

Person Specification

	Essential	Desirable	Measurement
Demonstration of Trust Values			
Putting people first	✓		Application Form Interview Assessment
Prioritising quality	✓		Application Form Interview Assessment
Being progressive, innovative and continually improve	✓		Application Form Interview Assessment
Being professional and honest	✓		Application Form Interview Assessment
Promoting what is possible, independence, opportunity and choice	✓		Application Form Interview Assessment
Qualifications			
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
Experience			
Working with people with complex, acute mental health needs.	✓		Application Form Interview Assessment
Providing staff supervision and appraisal to both qualified and non-professionally aligned staff.	✓		
Undertaking audits within a clinical setting.	✓		
Assessing, planning, implementing and evaluating aspects of care.	✓		
To have experience in working / liaising with multi-disciplinary teams and other agencies in	✓		



the provision of care.			
Ability performs under pressure, quickly and effectively, making timely managerial decisions in conjunction with the Team Manager and following through available agreed care pathways.	✓		
Ability to work independently and as part of the team.	✓		
Knowledge			
An awareness of NHS Plan, NSF and clinical governance priorities		✓	Application Form Interview Assessment
A clear understanding of Home Treatment / Crisis Resolution Model of service deliver including gate keeping and facilitate early discharges from the ward.	✓	✓	Application Form Interview Assessment
The 1983 Mental Health Act and related legislation, codes of practice and guidance.	✓		
Safeguarding Children and adults.	✓		
NSF Policy Implementation Guidance relating to Crisis Resolution Home Treatment Team.	✓		
Best Practice, latest research and effective delivery process.	✓		
Excellent working	✓		



knowledge of intensive care programme approach.	✓		
Medication management	✓		
Physical Health assessment.			
Skills			
Basic awareness of IT and IT skills	✓	✓	Application Form Interview Assessment
Well-developed interpersonal skills especially when handling conflict and change.	✓	✓	Application Form Interview Assessment
Ability to facilitate positive multi-disciplinary working relationships across all services areas.	✓		
Ability to resolve difficult which affects working relationships and to offer support to staff, service users and carers on an ongoing daily basis.	✓		
Ability to explore emotionally demanding aspects of the role with appropriate staff in both managerial and clinical supervision as well as in team meetings and informal work related support systems.	✓		
Ability to assume the role of senior waking night staff, which will be part of the contracted hours and will provide a	✓		



24 hour, 365 days a year service, to service users, who are experiencing a severe acute mental health crisis.			
Ability to take positive risk and provide care to service Users, in the least restrictive environment.	✓		
Ability to undertake HTT triage assessment to determine appropriateness for the service and priority for service response including risk to self or others and gate keeping in-patient admissions.	✓		
Ability to maintain confidentiality where appropriate.	✓		
Understanding of and commitment to the principle of equal opportunities in service delivery.	✓		
I.T Skills	✓		
To be flexible, supportive and if required to take on new role within NELFT appropriate to knowledge, education and skills, as required.	✓		
Other			
To be aware and demonstrate the Trust Values	✓	✓	Application Form Interview Assessment
To be able to travel	✓	✓	Application Form



efficiently throughout the area			Interview

