

PERSON SPECIFICATION

Job title: MENTAL HEALTH PRACTITIONER
Job code:
Band: 5
Location: First Point of Contact Centre (FPCC) Tri-Service Centre, Waterwells Quedgeley.
Accountable to: Operational Manager, FPCC

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Registration to a professional body, with post qualification experience in mental health for example: Nursing/ Social worker/ OT	Essential	Application form/interview
Evidence of formal post registration learning	Desirable	Application form/interview
Evidence of continued professional development	Essential	Application form/interview

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> Broad understanding of national policy and its implementation locally Broad understanding of the requirements of primary care and secondary care 	Essential	Application form/interview
<ul style="list-style-type: none"> Good understanding of NICE guidelines relating to the treatment of a range of mental health conditions A good understanding of the Mental Health Act, Mental Capacity Act and other associated legislation 	Essential	Application form/interview
<ul style="list-style-type: none"> Previous experience of providing a supportive environment for junior colleagues 	Essential	Application form/interview
<ul style="list-style-type: none"> Able to work within a team philosophy in keeping with Service principles. Sound clinical ability to engage service users and carers. 	Essential	Application form/interview
<ul style="list-style-type: none"> Able to communicate effectively with a wide range of agencies. Able to present and share information to colleagues and other professionals. 	Essential	Application form/interview

<ul style="list-style-type: none"> • A good understanding of the range of Services offered within GHC NHS Foundation Trust 		
<ul style="list-style-type: none"> • Experience of collaborative working with other agencies including the voluntary sector. 	Desirable	

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
<ul style="list-style-type: none"> • Broad understanding of national policy and its implementation locally • Broad understanding of the requirements of primary care and secondary care • Good understanding of NICE guidelines relating to the treatment of a range of mental health conditions • Previous experience of providing a supportive environment for junior colleagues • A good understanding of the Mental Health Act, Mental Capacity Act and other associated legislation • Able to work within a team philosophy in keeping with Service principles. • Sound clinical ability to engage service users and carers. • Able to communicate effectively with a wide range of agencies. • Able to present and share information to colleagues and other professionals. • A good understanding of the range of Services offered within GHC NHS Foundation Trust 	Essential	Application form/interview
<ul style="list-style-type: none"> • A good understanding of other community facilities that may be of help to people with a mental health problem. • Experience of using psychological treatments e.g. CBT 	Desirable	Application form/interview

PERSONAL SKILLS ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Approachable and flexible	Essential	Application form/interview

Good communication skills (written and verbal)	Essential	Application form/interview
Conscientious and reliable	Essential	Application form/interview
Able to maintain confidentiality	Essential	Application form/interview
<ul style="list-style-type: none"> • Able to time manage and plan own workload. • Evidence of working within the Recovery model/ Stepped Care model. • Able to work under pressure and manage stress. • Able to problem solve in complex and often chaotic situations. • Able to work methodically. • Able to manage challenging/ confrontational situations. • Able to get on with and hold a rapport with a wide range of people. • Able to use initiative when decision making. • Able to recognise and proactively manage own stress levels. • Commitment to individual and group/team supervision. 	Essential	Application form/interview
Ability to undertake all statutory and mandatory training including Breakaway (subject to Occupational Health clearance)	Essential	Application form/interview
<ul style="list-style-type: none"> • Working knowledge of Microsoft Office packages e.g. Word, Excel, PowerPoint, Publisher and Outlook • Report writing skills 	Essential	Application form/interview

OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Ability to work flexibly to cover a 7 day a week developing service	Essential	Application form/interview
Able to attend and participate in all mandatory and statutory training events	Essential	Application form/interview
Ability to travel around the locality as requested, independently and efficiently.	Desirable	Application form/interview