

PERSON SPECIFICATION FOR BAND 6 PHYSIOTHERAPIST–OLDER ADULTS MENTAL HEALTH INPATIENTS WARDS

CRITERIA	ESSENTIAL Requirements necessary for safe and effective performance in the job	SEE KEY	DESIRABLE Where available, elements that would contribute to immediate performance in the job	SEE KEY
Education and Qualifications	<ul style="list-style-type: none"> • Physiotherapy degree or equivalent • Physiotherapy professional qualification • UK Health and Care Professions Council Registration • Evidence of relevant post-registration professional development training (CPD) • Membership of Chartered Society of Physiotherapy 	A	<ul style="list-style-type: none"> • Membership of relevant Specialist Interest Group • Completion of normal movement or movement science courses. • Mental Health / Dementia awareness training 	A
Previous Experience	<ul style="list-style-type: none"> • Extensive previous NHS experience working in core areas of physiotherapy including neurology, musculoskeletal, respiratory and rehabilitation. • Active member of a multi-disciplinary team • Experience of care plan task delegation. • Managing caseload of an area/ward including daily communication/interaction with all relevant parties. 	A/I	<ul style="list-style-type: none"> • Undertaken or participated in a service delivery project, quality improvement project or audit • Inpatient based role experience • Previous Band 6 experience • Experience of being a student clinical educator • Experience working with people with mental health issues including cognitive impairment 	A/I

Skills and knowledge	<ul style="list-style-type: none"> • Knowledge of NHS systems, policies, procedures and current changes. • Sound therapeutic and clinical knowledge about common musculo-skeletal and neurological conditions. • Proven time management skills • Ability to organise and prioritise own caseload whilst managing others/ other service needs. • Evidence of compliance with local and regulatory patient record keeping. • Good written and verbal communication skills. • Applies evidence-based practice. • Ability to effectively recognise and manage clinical and non-clinical complications and risks. • Ability to work with patients who may display challenging behaviours. • Ability to work effectively within a multidisciplinary team. • Able to provide teaching/ training to variety of audiences e.g. colleagues within and outside the service, patients and their carers. • An understanding of clinical audit and quality improvement processes. • Experience of applying a variety of outcome measures. • Ability to formulate clear problem lists, treatment plans and goals. • IT literacy / presentation skills. 	A/I	<ul style="list-style-type: none"> • Knowledge of relevant specialist treatment and adjuncts such as: spasticity management; vestibular rehabilitation, splinting or casting; posture and seating systems. • Undertaking of a clinical audit and/or quality improvement project. • Experience or training in behaviour change models/approaches (e.g. coaching skills, Motivational Interviewing, Bridges Self - Management). 	A/I
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Attitudes, aptitudes, personal characteristics	<ul style="list-style-type: none"> • Able to demonstrate CNWL values: compassion, respect, empowerment, partnership. • Self-motivated and self-directed. • Team worker. • Able to demonstrate resilient behaviour. • Able to work under pressure and be flexible. • Committed to personal and team development • Excellent communication skills and ability to adapt accordingly. • Evidence of good problem-solving skills. 	A/I	<ul style="list-style-type: none"> • Promotes and advocates for the physiotherapy profession. • Promotes and advocates for those living with mental health issues • Demonstrates a commitment to career development. 	A/I
Other	<ul style="list-style-type: none"> • Able to carry out moderate to intense physical effort throughout the working day. • Able to spend prolonged periods at a computer and with the ability to work from home when required, to meet the needs of the service. 	A	<ul style="list-style-type: none"> • Able to travel independently within local community and has access to an appropriate vehicle for work purposes if required. 	A