Leeds Partnerships NHS Foundation Trust

R&S 3 - Employee Specification / Selection Assessment Form

JOB TITLE:	Band 6 Practitioner - Nurse, Social worker. Occupational Therpaist.
GRADE:	BAND 6
LOCATION:	Leeds Various locations

CRITERIA	Shortlist/ Interview Criteria	Please tick whether criteria is ESSENTIAL	DESIRABLE	RATING A B C D E F G H
Qualifications				
• Relevant Core Professional Qualification – ie Registered MH / LD Nurse, BSc, Dip social Worker, DipCoT,	s	✔		
• Evidence of post qualification development	s/iv	✔		
Experience	s	✔		
• Proven experience of working effectively at a high level with people with mental health problems.	s/iv		✔	
• Experience of supervising other staff.	iv	✔		
• Experience of working with people at risk.	iv	✔		
• Can demonstrate experience of formulating care plans for people with ongoing complex and acute mental health needs.		✔		
• Experience of complex care co-ordination and developing need / age specific care packages	s/iv		✔	
• Experience of working with older people		✔		
Competencies	iv			
• Ability to undertake complex, initial and profession specific assessment with service users	iv	✔		
• Excellent assessment and problems solving skills particularly in the area of mental health assessment and treatment.	iv	✔		
• Ability to consult, liaise and negotiate with service users, carers/family members, other professionals and the wider community.	iv	✔		
• Ability to work effectively within a multi-disciplinary team.	s/iv	✔		
• Able to demonstrate evidence based practice.	iv	✔		
• A commitment to the delivery of services that are responsive to clients` culture, gender and families	s/iv	✔		
• Good written and verbal communication skills.	iv	✔		
• Able to prioritize work whilst working under pressure.	iv	✔		
• Ability to assess people at risk and develop robust risk management and crisis plans.	iv	✔		
• Able to delegate work whilst working under pressure.	iv	✔		
• Demonstrate ability to act on own initiative.	iv	✔		
• Ability to work in partnership with other teams and services	s	✔		
Knowledge				
• An excellent understanding of mental health services,				

Rating Definition: A = extremely poor   E-F= acceptable   H= excellent

including relevant legislation.													
• A clear understanding and commitment to the Community Mental Health Service, as defined in the Local Working Instructions.	iv iv	✔											
• A excellent understanding of community mental health services.	iv	✔	✔										
• A clear understanding of professional role.		✔											
• A high level of Ownership and Understanding of the Care Programme Approach.	iv	✔											
Personal Characteristics	S	✔											
• Current drivers license	iv	✔											
• Ability to find way round a large inner & outer city area.	s/iv	✔											
• Capacity to embrace change and be proactive in the context of a new service.	iv	✔											
• Calm and confident with people who are in distress.	iv	✔											
• Reflective and considered approach to problem solving.	iv	✔											
• Sensitive to the needs of people from minority ethnic communities	iv	✔											
• Demonstrates an awareness of professional development needs in relation to this post.	iv	✔											
• Experience of multi-disciplinary working	s/iv	✔											
• Evidence of computer Skills													
Ability to work in accordance with the Trust values **Respect and Dignity**	iv	✔											
▪ The candidate respects difference.	s/iv	✔											
▪ The candidate supports people to make the best use of their abilities.	iv	✔											
▪ The candidate steps in to stop discrimination.	iv												
▪ The candidate supports people who need help in making their rights known.	iv	✔											
▪ The candidate helps people understand the effect of their words and actions on others.													
Compassion	iv	✔											
▪ The candidate takes time with people when they need it.	iv	✔											
▪ The candidate communicates with people in a kind tone of voice and with friendly body language.	iv	✔											
▪ The candidate recognises each person's different needs and seek to meet them promptly and appropriately.	iv												
▪ The candidate sees people as individuals, and demonstrate hope and optimism for their recovery.		✔											
	iv	✔											
Commitment to Quality of Care		✔											
▪ The candidate actively seeks improvements in quality of care.	iv	✔											
▪ The candidate looks for ways to improve the systems and processes that we use.	iv	✔											
▪ The candidate prioritises, organise and carry out our own work effectively.	iv	✔											
▪ The candidate applies their skills, knowledge, experience and judgement to carry out their individual roles to the best	iv	✔											

of their ability.
- The candidate reflects on experiences and applies their learning.

Everyone Counts
- The candidate communicates with people in a way that:
    - Makes sense for people's understanding, culture, background and preference.
    - Encourages people to take part.
    - Suits the purpose and context of the communication.
    - Shows that we are actively listening.
    - Enables others to develop and apply their knowledge and skills.

Working Together
- The candidate puts our purpose of improving people's health and lives first and foremost.
- The candidate shares information with everyone who needs it.
- The candidate works together with others to achieve our goals.
- The candidate works across organisational boundaries to support people.
- The candidate listens and value everyone's opinions.

Improving Lives
- The candidate listens to people and take into account their physical, emotional, social and spiritual needs.
- The candidate helps people to set their goals for improving health and lives.
- The candidate provides personalised support to help people achieve their goals.
- The candidate helps people to see progress and stay optimistic about their recovery.
- The candidate routinely measures progress towards improved health and lives.

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Reasons for not Shortlisting – Codes (please enter on front page of application form as appropriate)
1 Knowledge   4 Qualifications   6 Withdrawn Application
2 Skills   5 Late Application   7 Genuine Occupational Qualification
3 Incomplete Application

Comments
Interview check

OH Form	Criminal Record check	Referees checked	Personal contact details checked

Appointing Officer
Signature ……………………………………… ….   Date ..………………

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