

PWP Personal Specification

	Essential	Desirable	Assessment Method
Qualification	Qualification from PWP Training Course (Post Graduate Certificate or Level 3 undergraduate course) OR equivalent, e.g. Experienced and Qualified Graduate Mental Health Worker with relevant Primary Care experiences and competences as required.	Training in nursing, social work, occupational therapy, counselling or within a psychological therapy. Psychology or other health related undergraduate degree. Psychology or other health related postgraduate degree	Application Form
Experience	Evidence of working with people who have experienced a mental health problem Demonstrates high standards in written communication Able to write clear reports and letters.	Experience of working in Primary Care Services Worked in a service where agreed targets in place demonstrating clinical outcomes Ability to manage own caseload and time Evidence of working in the local community	Application Form Interview Question Interview Question Interview Application form / test ? portfolio / test Application form/ interview
Skills & Competencies	Ability to evaluate and put in place the effect of training Computer literate Excellent verbal and written communication skills, including telephone skills Able to develop good therapeutic relationships with clients		Interview question Interview question /portfolio Interview / application/portfolio /Practical Test Practical Test

		Received training (either formal or through experience) and carried out risk assessments within scope of practice	Interview question ? reference
Knowledge	Demonstrates an understanding of anxiety and depression and how it may present in Primary Care	Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health Knowledge of medication used in anxiety and depression and other common mental health problems Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post	Interview question / Practical Test Interview question / Practical Test Interview question Interview question
Other Requirements	High level of enthusiasm and motivation. Advanced communication skills Ability to work within a team and foster good working relationships Ability to use clinical supervision and personal development positively and effectively Ability to work under pressure Regard for others and respect for individual rights of autonomy and confidentiality Ability to be self reflective, whilst working with service users, in own personal and professional development and in supervision	Car driver and/or ability and willingness to travel to locations throughout the organisation Fluent in languages other than English	Interview Interview ? reference Application form/ interview Interview test Interview question Interview question Interview question Application / Interview