 7 or above in a senior nursing role in Mental Health	Shortlisting by Application Form
Qualifications/ Registration	2. NMC Registered Mental Health Nurse, Level 1 3. Educated to Masters level in Nursing or health related subject	Shortlisting by Application Form



	<p>OR</p> <p>Willing to undertake MSc in Nursing or health related subject and complete within 3 years of taking up post.*</p> <p><i>*For those who do not have the MSc, they will be called the Consultant in training and be paid at an 8a until completion of their MSc.</i></p> <p>4. Post registration qualification relevant to the post</p> <p>5. Recognised leadership role involving successful implementation of service and practice development.</p> <p>6. Experience in a range of approaches to education and training.</p> <p>7. Experience in using research methodology.</p>	
Other	Hold a current full driving licence which is valid for use in the UK and have access to a car on appointment. This criteria will be waived in the case of applicants whose disability prohibits driving but who have access to a form of transport approved by the Trust which will permit them to carry out the duties of the post	Shortlisting by Application Form
SECTION 2: The following are ESSENTIAL criteria which will be measured during the interview/ selection stage:		
Skills / Abilities	<ul style="list-style-type: none"> • Enthusiasm for the delivery of high quality patient care and the development of nursing practice in Mental Health Services • Demonstrate effective leadership behaviours and integrity • Ability to work collaboratively as part of the multi-disciplinary team • Demonstrate effective leadership • Good oral and communication skills • Demonstrate the ability to provide clinical supervision in relation to an evidence based psychological intervention 	Interview / Test
Knowledge	<ul style="list-style-type: none"> • Evidence of continuing professional development. 	Interview / Test



	<ul style="list-style-type: none"> • Evidence of networks developed locally and regionally in Mental Health • Experience of introducing change into nursing practice or influencing change in response to evidence. • Demonstrate an understanding of the key issues in developing nursing practice in Mental Health • Demonstrate user and carer involvement in service development. • Demonstrate involvement in research, audit, evaluation and publication in peer research journals. • Demonstrate a high level of personal and professional accountability and autonomy. 	
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If invited for interview please be aware that your interview may include an aspect of Value Based Interviewing. The Trust Behaviours set out in the job description reflect our Trusts values and our expectations of all employees. You may find this helpful when preparing for your interview.

Candidates who are shortlisted for interview will need to demonstrate at interview that they have the required competencies to be effective in this demanding leadership role. The competencies concerned are set out in the NHS Healthcare Leadership Model, details of which can be found at <http://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model>.

Particular attention will be given to the following dimensions:

- Inspiring shared purpose
- Leading with care
- Evaluating information
- Connecting our service
- Sharing the vision
- Engaging the team
- Holding to account
- Developing capability
- Influencing for results.

To access a copy of the Access NI Code of Practice, please [Click here](#)

The South Eastern Health & Social Care Trust has guidance on the Recruitment of People with Criminal Convictions. To access a copy of this guidance, please [Click Here](#)



Protecting and using your information

To access a copy of the Trust's Data Protection Policy Statement,
[Click Here](#)





THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER

Successful applicants:

May be required to attend for a Health Assessment

Can expect to be placed at the minimum point of the pay scale, although a higher starting salary, within the range of the pay band may be available if the person appointed has experience relevant & equivalent to the post. If the successful candidate is an existing HSC employee moving to a higher band, AFC Pay on Promotion will apply



HSC Value	What does this mean?	What does this look like in practice? - Behaviours
 <p>Working Together</p>	<p>We work together for the best outcome for people we care for and support. We work across Health and Social Care and with other external organisations and agencies, recognising that leadership is the responsibility of all.</p>	<ul style="list-style-type: none"> • I work with others and value everyone’s contribution • I treat people with respect and dignity • I work as part of a team looking for opportunities to support and help people in both my own and other teams • I actively engage people on issues that affect them • I look for feedback and examples of good practice, aiming to improve where possible
 <p>Compassion</p>	<p>We are sensitive, caring, respectful and understanding towards those we care for and support and our colleagues. We listen carefully to others to better understand and take action to help them and ourselves.</p>	<ul style="list-style-type: none"> • I am sensitive to the different needs and feelings of others and treat people with kindness • I learn from others by listening carefully to them • I look after my own health and well-being so that I can care for and support others
 <p>Excellence</p>	<p>We commit to being the best we can be in our work, aiming to improve and develop services to achieve positive changes. We deliver safe, high-quality, compassionate care and support.</p>	<ul style="list-style-type: none"> • I put the people I care for and support at the centre of all I do to make a difference • I take responsibility for my decisions and actions • I commit to best practice and sharing learning, while continually learning and developing • I try to improve by asking ‘could we do this better?’
 <p>Openness & Honesty</p>	<p>We are open and honest with each other and act with integrity and candour.</p>	<ul style="list-style-type: none"> • I am open and honest in order to develop trusting relationships • I ask someone for help when needed • I speak up if I have concerns • I challenge inappropriate or unacceptable behaviour and practice

All staff are expected to display the HSC Values at all times



Edit Requisition: Regional Mental Health Nurse Consultant Band 8B (Open - Agency Worker)

[Save](#) [Release](#) [Candidate Search](#) [Print Preview](#) [Change Status Reason](#)

Requisition was released.

General Job Information

[Requirements](#)

[Support Team](#)

[Job Postings \(0\)](#)

Basic Data

Requisition Title: *
Hiring Manager:
Process Template:
Interest Group:
Location:

Alias:
Recruiter: *
Application Close:
Requisition Number: 52865645
Recruitment Type: *

Job Details

Job Title:
Industry:
Functional Area:
Contract Type: *
Desired Hiring Date:
Branch:

Hierarchy Level:
Employment Fraction:
Employment End Date:

Payment Information

Salary Range:
Additional Information:

Waiting List Information

Waiting List:
Start Date:
Expiry Date:
Shared Services Centre:
Created by SSC:

Positions

[Add](#)

Organizational Unit

Org. Unit for Position:
Job for Position:

Account Assignment

Cost Center:

Additional Information

Reason for Post: *
Type of Post: *
Hours of Post: * Please use hours from position button to get the hours from selected position ID.
Access NI/SVG Check: *
Contact Name: *
Contact Job Title:
Contact Phone No.:
Contact Mobile No.:
Contact Email Address: *

Attachments

[Add](#)

Document Title	Language	Attachment Type	Edit	Delete
Job Description and Personnel Specification	English			