

Person Specification

Post: Home Treatment Practitioner - Band 6

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<ul style="list-style-type: none"> • RMN / Social Worker / OT • Demonstrable post registration experience in mental health • Evidence of post-basic qualification and training to post graduate level • Willingness to undertake further training relevant to the practitioner role resulting from legislative or service changes, as appropriate. • NMP qualification – or willing to work towards 	<ul style="list-style-type: none"> • PSI Training 	<ul style="list-style-type: none"> • Application Form • Certificate(s) • Interview
Experience	<ul style="list-style-type: none"> • Experience of supervision • Experience of working in a community mental health setting • Experience in working with people with moderate to severe mental health needs • Extensive knowledge / experience in social inclusion and recovery model of care. • Experience of MDT working • Experience of acting as a care coordinator 	<ul style="list-style-type: none"> • Experience of working in a community setting is preferred. • Experience of work in Crisis / Home Treatment Team • Experience of managing or participating in change 	<ul style="list-style-type: none"> • Application Form • Interview
Knowledge	<ul style="list-style-type: none"> • Knowledge of CPA policy • Extensive knowledge of mental health legislation and guidance • Knowledge and experience of working within a multidisciplinary team • Knowledge of mental health legislation 		<ul style="list-style-type: none"> • Application Form • Interview

Skills and Abilities	<ul style="list-style-type: none"> • Ability to provide leadership cover in the absence of the team manager when required • Ability to supervise and support community support workers in meeting the needs of clients on their caseload. • Ability to provide professional expertise in the care of mental health clients • Ability to provide advice to Assistance practitioners / Band 5's • Ability to provide appropriate education and training to peers and assistants as appropriate • Excellent written and verbal communication skills • Ability to communicate informally and develop supportive relationships with clients, carers and other professionals • Ability to communicate formally in meetings and in other contexts • Ability to prepare, record and complete relevant documents and reports to a professional standard. • Ability to work effectively as part of a multi-disciplinary team • Ability to demonstrate effective time management and disciplined self-organisation • Implement and utilise the supervision process • Ability to value diversity and respond constructively to discriminatory behaviour • Computer literacy • Medication management and administration • Excellent assessment skills 	<ul style="list-style-type: none"> • Commitment to professional development 	<ul style="list-style-type: none"> • Application Form • Interview
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Work Related Circumstances	<ul style="list-style-type: none"> • Must be willing to develop competencies within the scope of professional practice to meet service needs • The post holder will be expected to rotate days to nights as part of their normal shift roster. • Must be able to work flexibly over a 7 day week in response to client / service user needs • Commitment to own professional and personal development • Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs • Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies • Appointments to regulated and controlled activities require an enhanced DBS disclosure. 		<ul style="list-style-type: none"> • Application Form • Interview
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