

**OXLEAS NHS FOUNDATION TRUST**  
**PERSON SPECIFICATION**

**POST:** Mental Health Practitioner (Band 6)  
**SERVICE:** Bromley Mental Health Hub

	ESSENTIAL	DESIRABLE	HOW TESTED
<b>TRAINING &amp; QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Diploma/degree in OT, Social Work or Nursing</li> <li>• Current professional registration with appropriate body in healthcare or social work</li> <li>• CPPD portfolio containing evidence of active involvement of CPD activities</li> </ul>	<ul style="list-style-type: none"> <li>• Interest in undertaking further relevant studies/training courses</li> <li>• Fieldwork Educators training</li> </ul>	Application + Interview + Certificates of Accreditation + Registration certificate + Professional portfolio
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Extensive experience working as a mental health professional with mental health experience</li> <li>• Extensive clinical experience including individual and group work reflecting social inclusion</li> <li>• Experience of working in a multi-disciplinary team.</li> <li>• Working collaboratively</li> </ul>	<ul style="list-style-type: none"> <li>• Post registration experience in a relevant clinical setting</li> <li>• Advice &amp; support of junior staff and/or students</li> </ul>	Application + Professional Portfolio + Interview

	ESSENTIAL	DESIRABLE	HOW TESTED
	with service users and their families/ carers		
<b>KNOWLEDGE &amp; SKILLS</b>	<ul style="list-style-type: none"> <li>• Demonstrate knowledge to post-graduate level of evidence-based practice in caring for patients in the designated field</li> <li>• Understanding of relevant legislation (e.g. Care Act, Mental Capacity Act)</li> <li>• Detailed understanding of Safeguarding and its application in practice</li> <li>• Clinical Risk Assessment and Management and its application in practice</li> <li>• Ability to build effective working relationships</li> <li>• Effective written, verbal and non-verbal communication skills</li> <li>• Ability to reflect and critically appraise own performance</li> <li>• Ability to work autonomously, set own</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation and training skills</li> <li>• Knowledge of standardised assessments</li> </ul>	Reference + Interview + professional portfolio

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW TESTED</b>
	<p>priorities and manage time effectively</p> <ul style="list-style-type: none"> <li>• Risk assessment and management skills</li> <li>• Computer literacy</li> <li>• Detailed knowledge of mental health legislation and current practice</li> <li>• Knowledge of biopsychosocial models of care and treatment</li> <li>• Awareness and acceptance of cultural diversity</li> </ul>		
<b>EFFORT &amp; ENVIRONMENT</b>	<ul style="list-style-type: none"> <li>• Ability to engage in physical activity groups and community visits.</li> <li>• Ability to meet the demands of a client group with complex needs which requires a high level of concentration and an ability to adapt quickly to a variety of emotional situations.</li> <li>• To work with clients who have complex needs and challenging behaviour</li> <li>• Ability to deal with frequent distressing or emotional circumstances</li> </ul>		Interview

	ESSENTIAL	DESIRABLE	HOW TESTED
	<ul style="list-style-type: none"> <li>• Ability to deal with frequent exposure to highly unpleasant conditions including verbal aggression</li> <li>• Work under pressure to tight deadlines with unpredictable workloads</li> </ul>		
OTHER	<ul style="list-style-type: none"> <li>• Well developed people skills, respectful and empathic towards others</li> <li>• Commitment to lifelong learning and an ability to direct own professional development.</li> <li>• Commitment to client-centred, non-discriminatory practice.</li> <li>• Commitment to the principles of social inclusion.</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of Professional body</li> </ul>	Reference + Interview + professional portfolio