

## PERSON SPECIFICATION FOR Rehab BAND 6 OCCUPATIONAL THERAPIST

CRITERIA	ESSENTIAL Requirements necessary for safe and effective performance in the job	SEE KEY *	DESIRABLE Elements that would contribute to immediate performance in the job	SEE KEY *
<b>EDUCATION AND QUALIFICATIONS</b>	<ol style="list-style-type: none"> <li>1. Degree/Diploma in Occupational Therapy.</li> <li>2. Health Professionals Council (HPC) registered Occupational Therapist.</li> <li>3. Practice Placement Educator's Course</li> <li>4. Mental health specific workshops and short courses</li> </ol>	<p>A</p> <p>A</p> <p>A</p> <p>A</p>	<ol style="list-style-type: none"> <li>1. Post graduate training specific to clinical specialty</li> <li>2. Practice Placement Educator's Course</li> </ol>	<p>A/I</p> <p>A/I</p>
<b>PREVIOUS EXPERIENCE</b> <b>Paid/unpaid relevant to job.</b>	<ol style="list-style-type: none"> <li>1. Post qualification experience in mental health.</li> <li>2. Experience in using a range of standardised OT assessments.</li> <li>3. Experience of working in a multi-disciplinary team.</li> <li>4. Experience of working in a multi-cultural environment.</li> <li>5. Experience of drafting group protocols and setting up / facilitating groups / group programme.</li> <li>6. Supervision of OT students / non qualified staff.</li> <li>7. Experience of partnership working in promoting socially inclusive opportunities for patients.</li> <li>8. Experience in completing the HONOS screening clustering tool / Risk Assessment Tools.</li> </ol>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ol style="list-style-type: none"> <li>1. Experience of participating in audit / research projects.</li> <li>2. Experience of care coordination.</li> <li>3. 'Lived experience' of either using mental health services or supporting someone who uses services.</li> </ol>	<p>A/I</p> <p>A/I</p> <p>A/I</p>
<b>SKILLS, KNOWLEDGE, ABILITIES</b>	<ol style="list-style-type: none"> <li>1. Individual and group work assessment and intervention skills.</li> <li>2. Good communication skills i.e. written, verbal, listening and proficient use of up to date systems of communication i.e. IT systems, e-mail, fax, telephone etc.</li> <li>3. Skills in producing timely, accurate and informative reports and notes.</li> <li>4. Good organisational skills and an ability to delegate effectively</li> <li>5. Clear concept of Occupational Therapy and models of practice.</li> <li>6. Knowledge of the application of risk assessment and risk management strategies which facilitates a service user's recovery.</li> <li>7. Knowledge of personal recovery principles and their application to</li> </ol>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ol style="list-style-type: none"> <li>1. Research and development at graduate level.</li> <li>2. Knowledge of the theory underpinning the Model of Human Occupation.</li> <li>3. Completion of OT medication management training.</li> <li>4. Presentation skills</li> </ol>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

	<p>service delivery</p> <p>8. Ability to work autonomously, as well as part of an MDT.</p> <p>9. Ability to manage conflict constructively.</p> <p>10. Ability to prioritise workload and use initiative.</p> <p>11. Ability to work creatively to engage service users.</p> <p>12. Ability to regularly identify and undertake appropriate learning and development opportunities as part of ongoing CPD.</p> <p>13. Ability to adopt a culturally sensitive approach that considers the needs of the whole person.</p> <p>14. Ability to determine the impact of mental and physical conditions on a service user's functional ability and undertake assessment/make recommendations with regards to the provision of equipment/aids and adaptations.</p> <p>15. Ability to work in a team setting i.e. collaborating/facilitating/ directing and understanding diversity.</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>		
<b>PERSONAL CHARACTERISTICS</b>	<p>1. High level of personal motivation.</p> <p>2. Flexibility and creativity in approach.</p> <p>3. Awareness of self in relation to others with the ability to set and manage boundaries.</p> <p>4. Demonstrate self-awareness and an ability to use initiative.</p> <p>5. Commitment to learning and development</p> <p>6. Positive role model for junior staff.</p> <p>7. Interpersonal skills which enable constructive relationships to be built</p> <p>8. Commitment to treating service users with respect and dignity at all times</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>		
<b>OTHER</b>	<p>1. Sickness (or attendance) record that is acceptable to the Trust; to be checked.</p> <p>2. Declared medically fit by the Occupational Health department to perform the duties of the post.</p> <p>3. The post holder must have the ability to understand and implement National Policies, Equal Opportunities and the Code of Ethics at level appropriate to the job.</p>	<p>A/I</p> <p>AI</p> <p>A/I</p>	1. Membership of BAOT and Specialist Sections.	A/I

**\*Key: Measured by: A = Application Form I = Interview T = Test**