

Highly Specialist Occupational Therapist

Allied Health Professions

Job Description and Person Specification



About Us

We provide care for the residents of three diverse London boroughs. Most of our 7,800 permanent staff live in Barking and Dagenham, Havering and Redbridge and the majority are from black, Asian and minority ethnic groups. We also provide healthcare services to people in south west Essex, and specialist neurosciences services to the whole of the county.

Our services include all the major specialties of large acute hospitals and we operate from two main sites - King George Hospital in Goodmayes and Queen's Hospital in Romford. We have two of the busiest emergency departments in London – more than 300,000 people visited our A&Es in 2023. We also provide outpatient services at Brentwood Community Hospital, Barking Community Hospital, Loxford Polyclinic, and Harold Wood Polyclinic.

We're pleased to be leading the way in [reducing the time our patients](#) wait to get the treatment they need. The Elective Surgical Hub at King George Hospital is one of eight to be [accredited as part of a national scheme](#); the Care Quality Commission has raised the ratings for [urgent and emergency care](#) at Queen's and King George hospitals; and [data released by NHS England](#) showed that the Trust was the most improved in 2023 for reducing waits for emergency care.

We are particularly proud of our regional Neurosciences Centre; Radiotherapy Centre; Hyper Acute Stroke Unit; and dedicated breast care service at King George Hospital. We're also part of the [North East London Cancer Alliance](#).

OUR VISION: TO PROVIDE OUTSTANDING HEALTHCARE
TO OUR COMMUNITY, DELIVERED WITH PRIDE

OUR PRIDE VALUES

PASSION

RESPONSIBILITY

INNOVATION

DRIVE

EMPOWERMENT

Job Description

Job title: Highly Specialist Occupational Therapist

Band: 7

Hours of work: 37.5 hours per week

Location: Barking, Havering and Redbridge University Trust

Specialty/department: Cancer and Clinical Support

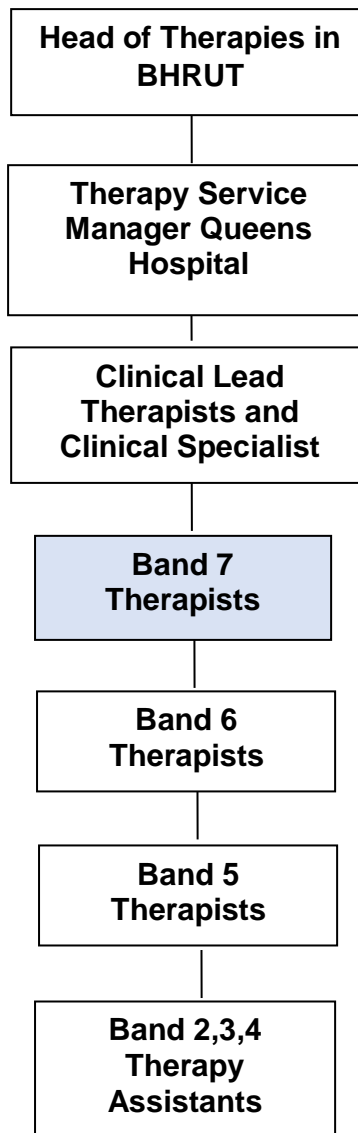
Accountable to: Head of Therapies

Responsible to: Therapy Service Manager

1. Job purpose

- 1.1 To provide specialist standard of Occupational Therapy service to patients within the acute elderly/medical service with a special focus on the Queen's Frailty Unit, Frailty RAFT (Ambulance Streaming Area), Medical Receiving Unit and Elderly Short Stay Unit, facilitating and maximising patient potential within the service boundaries using a holistic approach.
- 1.2 To give highly specialist guidance, advice and education to other members of the Multidisciplinary Team (MDT) on matters relating to your specialist area.
- 1.3 Provide leadership for your team (in conjunction with the Clinical Leads) in planning, coordinating, delivering and evaluating the Occupational Therapy service provided to patients within your area.
- 1.4 To provide a lead role in teaching, supervising and appraising peers, Band 6, Band 5, Student Occupational Therapists and Generic Therapy Assistants
- 1.5 To deputise in the absence of senior colleagues as required both within management and clinical areas.
- 1.6 To contribute to the running and development of the service through the promotion, adaptation and development of policies, procedures and guidelines using evidence-based practise.
- 1.7 Undertake supervision, mentoring and performance development plans to promote clinical and professional effectiveness of self and others. This includes performance management, management of disciplinary issues in liaison with Therapy Manager.

