

# Job Description

Job Title:	Clinical Specialist Occupational Therapist – RSU / RespiratoryMedicine
Band:	7
Base:	You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If your initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Therapy Clinical Team Leader
Accountable to:	Therapy Speciality Lead via the Therapy Clinical Team Leader

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<p>Job Summary</p>	<p>Respiratory Medicine / Respiratory Support Unit</p> <p>-To be responsible for the assessment and treatment of complex, respiratory patients using enhanced clinical decision making skills. Experience in end of life care, seating and wheelchair assessment, rehabilitation, management of the patient with a long term condition and having an excellent knowledge and understanding of community services in order to facilitate rapid and complex discharges to inform treatment and patient management decisions as required</p> <ul style="list-style-type: none"> <li>- demonstrate specialist knowledge including assessment of acutely unwell respiratory patients and management of patients with respiratory muscle weakness secondary to neuromuscular disease .</li> <li>- gain experience in the management of complex ventilation patients, patients at risk of abrupt deterioration and those with interventions that require enhanced monitoring.</li> </ul> <p>To be responsible for supporting the discharge and flow of complex cardiac and respiratory patients using enhanced clinical decision making skills. Experience needed of discharge processes and services available to our patients in the acute cardiac and respiratory wards and having an excellent knowledge and understanding of community services in order to facilitate rapid and complex discharges.</p> <p>UHL Therapy service provides key therapeutic assessments and interventions to patients in order to promote health and independence and facilitate optimum function for patients. The post holder will be accountable for the delivery of high quality therapy care within a defined clinical area or pathway within the specialty.</p> <p>The Clinical Specialist will:-</p> <ul style="list-style-type: none"> <li>• Provide clinical and professional leadership to Occupational Therapy colleagues in the speciality area</li> <li>• Lead evaluate and develop clinical practice within a speciality ensuring compliance with national and local guidelines and frameworks</li> <li>• Responsible for the clinical standards, evidence based practise and quality metrics within the speciality</li> <li>• Work as an autonomous practitioner to provide specialist therapy assessments, diagnose and develop individualised treatment programmes based on the patients needs, using advanced clinical reasoning skills</li> <li>• To be responsible for a clinical caseload; which will include complex cases within their area of specialty.</li> </ul>
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|  | <ul style="list-style-type: none"> <li>• Undertake an active role in developing Occupational Therapy within the speciality</li> <li>• Be responsible for the day to day management of the delivery of Occupational Therapy by the specialist team in an efficient and effective way within a fast and pressurised environment.</li> <li>• Participate in the planning, development and evaluation of Occupational Therapy within the Specialist Team holding responsibility for defined projects</li> <li>• Work alongside the Therapy Speciality Lead / Therapy Clinical Team Leader to develop links between the specialist Therapy team and relevant CMG's and Corporate Directorates within UHL.</li> <li>• Ensure the training and development of staff within the Therapy speciality team</li> <li>• Liaise with colleagues and work across site/cross specialty if appropriate in order to ensure the provision of a seamless equitable service</li> <li>• Deputise for the Therapy Clinical Team Leader as appropriate</li> <li>• Develop the evidence base for practice through audit, clinical effectiveness and research activity</li> <li>• Assist and support the Therapy management team and Therapy Speciality Leads and Therapy Clinical Team Leaders within the service in the improvement and transformation of Therapy services</li> </ul> |
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## KEY RESULT AREAS

### 1. Budget

- 1.1 Be responsible for the efficient, effective and safe use of equipment and resources used by patients, carers and other staff

- 1.2 Work alongside the Therapy Speciality Lead and Therapy Clinical Team Leaders to identify CIP plans in accordance with CMG/Directorate/Trust targets
- 1.3 Identify and develop opportunities for income generation alongside the Therapy Clinical Team Leader and Therapy Speciality Lead

## **2. Communication**

- 2.1 As a lead clinician for this speciality the post holder will establish and maintain good and effective working relationships with colleagues both within and outside UHL to improve patient care. This includes the multidisciplinary team, social services, community and voluntary services, ensuring all relevant parties are informed on patients' progress and needs
- 2.2 To promote and maintain high professional standards of verbal, written and non-verbal communication, including complex and sensitive information relating to patients for self and staff for whom responsible
- 2.3 To take responsibility within the team for team member attendance at case conferences, ward meetings and multi-disciplinary professional meetings. Ensuring effective communication and promotion of the service and where appropriate organise, lead and co-ordinate such meetings

