

**EMPLOYEE SPECIFICATION FOR THE POST OF: Band 6 Occupational Therapist**

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	How Identified
Values and Behaviours	<ul style="list-style-type: none"> <li>All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: <b>Trust Honesty Respect Compassion Teamwork</b></li> <li>All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation</li> </ul>				Application & Interview  Application & Interview
Physical requirements	Has the physical ability to perform the full range of duties				Interview
Qualifications - Academic / Professional	BSc/MSc/Diploma in OT  HCPC registration	2  2	Practice Placement Educator APPLE accredited.	2	Application and interview

Training	Evidence of regular relevant CPD activities	2			Application and interview portfolio
Work Experience	Experience of working with older people with mental health conditions and/or dementia	2	Recent experience of working with older adults with physical conditions	2	Application & interview
	Experience of MDT working	2	Experience of working in a community or primary care team	2	

Attribute	Essential	Weight	Desirable	Weight	How Identified
Aptitudes / Skills	Detailed knowledge of physical and mental health needs for older adults.	2	Clinical supervision skills	2	Application & Interview
	Awareness of equality and diversity	2	Ability to undertake initial mental health assessments and experience of care coordination	2	
	Good written, verbal & IT skills with patients, carers and others professionals.	2	Presentation / teaching skills	2	
	Ability to undertake specialist OT assessments and assess complex risks with people with mental health conditions and cognitive impairment.	2			
	Ability to apply the OT process and plan, carry out and evaluate treatment for this client group according to needs and best practice evidence.	2			
	Understanding of the diverse needs of older adults	2			

	Effective time management and organisational skills and ability to work under pressure	2			
Dispositional Attributes	Willingness to work as part of a multi-disciplinary team.	2			Interview
	Positive attitude to working with older people	2			
	Positive view of risk enablement and recovery with older adults	2			
Contractual Requirements	A full UK driving licence and vehicle for business use is required for this post; however reasonable adjustments will be made for disabled individuals in line with the Equality Act 2010.	2			Application
	The candidate must be able to work flexibly in terms of the days of the week in order to cover the needs of the service.	2			

This specification has been prepared in accordance with the Trust's Equal Opportunities Policy.

Specification reviewed by Lyndsay Beck/ Helen Smith

Date: 02/02/2017

**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**