

PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN
THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

JOB TITLE: Older Adult – AA&HTT - Practitioner

DEPARTMENT: Community Mental Health Services - (South East Essex)

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment - AS
Education/Qualifications	Registered Mental health Nurse, or Occupational Therapist. Additional Professional Qualifications in Older adult Mental Health /Dementia or Experience Evidence of personal and professional development in contemporary mental health practice and dementia care	Educated to Degree Level Non-medical Independent prescriber	AF/IN AF/IN AF/IN AF/IN
Knowledge	Knowledge of relevant legislation and guidelines. Good understanding of the Mental Capacity Act and its application in practice		AF/IN IN IN

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	<p>Understanding of the Care Act</p> <p>Good understanding of national policy and the implications for good mental health</p> <p>Evidence of an understanding the principles of governance and implications for professional practice</p> <p>Experience in the use of risk assessment tools</p> <p>An understanding of Frailty and the complexities of later life.</p>	<p>Use of screening tools in dementia</p>	<p>IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>AF/IN</p>
Skills/Experience	<p>Planning and workload management</p> <p>Evidence of objective setting, time management skills etc</p> <p>Evidence of ability to prioritise workload and competing demands</p> <p>Ability to coordinate work to meet agreed targets</p> <p>Ability to plan ways of improving efficiency and cost effectiveness of clinical services</p> <p>Evidence of personal development</p>		<p>AF/IN</p> <p>IN</p> <p>AF/IN</p> <p>AF/IN</p> <p>IN</p> <p>AF/IN</p> <p>IN</p>

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	Ability to provide effective feedback in a constructive manner		AF/IN
	Ability to build relationships and negotiate satisfactory outcomes		AF/IN
	Develop a positive environment which supports continuous improvement		AF/IN
	Ability to use own judgement confidently and decisively		AF/IN
	Ability to know when to seek the support and guidance of more senior colleagues when necessary		AF/IN
	To have flexibility and to work positively in uncertain situations		AF/IN
	Able to take on broader responsibilities to improve own and others knowledge and skills Knowledge and skills in the use of information technology to support carer and professional development		AF
	Literate in IT/Computer Skills		IN
	Good oral communication skills based on fluency on the English language		

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Personal Qualities	<p>Shares the Trust's Beliefs and models this in their attitude and behaviour:</p> <p>Ensures that the organisational values of open, compassionate and empowering are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate.</p>		<p>AF/IN</p> <p>AF/IN</p>
Additional Requirements	<p>Fitness Analysis as appropriate</p> <p>Ability to travel across sites and across Trust boundaries to attend meetings, etc.</p>	<p>Current driving licence</p>	<p>IN/AS</p> <p>AF/IN</p> <p>AF/IN</p>