- 2.4 To ensure patients and carers are given appropriate and timely information and advice enabling them to make informed decisions about their care and discharge, taking into account values, beliefs and cultural diversity
- 2.5 Liaise with Therapy Speciality Lead and Therapy Clinical Team Leaders about potential changes to clinical practice within the speciality
- 2.6 Promote an understanding of the profession and contribute to the sharing of learning across professional and organisational boundaries

### **3. Clinical Practice and Patient Care as a Clinical Specialist**

- 3.1 Be responsible for managing a complex clinical caseload from assessment, intervention /treatment to discharge/transfer of care, in order to facilitate a timely and safe discharge from hospital
- 3.2 To provide appropriate education to patients and carers in order to encourage patient participation in the management of their condition either on an individual or group basis
- 3.3 To have specialist knowledge and skills related to this clinical area in order to provide specialist teaching, clinical advice and recommendations to Therapy staff, the multi-disciplinary team and service users in relation to patient care
- 3.4 To use specialist techniques including therapeutic handling and rehabilitation techniques to maximise functional potential for that patient
- 3.5 Assist ill or dependent patients during therapy by responding to medical emergencies and/or performing other activities involving manual handling including personal care
- 3.6 Communicate complex, sensitive, distressing and contentious information effectively with patients, carers and staff in the multi-disciplinary team and other agencies
- 3.7 Delegate clinical duties to therapists and/or support staff ensuring that they have appropriate knowledge, understanding and competence and to provide training and supervision as required
- 3.8 Negotiate, agree expectation and set appropriate, realistic and individual therapy goals in partnership with the patient, carer and colleagues
- 3.9 Select and use appropriate assessment techniques in hospital, the patient's own home and / or in community based settings
- 3.10 Set up equipment for therapy and ensure it is used safely by patients, carers, staff and students

- 3.11 Treat, monitor, and develop each patient's therapy programme using outcome measures and work towards a timely discharge in conjunction with the multi-disciplinary team
- 3.12 To have day-to-day management, coordination and organisation of the Therapy referral and appointment systems and clinical caseload for the specialty team, and ensure patients receive high standards of intervention at all times in accordance with the Code of Professional Conduct for Occupational Therapists as appropriate
- 3.13 To provide specialist clinical support, advice and teaching within their profession, the wider Therapy team and other professionals
- 3.14 To use advanced clinical reasoning and highly specialist skills to assess, plan and implement treatment regimes for patients referred, and taking particular responsibility for patients with complex needs
- 3.15 To adapt and utilise appropriate techniques or precautions when treating/handling patients
- 3.16 To use clinical reasoning skills to prescribe, plan, treat and co-ordinate and lead timely home assessments essential to facilitate discharge where appropriate.
- 3.17 To liaise with patients, carers and other relevant health care professionals and community services to establish individual needs and ensure all appropriate recommendations are actioned.
- 3.18 To ensure collection of statistical information and maintain a professional level of record keeping and report writing in accordance with the UHL Documentation Policy and professional guidelines.
- 3.19 Teach therapy techniques to carers including safe use of equipment, manual handling and management of the patient's condition, ensuring all relevant appropriate documentation.
- 3.20 Participate in multidisciplinary case review meetings to discuss progress and to plan treatment and safe discharge
- 3.21 Explain therapy, gain consent and motivate the patient to achieve goals.
- 3.22 Gather, analyse and evaluate information to identify problems in partnership with the patient, carer and colleagues.
- 3.23 To have shared responsibility for monitoring the safety of patients and team members whilst working in the community if appropriate (e.g. home assessments) and be responsible for actioning emergency procedures if their safety is compromised
- 3.24 Advise the Therapy Clinical Team Leader of any concerns regarding clinical practice

- 3.25 With the agreement of the Therapy Management team as appropriate develop competencies in roles outside the normal scope of practice within an approved training and ratification process with ongoing review e.g. suture removal

#### **4 Personal Development**

- 4.1 To be responsible for the advancement of personal skills and knowledge in a clinical and managerial context and to attend post registration training in order to maintain own and others CPD