Organisational Position



2. Relationships

The post holder is expected to establish and maintain positive interpersonal relationships with other staff members characterised by trust, mutual respect, and open, honest communication.

Internal Relationships

Clinical Leads
Therapy Teams
Speech Therapists/ Dieticians/ Pain Team
Doctors and Nursing Staff
Social Workers
Joint Assessment and Discharge Team
Integrated Discharge Hub

External Relationships

Clinical Commissioning Groups
Community Treatment Teams
Rehabilitation Facilities
Neighbouring NHS Trusts

3. Job summary

- 3.1. To perform a highly advanced Occupational Therapy assessment of patients with diverse presentations and complex physical, cognitive and psychological health conditions within the Queen's Frailty Unit, Frailty RAFT (Ambulance Streaming Area), Medical Receiving Unit and Elderly Short Stay Unit and supporting Acute Elderly and Medical Specialties in order to develop and deliver a highly specialised treatment plan.
- 3.2 To hold responsibility for your own caseload and to assist and monitor the caseload of your team.
- 3.3 To undertake all aspects of clinical duties as an autonomous practitioner working without direct supervision: supervision is largely self-driven through seeking advice from Clinical Leads and relevant peers.
- 3.4 Supervise, educate and assess the performance of staff within your team and member of MDT within your area, to ensure the standards of practice are met.
- 3.5 Supervise, educate and assess the performance of students. This will include working with universities to ensure that competencies are met.
- 3.6 To initiate and undertake evidence-based departmental audit and research projects in order to advance clinical practice in line with clinical governance.
- 3.7 To carry out other duties deemed necessary by the Manager/ Clinical Leads to ensure adequate provision of service throughout the Trust.

4. Behavioural qualities

- 4.1 Act as a role model for compassionate and inclusive leadership and take personal responsibility for obtaining feedback on self, and ensuring all managers and staff within the directorate are trained in EDI.
- 4.2 Ensure that there is a specific commitment to deliver equality and inclusiveness in all aspects of service line activity including service provision and recruitment, development and management of staff.
- 4.3 Take an operational leadership role in improving culture at service line level, delivering key actions as agreed.
- 4.4 Cultivate a safe working environment where there is regular opportunity to hear and act on staff experience feedback and deliver on the plans to improve experience.
- 4.5 Have difficult conversations and manage performance around behaviour effectively.
- 4.6 Lead on obtaining staff feedback via different mechanisms i.e., staff survey.
- 4.7 Ensure there are regular walkabouts scheduled to meet and be known to our staff.
- 4.8 Clearly share an ambitious vision and goals actively aligning all teams through proactive use of the BHRUT appraisal process.
- 4.9 Work in partnership with Trade Unions and professional bodies to ensure the smooth running of services, including instigating early discussions with staff side on all organisational change/projects affecting staff.
- 4.10 Actively challenge discriminatory behaviour and where there is discriminatory behaviour taking place, take the appropriate action.
- 4.11 Individuals who not only recognise the importance of diverse perspectives and beliefs but also actively contribute to a positive team culture. This entails treating everyone with kindness, regardless of differences, and creating an environment where all voices are heard and respected.

5. Clinical / operational responsibilities

- 5.1 To undertake a full and comprehensive assessment of a range of complex patients using highly advanced clinical reasoning skills and assessment techniques.
- 5.2 To use advanced investigative and analytical skills to assess and develop diagnoses, utilising clinical and non-clinical information from a variety of sources (e.g. patient, carers, hospital notes and physical assessments). This

may involve identifying and interpreting conflicting elements from different sources.

