RECRUITMENT AND SELECTION STANDARDS



PERSON SPECIFICATION FORM

Post Title/Grade**: Occupational Therapist** Afc Band 6

Department: **Fife Child & Adolescent Mental Health Service**

Date: **15/05/2024**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Experience** | A level of skills and competencies normally associated with at least 2 years post registration experience, working therapeutically with children and adolescents who have complex mental health problems within a CAMH Service.  Specific experience in assessments of children and young people with complex mental health difficulties.  Experience of completing clinical mental health assessments of children and young people.  Specific experience of assessing and managing risk in children and young people with mental health issues.  Relevant experience of using evidence-based practice | Experience of working with in a CAMHS setting.  Experience of providing community based interventions.  Specific experience of developing and delivering training on mental health issues | Application Form & Interview |
| **Qualifications/**  **Training** | Occupational Therapist with current HCPC registration. | Educated to Degree level  Evidence of ongoing and significant theoretical and professional development within CAMH speciality  Post registration qualification in relevant therapeutic modality or subject area | Application Form & Interview |
| **Knowledge** | Knowledge of child and adolescent development  Up-to-date knowledge of current legislation relevant to CAMH specifically  Detailed knowledge of local policies and national legislation in relation to child protection. | Knowledge of SIGN & NICE Guidelines relevant to CAMH speciality  Knowledge of all current legislation relevant to CAMH specifically: Children (Scotland) Act 2003. Mental Health Act (Scotland) 2003  Knowledge of CAMHS Specification  Knowledge of GIRFEC | Application Form & Interview |
| **Skills** | Excellent communication & organisational skills  Able to express clearly, both in writing and verbally, complex ideas and information  Ability to work independently and collaboratively with other members of the multidisciplinary team  Competent in using various IT systems | Specific accredited training in therapeutic programmes such as group therapy, family therapy and evidence-based parenting interventions  Experience of training and presentation skills  Experience of Morse, Trak and MS Sway | Application Form & Interview |
| **Aptitude** | The ability to reflect on personal practice and to assist colleagues in the same.  The ability to function effectively as an autonomous practitioner. |  | Application Form & Interview |
| **Other**  **e.g. Team Player, Be able to travel** | The ability to function effectively as a member of a therapeutic team  The ability to travel. |  | Application Form & Interview |