4.2. Maintain up-to-date knowledge and understanding of the best available evidence for practice for the specialty

#### **5. Staff Training and Development**

- 5.1 To provide clinical and professional leadership and advice to the Occupational Therapy speciality Team, to provide teaching, advice and provide recommendations to MDT colleagues in relation to patient care
- 5.2 To facilitate annual appraisal and personal development planning within the team, perform appraisals for senior therapy staff and staff for whom responsibility is taken ensuring this is firmly established for all team members
- 5.3 Monitor the clinical performance of all therapists in a speciality against professional and Clinical Governance standards providing line management to senior therapists, and ensuring appraisal and clinical supervision for all therapists addresses any competence or capability issues
- 5.4 To act as a mentor to others within the service
- 5.5 To be responsible for overseeing the induction of Occupational Therapy staff to the team, service and departments
- 5.6 To actively lead and provide education and training of Occupational Therapy staff as appropriate including leading on specific topics related to this specialist area, and/or leading on mandatory training initiatives e.g. manual handling, infection control, child protection, health and safety
- 5.7 To provide highly specialist professional advice to therapy colleagues, to other professions and to other organisations on request
- 5.8 Design and lead education and training programmes for the specialty ensure all therapists within the specialty are complying with best evidence based practice.
- 5.9 Ensure an active programme of supervision, teaching and on-call training for staff working outside core hours, (to include weekends, evenings, On-calls, Bank Holidays)

- 5.10 As Practice Placement / Clinical Educators to deliver pre-registration training to students within the clinical setting. To participate in the training of students and staff from other professions as appropriate
- 5.11 Apply learning from post-registration courses to provide specialised therapy interventions and cascade learning and skills as appropriate
- 5.12 Take responsibility for ensuring their own and the teams Mandatory and Statutory Training is up to date
- 5.13 To participate in recruitment and retention of Occupational Therapy staff as necessary
- 5.14 To be responsible for return to work interviews and monitoring sickness and absence within the therapy team and highlighting concerns to the Therapy Clinical Team Leaders

## **6. Research & Development**

- 6.1 To encourage a culture of research and development and be responsible for leading the research programme within the speciality in conjunction with the Therapy Speciality Lead, Therapy Clinical Team Leader
- 6.2 To initiate and develop audit initiatives for the benefit of the Therapy Service, speciality and patients
- 6.3 To lead audit within the speciality and to ensure standards are maintained using the audit process
- 6.4 Use research and audit results to set standards direct therapists to adapt their professional practice and deliver therapy which is efficient effective and responsive
- 6.5 As opportunities arise, submit articles for publication within the specialism in recognised journals and publications
- 6.6 To organise courses relevant to the speciality and events within UHL; which will be accessible locally and nationally
- 6.7 To actively develop service standards including implementation of National Service Framework / NICE guidelines
- 6.8 To promote evidence based practice and clinical effectiveness utilising local and national standards of practice and guidelines



## **7. Service Development, Governance and Evaluation**

- 7.1 Assist in the integration of services within a specialty and within Occupational Therapy and Physiotherapy
- 7.2 Facilitate a culture of quality, continuous innovation, improvement and productivity within the specialty
- 7.3 Comply and be aware of all aspects of the Clinical Governance agenda e.g. risk, audit, EBP, patient involvement
- 7.4 Facilitate patient involvement within practice development and audit
- 7.5 To work collaboratively with others to develop a coordinated cross site and “cross profession approach” to the management of patients within the Therapy Service
- 7.6 To provide specialist clinical advice to inform the Service planning process
- 7.7 To instigate, monitor and evaluate systems to ensure that the quality and efficiency of the service is maintained; identifying opportunities for development and implementing them where appropriate in conjunction with the Therapy Speciality Lead, Therapy Clinical Team Leader and Extended Scope Practitioners where applicable
- 7.8 To have a sound and current theoretical knowledge base and keep up to date with all current developments associated with the specialty and profession and be responsible for promoting the application of evidence based practice at every opportunity
- 7.9 Develop, identify, implement and evaluate clinical outcomes, both therapy and patient reported, that measure efficiency and effectiveness
- 7.10 Collect user feedback and develop appropriate action plans in order to drive responsive changes in care
- 7.11 To assume a key role in projects and initiatives internal and external where appropriate, in conjunction with colleagues e.g. professional body specialist section groups, Tissue Viability Links, Dementia Lead for the profession, Lead for Infection Prevention etc.
- 7.12 To be aware of medical, political and therapeutic developments impacting on Therapy and healthcare delivery, reviewing the implications within the specialist area and change or develop practice accordingly in consultation with the Therapy Clinical Team Leader
- 7.13 Contribute to the development, implementation and monitoring of professional standards within the team and to lead on clinical audit