- 5.3 To effectively utilise a wide range of complex verbal and non-verbal communication to negotiate and engage with patients and families and negotiate complex situations. This will include patients who may be elderly, frail, vulnerable and have difficulties with understanding or communicating, (e.g. blind, deaf, dysphasic, cognitively impaired or those who do not have English as a first language).
- 5.4 To assess patient understanding of treatment proposals and gain valid informed consent. Also, be able to work within the legal framework with those who are unable to give informed consent.
- 5.5 To use specialist knowledge of evidence-based practice and treatment options to formulate, initiate and deliver a tailored individual treatment programme. This will include a list of problems and goals, leading to an agreed comprehensive self-management and discharge planning (e.g. Maximise independence through rehabilitation, or prescription of aid/adaptions).
- 5.6 To use highly advanced clinical reasoning skills to evaluate patients' progress and to reassess and adapt treatment as required.
- 5.7 To be responsible for prioritising, planning and managing own caseload. To oversee team clinical caseload, and supervise more junior staff, along with support for agreed additional responsibilities within the work area.
- 5.8 To be a lead member of the MDT ensuring collaborative working with Medical, Nursing and Allied Health Professionals.
- 5.9 To provide highly specialist advice, teaching and training to patients and members of the MDT within the scope of your own practice
- 5.10 To use specialist knowledge and experience to identify those patients requiring on-going rehabilitation. Additionally, identification of further rehabilitation needs, and the most appropriate service and location to fulfil these in order to facilitate transfer of care.
- 5.11 To play a lead role in highly complex discharge planning within the MDT To be a lead member of the MDT ensuring collaborative working with patients, their families, carers, primary and secondary health care providers, and social services, in order to optimise patient care, patient flow and the promotion of the Occupational Therapy service.
- 5.12 To take a lead role in ward rounds, case conferences, clinics and meetings as appropriate.
- 5.13 To be responsible for developing networks within speciality.
- 5.14 To be aware of relevant government guidelines regarding service and targets in the Emergency Department as well as legislation concerning Frailty and Elderly Pathways of Care and Falls Prevention and Care, and the implications

of these guidelines for good and safe practise. Ensure junior staff are aware of the same

- 5.15 To be responsible for maintaining accurate records of assessment, treatment and progress, and any additional patient contact, in line with Royal College of Occupational Therapy (RCOT) standards of practice. This may include writing reports and letters which may be used in a legal capacity.
- 5.16 To supervise and support the clinical work and record keeping of designated junior staff and students to encourage the development of their skills, knowledge, caseloads and time management.
- 5.17 To work within the Trust's and RCOT clinical guidelines and adhere to the professional code of conduct.
- 5.18 To have advanced knowledge of available equipment, minor adaptations and resources including ADL equipment, therapy and rehabilitation aids, wheelchairs and manual handling equipment, appropriate to setting. Additionally, to be aware of major adaptations, and facilitate appropriate referrals by self and Occupational Therapy team members.
- 5.19 To recommend/prescribe equipment and minor adaptations, following assessment and use of advanced clinical reasoning skills, in order to compensate for unresolved functional deficits, in line with local resource guidelines and legislation. Supporting junior Occupational Therapists in also doing this.
- 5.20 To facilitate safe provision of equipment by instructing patients, family and carers in use of equipment, as appropriate. To also support junior Occupational Therapists in doing this.
- 5.21 To assess, use advanced clinical reasoning, make measurements for minor adaptations and communicate recommendations through reports and diagrams to adaptations providers. To train and assist junior Occupational Therapy team members in this area.
- 5.22 To use highly advanced clinical reasoning skills and experience to identify and diagnose actual and potential physical, cognitive and psychological factors, the functional implications of these, and act accordingly.
- 5.23 To participate in the Enhanced Weekend Working Service and varying shift patterns within the Acute Frailty Therapy Team as required and ensure competency of staff to join the weekend roster within a reasonable timeframe
- 5.24 To work across both sites King George Hospital and Queen's if required by the service in the relevant clinical areas

