

## PERSON SPECIFICATION

<b>JOB TITLE:</b> <b>Rotational Band 6 Physiotherapist</b>	
<b>DEPARTMENT:</b> <b>Haywood Hospital Therapies (rotational)</b>	<b>BAND:</b> 6

\*Assessed by: A = Application    I = Interview                      R = References    T = Testing

<b>ESSENTIAL CRITERIA</b>	*	<b>DESIRABLE CRITERIA</b>	*
<b>QUALIFICATIONS &amp; TRAINING</b>			
<ul style="list-style-type: none"> <li>▪ Degree/Diploma in Physiotherapy</li> <li>▪ HCPC registration</li> <li>▪ Evidence of CPD</li> <li>▪ Working towards Fieldwork Educator</li> <li>▪ Evidence of personal development</li> <li>▪ Participation within ongoing training</li> <li>▪ Willing to participate in training / promotional events to support services.</li> <li>▪ Willing to share / cascade relevant knowledge and skill with others</li> </ul>	A I R	<ul style="list-style-type: none"> <li>▪ Completion of rehabilitation studies or similar qualification</li> <li>▪ Fieldwork Educator training</li> <li>▪ Modules at Masters levels</li> <li>▪ Evidence of further study relevant to services within portfolio</li> <li>▪ Falls training &amp; related assessments.</li> <li>▪ Neurological / stroke / rehabilitation training</li> <li>▪ Mental capacity training</li> <li>▪ Member of the Chartered Society of Physiotherapy</li> <li>▪ Member of relevant clinical interest group</li> </ul>	A I R
<b>EXPERIENCE</b>			
<ul style="list-style-type: none"> <li>▪ Relevant NHS experience (a minimum of 18 months in the UK)</li> <li>▪ Relevant additional specialist post graduate training / study and in-depth experience of</li> </ul>	A I R	<ul style="list-style-type: none"> <li>▪ Experience of hospital / community working.</li> <li>▪ Experience within service development / audit</li> </ul>	A I R

rehabilitation <ul style="list-style-type: none"> <li>▪ Relevant experience to the role in a variety of specialties including neurology, orthopaedics, older people's rehabilitation, falls management, respiratory care, musculoskeletal including assessment and management of various conditions within the area of clinical speciality.</li> <li>▪ Responsibility an awareness of need for management and organisation of own and others caseload.</li> <li>▪ Demonstrate an awareness of the skills and knowledge of the multi-disciplinary team</li> </ul>		<ul style="list-style-type: none"> <li>▪ Participation within research</li> </ul>	
<b>SKILLS, KNOWLEDGE &amp; ABILITIES</b>			
Knowledge <ul style="list-style-type: none"> <li>▪ Knowledge of current best practice in Physiotherapy/ rehabilitation</li> <li>▪ Awareness of complex recovery process and deficits following illness, injury, neurological event; condition and / or trauma</li> <li>▪ Knowledge of rehabilitation process and role of Physiotherapy with designated patient group</li> <li>▪ Understanding of current NHS / Trust initiatives and issues</li> <li>▪ Knowledge &amp; application of Professional Code of Conduct &amp; Ethics</li> </ul>	A I R T		A I R T
General Skills <ul style="list-style-type: none"> <li>▪ Ability to recognise own limitations and seek advice as appropriate.</li> <li>▪ Ability to work autonomously and as part of a team, setting own and others priorities.</li> <li>▪ Ability to carry own caseload.</li> <li>▪ Able to deal with difficult situations appropriately.</li> <li>▪ Ability to use own initiative and take responsibility for own and others actions</li> <li>▪ Basic knowledge of health legislation and current practice</li> <li>▪ Ability to reflect and critically appraise own performance for development</li> <li>▪ Ability to analyse professional and ethical issues</li> <li>▪ Commitment to client centred, non-discriminatory practice.</li> <li>▪ Computer skills – email, word processing and internet</li> </ul>	A I R	<ul style="list-style-type: none"> <li>▪ Member of the CSP</li> </ul>	A I R

