

## Person Specification

**Post: Occupational Therapist – 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
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>Diploma / Degree in Occupational Therapy.</li> <li>Registered with HCPC</li> <li>Short courses and experience to post graduate diploma level.</li> <li>Willingness to undertake further training relevant to management, leadership and practitioner roles resulting from legislative or service changes, as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of post qualification academic achievement in the relevant area for this post.</li> <li>Degree level qualification</li> <li>Training in MOHO</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Certificate(s)</li> <li>Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Substantial post registration experience working in a mental health service.</li> <li>Experience in working with people with severe and complex mental health needs</li> <li>Experience of MDT working</li> <li>Experience of working with people in crisis</li> </ul>	<ul style="list-style-type: none"> <li>Experience of managing or participating in change</li> <li>Leadership experience</li> <li>Experience of working in a community setting</li> <li>Experience of supervision</li> <li>Crisis Team / HTT experience</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Extensive knowledge / experience in social inclusion and recovery model of care.</li> <li>Sound understanding of current local and national policies in relation to Mental Health including the Mental Health Act , Risk Assessment and</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of MOHO and its' assessment tools.</li> <li>Knowledge of the occupational context of community mental health services and its' application to assessment and treatment</li> <li>Knowledge of Star</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>

	<p>Management processes and CPA processes</p> <ul style="list-style-type: none"> <li>• Good working knowledge of assessment, care planning, implementation and evaluation processes</li> <li>• Comprehensive knowledge of mental health conditions and how they impact on an individual's wellbeing and occupational functioning</li> <li>• Comprehensive knowledge of broad range of interventions required to support individuals with severe and complex mental health needs</li> </ul>	Recovery Tool	
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to manage and prioritise own workload.</li> <li>• Ability to work effectively as part of a MDT</li> <li>• Ability to demonstrate specialist expertise in assessment using MOHO</li> <li>• Ability to deliver a range of evidence based interventions on both an individual and group basis</li> <li>• Ability to supervise junior staff / students</li> <li>• Effective time management</li> <li>• Excellent written and verbal communication skills</li> <li>• Recording relevant documentation to a professional standard.</li> <li>• Ability to communicate with and develop supportive relationships with patients, carers and other professionals</li> <li>• Ability to value diversity</li> </ul>	<ul style="list-style-type: none"> <li>• Interest in engaging in OT service development with the recognised Trust work streams</li> <li>• Ability to audit outcomes of assessments and OT service provided.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

	<p>and respond constructively to discriminatory behaviour.</p> <ul style="list-style-type: none"> <li>• Ability to provide professional expertise in the care of mental health service users.</li> <li>• Ability to provide appropriate education and training to peers and assistant as appropriate.</li> <li>• Computer literacy.</li> <li>• Flexible and adaptable.</li> </ul>		
<b>Work Related Circumstances</b>	<ul style="list-style-type: none"> <li>• Willingness to work across the community mental health service.</li> <li>• Willingness to attend meetings / training within the Pennine Care Footprint and beyond.</li> <li>• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</li> <li>• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</li> <li>• Appointments to regulated and controlled activities require an enhanced DBS disclosure.</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

Drawn up by: Simon Freeman

Date: November 2019