6. Policy, service, organisational and professional responsibilities

- 6.1 As a highly specialist autonomous practitioner you will be professionally and legally accountable for all aspects of your work; including management of patients in your care and supporting colleagues to do likewise.
- 6.2 To take a lead role in identifying areas for audit and research and initiate the collection and collation of relevant data. Make recommendations for change to the Clinical Leads, and take a lead role in implementation.
- 6.3 To collect and collate relevant statistics for use in service audit and research purposes, to ensure performance targets are met.
- 6.4 To undertake the measurement and evaluation of own work through the use of evidence based outcome measures, audit and reflection to ensure practice is of a high standard and techniques are current. This may be carried out individually or in conjunction with Clinical Lead/Manager.
- 6.5 To participate in and facilitate the team development and performance appraisal scheme as an Appraisee and Appraiser and to be responsible for complying with agreed Personal Performance Reviews (PPR)
- 6.6 In conjunction with senior colleagues set objectives for Band 5 and 6 rotations and ensure training and development needs are met.
- 6.7 To provide specialist and highly specialist supervision, mentorship, support and guidance and be a role model, to peers and more junior staff, both within the team and department.
- 6.8 To be responsible for maintaining own competency to practice, through Continuous Professional Development (CPD) activities, following Therapy Department guidelines and maintaining an accurate portfolio reflecting personal development.
- 6.9 To be a lead member of the department in-service training program by coordinating and leading presentations and tutorials.
- 6.10 To be responsible for teaching student Occupational Therapists to a graduate level whilst they are on placement in the clinical environment and supporting team members to do likewise.
- 6.11 To attend and participate in all mandatory training relating to Trust and departmental policies, procedures and guidelines.
- 6.12 To adhere to all Trust and departmental policies, procedures and Guidelines.
- 6.13 Takes responsibility for the safe use of equipment, other than the equipment which they personally use.
- 6.14 To take responsibility for the daily operational clinical management of your team. To deputise for Clinical Leads / Manager as required.

- 6.15 Promote adherence to RCOT, HCPC, Trust and departmental standards and guidelines.
- 6.16 To assist in the organisation, evaluation and development of the service. Attend and lead (internal and external) courses and meetings as required.
- 6.17 To work in partnership with Clinical Leads and Manager to identify service development needs. To create and facilitate the implementation of Trust and Departmental policies, standards and guidelines.
- 6.18 To participate and lead in the recruitment and interviewing of potential staff by reviewing CV's and application forms in conjunction with Clinical Leads/ Manager.
- 6.19 To assist in the production of rotas for seven day service and other initiatives as appropriate.

7. General

- 7.1 All staff are responsible for the continual compliance with CQC standards and outcomes.
- 7.2 The postholder must be aware of, and work in line with, our Trust's Safeguarding Adults and Children procedures.
- 7.3 To carry out highly specialist functional assessments and interventions with patients who have physical and/or cognitive deficits, with frequent episodes of low to moderate physical effort, and occasional episodes of moderate to intense physical effort on a daily basis. E.g. transferring patients, use of hoists, therapeutic handling technique positions and transporting of patients in wheelchairs.
- 7.4 To undertake the handling, transportation, fitting, and adjustment of equipment, furniture and aids involving frequent episodes of moderate to intense mental and physical effort on a daily basis.
- 7.5 To comply with the Trust Manual Handling Policy and local therapeutic handling guidance at all times. Work may involve working within cramped conditions, such as, next to the patient's bed. Physical requirements include: repetitive movements, standing/walking for the majority of the working day (intermittently involving, bending, crouching, kneeling, twisting and crawling).
- 7.6 To deal sensitively with patients who may have high levels of anxiety, fear or aggression due to pain, limited mobility, frustration, life limiting illness, dementia or neurological deficits, frequently throughout the day, and support your team with such matters. Although not acceptable, some patients may use verbal or occasional physical aggression towards therapists. All such incidents must be reported to the appropriate person in line with Trust policies. Support and advice, if needed, in this event is available through Trust networks

- 7.7 The job involves frequent exposure to unpleasant working conditions on a regular basis, e.g. bodily fluids including sputum, faeces, vomit, urine, blood and contagious conditions and occasional exposure to unsanitary home conditions.
- 7.8 To undertake highly specialist manual Occupational Therapy skills in the assessment and treatment of patients that require a high level of dexterity, precision, hand-eye co-ordination and good sensory coordination e.g. complex splinting/appliance fitting.
- 7.9 To use a high level of mental effort and concentration frequently, with regular interruptions during the day, whilst assessing and treating patients, and fulfilling the documentation requirements of the job.
- 7.10 To use a high level of emotional effort in making challenging decisions and carrying out recommendations whilst acting as patient advocate within situations containing conflicting expectations.
- 7.11 To be responsible for carrying a bleep or DECT in order to facilitate communication within the MDT. This may involve regular interruptions to work and concentration.
- 7.12 To frequently come into contact with, and be able to interact appropriately, with patients and relatives who may be experiencing depression, difficult family circumstances or poor prognosis. To facilitate therapeutic treatment through empathic and sensitive use of motivational skills. Exposure to acutely unwell patients, palliative management and death is frequent. Provide support to more junior staff with such matters.
- 7.13 Use advanced and innovative interpersonal skills of negotiation, persuasion and conflict resolution to encourage patients that may be unwilling to participate in treatment. Barriers may include (but not limited to): dementia, mental illness, pain, delirium, and brain injury.