- 7.14 To promote the role and value of the Therapy Service both generally and within UHL, to patients, carers, other healthcare professionals, prospective Therapy employees and visitors to the service area e.g. attendance at careers events, observer days, open days
- 7.15 To assist in reviewing and updating policies and procedures
- 7.16 To collaborate with the Therapy Management Team in identifying opportunities for service development
- 7.17 Compare own practice with peers in other Trusts and participate in national, professional networks to develop best practice

## **8. GENERAL DUTIES**

- 8.1 Participate in weekend and bank holiday working rosters and on-calls as appropriate including compiling the rotas and in collaboration with the team leader putting systems in place to ensure the smooth running of these out of hours services
- 8.2 To share responsibility for departmental tidiness
- 8.3 To assist in the maintenance of stock levels and care of equipment
- 8.4 To adhere to University of Leicester NHS Trust Policies and Procedures including specific Occupational Therapy and/or Therapy policies and procedures
- 8.5 To carry out all professional duties in accordance with the Health and Care Professions Council Standards, Royal College of Occupational Therapy Core Standards of Practice
- 8.6 Use 'Datix' to complete incident forms, untoward incidents and near misses and ensure that appropriate action is identified and implemented and lessons learned is shared
- 8.7 Advise Therapy Speciality Lead and Therapy Clinical Team Leaders of any concerns about clinical practise within the Therapy Services and / or Trust
- 8.8 To observe confidentiality of patients and employing authority's business at all times
- 8.9 To adhere to specific legislation affecting particular area of responsibility
- 8.10 Any other duties mutually agreed relevant between the post holder and the Therapy Speciality Lead/ Therapy Clinical Team Leader

- 8.11 To assist in the ordering, maintenance and distribution of stock, stock records and care of equipment under guidance from senior colleagues e.g. splinting , wheelchair equipment, mobility aids

## **GENERAL**

All employees are subject to the requirements of the Health & Safety at Work Act and prevailing Acts since. It is the post-holders responsibility to ensure they are familiar with all UHL Health and Safety related policies that apply to their workplace or work –practice. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.

All employees are subject to the requirements of the current Data Protection legislation and must maintain strict confidentiality in respect of patient's and staff's records.

All employees must comply with the Trust's Equal Opportunities Policy and in line with the Equality Act 2010, must not discriminate on grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation or sex. Other grounds on which they should not treat others unfavourably include trade union membership (or non-membership) or political affiliation, or any other grounds which cannot be shown to be justifiable.

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

## **DISCLOSURE AND BARRING SERVICE (DBS) – {Formerly known as Criminal Records Bureau (CRB)}**

If this post requires a standard/enhanced disclosure by the DBS, it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

**The cost of undertaking a DBS disclosure at the required level and associated processing costs will be met by the individual.**

**To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.**

## **INFECTION CONTROL**

All healthcare professionals on a professional register are personally accountable for their standards of practice which must include compliance with the Trust's infection prevention and control policies and guidelines. In addition all registered practitioners are expected to challenge non-compliance when observed to protect patients and promote patient safety. Local clinical leaders have a responsibility to maintain an organisational culture of vigilance through their role in supervising other staff.

## **SAFEGUARDING CHILDREN AND VULNERABLE ADULTS**

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to a safeguarding practice and to report and act on concerns that they may have.

## **RESPONSIBILITIES FOR CONTINUING EDUCATION AND PERSONAL DEVELOPMENT**

Undertake the Trust Corporate and Directorate specific Induction and competency Programmes appropriate to role.

## **ELECTRONIC ROSTERING**

Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all UHL staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy, pertaining to their role.

## **Health Clearance for Healthcare Workers ('Occupational Health checks')**

- 1) It is recommended that all *new healthcare workers* have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV [1]. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected. These *standard health clearance* checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.
- 2) For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit\*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:
  - HIV
  - Hepatitis B
  - Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*  
*\*Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

All tests will be arranged in confidence through the Occupational Health department. All costs for testing will be borne by the employing organisation.

**[1] Health clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcareworkers. DoH 2007.**

University Hospitals Of Leicester NHS Trust  
**Statement On The Recruitment Of Ex-Offenders**

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, all application forms, job adverts and application packs will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover, to a designated person within the University Hospitals of Leicester NHS Trust and we guarantee that this information is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1970.