<ul style="list-style-type: none"> <li>Reliable work record</li> </ul>			
<p>Specific Skills</p> <ul style="list-style-type: none"> <li>Knowledge of specialised rehabilitation and application of assessment and treatment approaches utilising evidence-based research.</li> </ul>	A I R T	<ul style="list-style-type: none"> <li>Knowledge of Mental Health / Social Care legislation and current practice</li> <li>Normal Movement approach</li> <li>Awareness of Health promotion / risk prevention and application</li> <li>Client / carer education strategies</li> </ul>	A I R T
<p>Communication and relationship skills</p> <ul style="list-style-type: none"> <li>Team player</li> <li>Clear, logical and effective verbal and written communication skills</li> <li>Ability to work effectively with other disciplines/agencies both statutory and non-statutory across the health and social care economy.</li> <li>Good inter-personal skills, adaptable, ability to work flexibly.</li> <li>Ability to build effective working relationships with patients/carers and MDT</li> <li>Ability to write concise, clear reports and notes</li> <li>Must be able to represent Physiotherapy / rehabilitation services at clinical / management meetings.</li> <li>Supervisory and appraisal skills</li> </ul>	A I R	<ul style="list-style-type: none"> <li>Project work</li> <li>Team development initiatives</li> <li>Presentation skills</li> <li>Teaching</li> </ul>	A I R
<p>Analytical and judgment skills</p> <ul style="list-style-type: none"> <li>Non- judgemental approach</li> <li>Ability to assess and formulate appropriate treatment programmes</li> <li>Ability to evaluate / review and negotiate treatment approaches</li> <li>Effective clinical reasoning skills</li> <li>Ability to reflect and critically appraise own performance</li> <li>Ability to organise and respond efficiently to complex information</li> </ul>	A I R		A I R

<ul style="list-style-type: none"> <li>Ability to evaluate the service offered through audit, research and outcome measures</li> </ul>			
<b>Planning and organisational skills</b> <ul style="list-style-type: none"> <li>Effective time management and prioritisation skills – organised, flexible and logical.</li> <li>Self-motivated, proactive and able to motivate / lead others</li> <li>Ability to manage workload effectively within sub-acute / rehabilitation and / or community setting</li> <li>Able to carry out concurrent activities (multi-tasking).</li> <li>Demonstrates initiative</li> <li>Willingness to work flexibly</li> </ul>	A I R		A I R
<b>Physical skills</b>  On a frequent basis <ul style="list-style-type: none"> <li>Required to assist in the therapeutic moving and handling of patients following neurological event / condition and / or trauma</li> <li>Exposed to unpleasant working conditions or hazards e.g. bodily fluids / environmental hazards</li> <li>May be required to use a PC for intermittent, varying periods during the working day</li> <li>Ability to travel to patients homes</li> <li>Exposed to emotionally distressing or traumatic situations requiring tact &amp; diplomacy</li> <li>Awareness of complex recovery process following neurological event; condition and / or trauma</li> </ul>	I R	<ul style="list-style-type: none"> <li>Ability to develop and evaluate service delivery through research, audit and outcome measures</li> </ul>	I R
<b>PERSONAL ATTRIBUTES</b>			
<ul style="list-style-type: none"> <li>Working across hospital / community settings and have the ability to travel within a geographical area to meet the requirements of the post.</li> <li>Flexibility with working hours to enable 7 day working / shift patterns.</li> <li>Pro-activeness to continue relevant Specialist Post Graduate qualification and/or courses / development opportunities (e.g. professionally recognised courses in specialist area / projects / research).</li> <li>Access to own transport with valid and current UK driving licence / business insurance</li> </ul>	I R		I R



<b>JOB HOLDER</b>	<b>SIGNATURE</b>
	<b>DATE</b>
<b>MANAGER</b>	<b>SIGNATURE</b>
	<b>DATE</b>