8. Personal development

All staff are required to be appraised by their line managers at least once a year at a personal development review meeting where progress made over the last year is discussed and agreed. Focus on the following year's departmental and personal objectives will be identified, discussed and agreed. Where necessary, help and support will be provided and development opportunities agreed in line with service provision and knowledge and skills competency framework.

9. Mandatory Trust responsibilities

Amending the job description

As the organisation evolves, there may arise a need to adjust the tasks and /or the responsibilities of the postholder. This will be done in consultation with the post holder with the aim of mutually agreeing to any reasonable changes.

Confidentiality

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with “Caldicott principles”.

Data protection

The Trust relies on special provisions under data protection legislation to process personal information. Personal information includes name, address, national insurance number and date of birth as well as anything else confidential or sensitive. For example, racial or ethnic origin, trade union membership, health and the commission or alleged commission of any criminal or civil offences.

The Trust's fair processing notice is on our [website](#) details what personal information the trust uses, why this is required, the lawful basis for processing (legitimate reasons for collection, storage, usage and sharing), how the Trust processes (uses, stores, retains, disposes and protects) personal information, retention periods, who we share personal information with, confirmation of your information rights and the process for reporting a complaint or concern.

The Trust will lawfully process your personal information in compliance with data protection legislation.

Leaders' agreement

If the post holder has leadership and/or line management responsibility, then they are responsible for demonstrating, and developing in line with, the standard of behaviour as outlined in our Trust 'Leaders' Agreement'.

Policies and procedures

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of our Trust's Risk Management Strategy which includes the responsibilities placed on them by the Health and Safety at Work etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

Safeguarding children and vulnerable adults

Safeguarding and promoting the welfare of children, young people and adults is central to the care provided by our Trust and the post holder must be aware of their responsibilities and work in line with our Trust's Safeguarding Adult and Children Procedures.

Health and safety

Under the Health & Safety at Work etc. Act (1974), it is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts or omissions at work. This includes co-operating with management in complying with health and safety obligations, commensurate with their role, to maintain a safe environment and particularly by reporting promptly any incidents, defects, risks or potential hazards.

You must co-operate with Management in discharging its responsibilities under the Health and Safety at Work etc Act 1974 and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees, others and visitors.

Sustainable development and our health and wellbeing

The Trust is committed to UK Climate Change Act and NHS Sustainable Development Unit strategy to reduce its business activity related carbon emissions and its impact on the environment. Our Sustainability vision is to “continually sustain, retain and enhance the savings and culture change to meet our sustainability commitments.”

All staff are required to support the Trust’s Sustainability vision, which aims to minimise environmental and healthcare impacts by developing preventative approaches. This will help improve the internal and external environment, reduce impact on natural and energy resources, reduce air pollution, prevent infection, provide financial savings and improve the health and wellbeing of staff, patient and the public.

All Managers Band 7 and above are required to take appropriate responsibility in their departments. They are expected to support in raising awareness, encouraging staff on waste segregation, energy savings, promoting active and healthy modes of travel, help reduce waste and embed sustainability by completing a Sustainability Impact Assessment on their local activity and business cases.

Infection control

Employees must be aware of the responsibilities placed upon them by The Health Act (2007) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE).

Smoke free

Our Trust buildings and grounds became fully Smoke Free on National No Smoking Day 11th March 2015. Our Trust expects all staff to promote healthy living and to set good examples in their own behaviour. Those not ready to quit smoking must remain smoke free during working hours, and will not be able to smoke in Trust uniform, in Trust grounds including car parks, while driving on Trust business or take smoking breaks. Second hand smoke causes heart and lung disease, and is harmful to young children. However, disposable or rechargeable e-cigarettes (“vaping”) may be used outside hospital buildings.

General

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As our Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

Equal opportunities policy

Our Trust operates in a multi-ethnic area. All members of staff are expected to take into account equalities in all areas of work.

All employees are expected to abide by our Trust's equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.