We aim to ensure that all those in the University Hospitals of Leicester NHS Trust who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1970.

At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

We make every subject of a DBS Disclosure aware of the existence of the DBS Code of Practice and make a copy available on request.

We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

# Person Specification

## Post: Clinical Specialist Occupational Therapist

Band: 7

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Interview
<b>Training &amp; Qualifications</b>	<ul style="list-style-type: none"><li>• Diploma/BSc (hons) Occupational Therapy</li><li>• HCPC Registration</li><li>• Practice/Clinical Educators course</li><li>• Evidence of recent CPD specific to the speciality clinical area</li><li>• Able to demonstrate current, advanced clinical knowledge and skill in the specialty</li></ul>	<ul style="list-style-type: none"><li>• Evidence of undertaking relevant validated or accredited course at post graduate or masters level and or experience working to this level</li></ul>	Criteria will be used for shortlisting purposes via the application form and may be explored further during interview



	acquired through experiential learning		
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Significant post graduate clinical experience within a relevant specialist area to the equivalent of Master degree level</li> <li>• Previous employment as a Senior Therapist in a relevant specialist area</li> <li>• Evidence of experience in teaching within Occupational Therapy or Physiotherapy and the wider MDT</li> <li>• Evidence of experience of managing and leading a Team</li> <li>• Evidence of experience of using a wide range of approaches to the management of patients as demonstrated by clinical reasoning</li> <li>• Demonstrates Specialist</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of involvement in research projects</li> <li>• Experience of audit/clinical evaluation/outcome measures</li> <li>• Member of Special Interest Group</li> </ul>	Criteria will be used for shortlisting purposes via the application form and may be explored further during interview

	skills and knowledge in relevant clinical area <ul style="list-style-type: none"> <li>• Evidence of challenging current practice, implements changes in practice</li> <li>• Evidence of delivering professional presentations and formal teaching.</li> </ul>		
<b>Communication and relationship skills</b>	<ul style="list-style-type: none"> <li>• Demonstrates effective written, verbal and non-verbal communication</li> <li>• Demonstrates knowledge of effective team working and evidence of multi-professional collaboration and joint working</li> <li>• Demonstrates a professional attitude</li> <li>• Demonstrates Leadership skills</li> <li>• Demonstrates positive approach, ability to motivate self and others</li> </ul>		Criteria will be used for shortlisting purposes via the application form and may be explored further during interview
<b>Analytical and Judgement</b>	<ul style="list-style-type: none"> <li>• Demonstrates evidence of</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of experience</li> </ul>	Criteria will be used for

<b>skills</b>	flexibility/initiative and risk management <ul style="list-style-type: none"> <li>• Evidence of ability to evaluate, analyse and resolve issues and problems.</li> <li>• Evidence of ability to adapt to and manage change</li> <li>• Demonstrates awareness of own abilities and needs</li> <li>• Demonstrates application of clinical supervision and appraisal of self and others, (to include both under graduate and post graduate staff).</li> <li>• Evidence of ability to evaluate own and others practice and bring about change</li> <li>• Ability to identify own and others development needs with suggestions of how these have/could be</li> </ul>	of performance management	shortlisting purposes via the application form and may be explored further during interview
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	met		
<b>Planning and organisation skills</b>	<ul style="list-style-type: none"> <li>• Demonstrates effective coping skills for dealing with pressurised and unexpected situations.</li> <li>• Demonstrates effective prioritisation, decisive and organisational skills.</li> <li>• Demonstrates a flexible and innovative approach to meet service needs</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of standard setting and service development</li> <li>• Evidence of willingness to take on new responsibilities and projects</li> </ul>	Criteria will be used for shortlisting purposes via the application form and may be explored further during interview
<b>Physical skills</b>	<ul style="list-style-type: none"> <li>• Meet the Trust health requirements</li> </ul>		
<b>Equality and Diversity</b>	Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.		Criteria will be used for shortlisting purposes via the application form and may be explored further during interview
<b>Other requirements specific to the role</b>	<ul style="list-style-type: none"> <li>• Express enthusiasm for post and desire to work in clinical area</li> <li>• Evidence of a broad understanding of issues impacting on Therapy, NHS / Health and Social Care</li> </ul>		Criteria will be used for shortlisting purposes via the application form and may be explored further during interview



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	<ul style="list-style-type: none"><li>• Demonstrates evidence of IT skills</li></ul>		
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