

Tender Selection Criteria

Community Development Worker Service

The Hammersmith and Fulham PCT will follow most economically advantageous tender (MEAT). Where the award criterion is MEAT, the contracting authority may take into account factors other than or in addition to price, like quality, technical merit and running costs. MEAT allows a contracting authority to balance the requirements, for example, of price and quality in order to achieve best value for money.

	Essential	Desirable	Method of Assessment
Capacity	<ul style="list-style-type: none"> • Capacity to provide a flexible and responsive mental health service that supports the needs of BME mental health service users • Capacity to enable mental health organisations to bridge the gap in the experiences of service users • Possess informal links and networking capacity within groups listed in the service specification • Possess right kind of infrastructure to provide high quality and culturally sensitive community development support • Capacity to understand and communicate with populations most 	<ul style="list-style-type: none"> • Capacity to identify and address strategic level issues faced by BME communities in the access and availability of mental health services • Ability to envisage the big picture of mental health services available across the borough • Ability to synergise all available mental health services commissioned and provided by PCT, Mental Health Trust and the Not for Profit 	Application Form & Interview

	<p>at risk of mental health and/or mental health service users</p> <ul style="list-style-type: none"> • Capacity to provide robust intelligence to inform a resign/commissioning of mental health provision to BME service users. • Capacity to measure the impact and/or value the service has made to the service user 	<p>Sector in the borough</p> <ul style="list-style-type: none"> • Ability to report on loose links, duplication and gaps among the existing mental health services in the borough 	
Experience	<ul style="list-style-type: none"> • At least 5 years of past experience of providing mental health and well-being services in a community setup • Enthusiasm and desire to develop and maintain relationships with individuals who are experiencing mental health problems • Thorough understanding and practical experience of disadvantaged communities culture, norms, way of life and deprivations • Knowledge and experience of maintaining contacts within the disadvantaged communities 	<ul style="list-style-type: none"> • Experience of promoting equality and valuing diversity of individuals • Engaging, collaborating with associations of disadvantaged communities in delivery of Community Development Worker Services • Desire to build capacity of disadvantaged communities associations by entering into collaboration with them 	Application Form & Interview

	<ul style="list-style-type: none"> • Providing CDW services to disadvantaged communities by employing CDW from within those communities 		
Organisational Skills and Abilities	<ul style="list-style-type: none"> • Ability to gather information and feedback on mental health services, transforming that into knowledge and putting it back into the system - • Knowledge and understanding of primary, acute and community based mental health care • Effective negotiation and facilitation skills to host Community Development Workers • Excellent communication and interpersonal skills • Ability to inspire others and lead by example • Ability to work as part of a larger community network • Ability to work in a complex environment • Possess organisational skills to enable individuals to develop their knowledge and skills about mental 	<ul style="list-style-type: none"> • Ability to successfully engage a variety of health professionals including managers and clinicians in service re-design 	Application Form & Interview

	health and wellbeing		
Other Requirements	<ul style="list-style-type: none"> • Flexibility to the demands set by NHS and H&F PCT • Provision of supervision in the workplace • Established contacts with the local mental health teams • Provision of line management for CDW • Availability of access and provide Interpretation services for service users, if required 	<ul style="list-style-type: none"> • Established contacts with the other Community Development Workers in the neighbouring PCT's 	Application Form & Interview