Behaviour Qualities

- Act as a role model for compassionate and inclusive leadership and take personal responsibility for obtaining feedback on self, and ensuring all managers and staff within the directorate are trained in EDI.
- Ensure that there is a specific commitment to deliver equality and inclusiveness in all aspects of service line activity including service provision and recruitment, development and management of staff.
- Take an operational leadership role in improving culture at service line level, delivering key actions as agreed.
- Cultivate a safe working environment where there is regular opportunity to hear and act on staff experience feedback and deliver on the plans to improve experience.
- Have difficult conversations and manage performance around behaviour effectively.
- Lead on obtaining staff feedback via different mechanisms i.e., staff survey.
- Ensure there are regular walkabouts scheduled to meet and be known to our staff.
- Clearly share an ambitious vision and goals actively aligning all teams through proactive use of the BHRUT appraisal process.
- Work in partnership with Trade Unions and professional bodies to ensure the smooth running of services, including instigating early discussions with staff side on all organisational change/projects affecting staff.
- Actively challenge discriminatory behaviour and where there is discriminatory behaviour taking place, take the appropriate action.

- Individuals who not only recognise the importance of diverse perspectives and beliefs but also actively contribute to a positive team culture. This entails treating everyone with kindness, regardless of differences, and creating an environment where all voices are heard and respected.

Date: 22nd April 2024

Prepared By: *Sharon McLoughlin, Clinical Lead Therapist*

Person Specification

Selection Criteria	Essential Criteria	Desirable Criteria	Means of Assessment
Education/Qualifications	<ul style="list-style-type: none"> • Degree/Diploma in Occupational Therapy. • H.C.P.C. Registration. • Evidence of recent and relevant CPD. • Appropriate post graduate study in specialist field. 	<ul style="list-style-type: none"> • RCOT Membership. • Evidence of completion of statutory training. • Leadership training. • Member of appropriate specialist interest group. • Willingness to continue post graduate training. 	Evidence of documents/certificates
Skills/Abilities	<ul style="list-style-type: none"> • Strong knowledge of medical conditions, and their impact on cognitive, physical & social functioning • Advanced knowledge of a wide range of issues (physical, cognitive, environmental, social and political) impacting on the process of treating and discharge planning • Highly skilled in the assessment and treatment of patients presenting with common pathologies including dementia, delirium and falls • Demonstrate up to date knowledge of best practise and current research in acute elderly/frailty and medical care • Highly skilled in the application of relevant cognitive assessments to inform OT treatment planning and intervention in a medical setting. • In depth knowledge of community services provided by Primary Care and Social Services • Ability to organise, prioritise and delegate • Ability to demonstrate leadership and supportive supervisory skills • Evidence of teaching skills • Ability to use own initiative • Knowledge and understanding of the Mental Capacity Act and 	<ul style="list-style-type: none"> • Competent IT skills. • Presentation skills • Evidence of developing service provision. 	Application and Interview questions

	<p>experience in carrying out Mental Capacity Assessments in accordance to the Mental Capacity Act</p> <ul style="list-style-type: none"> • Understand the legal responsibilities of the profession and their implications for practice • Understand clinical governance and its implications for service delivery and demonstrate evidence of its application i.e. audit • Ability to communicate complex and sensitive information (verbal, non-verbal and written) in accurate, clear and logical manner • Ability to work at moderate to intense physical effort throughout the day • Ability to cope working in a stressful environment and with emotional or aggressive patients and carers 		
Experience/ Knowledge	<ul style="list-style-type: none"> • To have a broad base of experience at Band 5 and Band 6 levels or equivalent. • Proven clinical experience in the relevant field of acute frailty during Band 6 rotations in an acute hospital setting. • Substantial post graduate experience working in Acute Assessment/Rapid Flow and Discharge settings. • Recent clinical experience working in an Emergency Department • Experience of working closely with community services to facilitate early discharge from hospital • Training of junior staff and MDT in relevant conditions, treatment and management. • Supervision of Junior staff • Evidence of treating patients with complex needs 	<ul style="list-style-type: none"> • Recent clinical experience and knowledge in spinal patients • Experience of working in early discharge teams such as Discharge To Assess/Home First • Experience of Red2Green System 	Application and Interview questions

	<ul style="list-style-type: none"> • Training of students on placements 		
Personal Qualities	<ul style="list-style-type: none"> • Leadership qualities. • Team worker. • Flexible approach. • Empathetic. • Reliable. • Effective communication and interpersonal skills. • Ability to solve problems and manage change. • Ability to work under pressure. • Ability to undertake weekend work (e.g. on seven day service) 		Interview questions