

## Person Specification

**Post:**      **Therapy Support Worker**

Attribute	Essential The qualities without which a post holder could not be appointed	Desirable Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed e.g. application form, interview, test, in-tray exercise etc
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>NVQ 3 or City and Guilds or equivalent experience</li> </ul>	<ul style="list-style-type: none"> <li>In-service training relevant to physiotherapy, speech and language therapy or occupational therapy</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Certificate(s)</li> <li>Interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Working in direct contact with patients, service users, public etc. within health and/or social care</li> <li>Experience of working with people living with dementia and/or patients with mental health needs</li> </ul>	<ul style="list-style-type: none"> <li>Experience of a mental health environment</li> <li>Experience of working as a therapy helper, support worker or technical instructor</li> <li>Experience of group work</li> <li>Experience of working with patients who have behaviours that challenge</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Understanding of the issues associated with older people including physical and mental health</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of recovery focused model of mental health care</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>Good written/verbal communication skills</li> <li>Organisational skills</li> <li>Team worker</li> <li>Ability to motivate others</li> <li>Able to work to own initiative without continuous supervision, seeking advice from others as necessary</li> <li>Flexible and adaptable</li> <li>Positive attitude and ability to value people with dementia</li> <li>Ability to work under</li> </ul>	<ul style="list-style-type: none"> <li>Interest and ability in a variety of activities and creative media</li> </ul>	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>

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<b>Work Related Circumstances</b>	<ul style="list-style-type: none"> <li>• Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs</li> <li>• Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</li> <li>• Appointments to regulated and controlled activities require an enhanced DBS disclosure.</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>

Drawn up by: Jackie Kindell

Date: 25<sup>th</sup> June 2020