

PERSON SPECIFICATION LOW INTENSIIITY - 23rd July

This person specification has been developed taking into account the full range of attributes required by the worker.

Individual sites will need to consider local requirements which may include

- diversity and cultural issues in the local community
- local recruitment policies
- local recruitment supply and difficulties
- local availability to appropriate training which the individual may access when in post thus reducing the number of issues identified in the ESSENTIAL range
- the importance of life experience in carrying out this type of role which may have more value than an academic qualification

Job Purpose for workers Delivering Low Intensity Interventions

Low-intensity workers assess and support patients with common mental health problems in the self-management of their recovery. Treatment programmes are designed to aid clinical improvement and social inclusion – including return to work and meaningful activity or other occupational activities.

Low-intensity workers do this through the provision of information and support for evidence-based low-intensity psychological treatments.

Low-intensity psychological treatments place a greater emphasis on patient self-management and are less burdensome than traditional psychological treatments. Examples include guided self-help and computerised cognitive behavioural therapy. Support is specifically designed to enable patients to optimise their use of self-management recovery information and may be delivered through face-to-face, telephone, email or other contact methods.

Low-intensity workers are expected to operate in a stepped care, high volume environment carrying as many as 45 active cases at any one time, with workers completing treatment for between 175-250 patients per year. Low-intensity workers also provide information on common pharmacological treatments and support patients in decisions which optimise their use of such treatments.

		ESSENTIAL	DESIRABLE
1	QUALIFICATIONS AND EXPERIENCE	Worked with people who have had mental health difficulties specifically anxiety and depression	
		Worked in a team setting preferably where case management systems were in place	
		Worked in a setting where there was a need to liaise with other agencies and services	
		Assessment - Has received training (either formal or through experience) resulting in the ability to carry out agreed assessments which are conducted within service protocols	
		Intervention Planning - has received training (either formal or through experience) so that appropriate interventions can be planned with the service user	
		Risk Assessment has received training (either formal or through experience) to carry out risk assessments within scope of practice	
		Cognitive and Behavioural Interventions - has received training to a level where Cognitive and Behavioural interventions and approaches can be implemented for an evidence based agreed range of difficulties	
		Worked in a service where return / remain in work was an element of the duties	
		Basic training/ experience in use of computers for data entry, communication and seeking information	

		ESSENTIAL	DESIRABLE
		Supervision - Has received training (either formal or through experience) on how to utilise supervision in the workplace	
		Understanding of the knowledge and evidence base underpinning clinical practice e.g. Cognitive and Behavioural based interventions	
		Recent training in health and safety, child protection and clinical governance issues	
		Is able to demonstrate a commitment to equal opportunities for all and encourage active participation in every aspect of care and treatment	
2	SKILL	Ability to carry out assessment as outlined in the job description	
		Able to elicit information from a client surrounding a wide range of potential difficulties that may be causing difficulty for the service user	
		Able to use computers for data entry, seeking information and communication purposes	
		Able to carry out intervention planning as described in the job description	
		Able to carry out behavioural and cognitive based interventions under supervision	
		Able to keep clear concise records of interventions	

		ESSENTIAL	DESIRABLE
		Able to use the stepping up and stepping down processes in the stepped care model	
		Able to communicate clearly and effectively with colleagues service users carers and relatives	
		Able to use problem solving techniques in a variety of situations	
		Able to manage own time and case load and has good administration skills	
		Understands and demonstrates health and safety in the workplace	
		Able to demonstrate values based practice in the areas of age sexuality etc	
		Able to work with interpreters to deliver services	
3	KNOWLEDGE	Possess a knowledge base related to an evidence based psychological therapy related to this post e.g. Cognitive and Behavioural interventions	
		Has an understanding of anxiety and depression	
		Possess an understanding of the main medications used and their side effects in the treatment of anxiety and depression	
		Understands the concept of stepped care and how it relates to anxiety and depression	
		Understanding of the Improving Access to Psychological	

		ESSENTIAL	DESIRABLE
		Therapies agenda	
4	PERSONAL APTITITUES	Ability to be self reflective, whilst working with service users, in own personal and professional development and in supervision	
		Keen to develop own skills and knowledge	
		Able to change own practice in light of understanding gained through experience, training and supervision	
		Able to manage own personal stress working in a service with numerous demands on self	
		Demonstrates keenness to be part of a service which is demonstrating and developing best practice	
		Ability to accept delegated responsibility	
		Commitment to client group	
		Possess cognitive and intellectual ability to take part in any required training	
		Prepared to take part in own Individual Performance review which will take into account ongoing career development	
		Demonstrates the ability to respond to peoples needs sensitively particularly with regard to all aspects of diversity	

		ESSENTIAL	DESIRABLE
5	PHYSICAL REQUIREMENTS	Pass Occupational Health Check	
6	VALUES BASE	Understanding and able to demonstrate how issues surrounding social inclusion occupation and work can affect mental health	
		Able to work in partnership with service users, relatives, carers and service providers including members of own team/service	
		Respects diversity in the workplace	
		Is able to practice ethically within own frame of reference	
		Is able to recognise and understand inequalities and work with service users to understand the impacts of inequality	
		Promotes recovery at all times	
		Able to recognise individual strengths and needs in service users, relatives, carers, self and team	
		Promotes safety and positive risk taking	
		Keen to develop self	