

Person Specification

Job Title: Advanced Practitioner Physiotherapist **Division/Department:** Clinical Support/Therapies

Band: 7

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards		Interview

Training & Qualifications	Diploma or degree in relevant qualification <ul style="list-style-type: none"> • Health and Care Professional Council (HCPC) registration • Evidence of master's level study, master's degree or working towards one. • Able to maintain a professional portfolio for CPD, recording learning outcomes through participation in internal and external development opportunities • Evidence of post registration education in specialist clinical areas 		A, I
Experience	Wide ranging and extensive experience of working within specialist area <ul style="list-style-type: none"> • Knowledge of management processes to be able to provide 1st line management • Experience of delegating to and supervising other members of the team • Able to plan and deliver clinical education about theory and practice to individuals, team and the wider MDT (including students) • Knowledge of current best practice within a clinical specialty • Knowledge of national and local standards and national guidelines • Basic IT and computer skills and have the ability to learn how to use specific software • Able to undertake evidence based audit of own practice and the practice of other staff within a specific clinical area • Able to evaluate current research and make recommendations for change in practice and implement these changes 		A, I
Communication and relationship skills	Excellent written and verbal communication skills. <ul style="list-style-type: none"> • Able to discuss treatment options and recommend best course of intervention to patients and carers using negotiating, 		A, I

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	<p>persuasive, motivational and reassurance skills</p> <ul style="list-style-type: none"> • Be able to effectively use a range of communication skills with patients to progress treatment plans. • Able to adapt approach in order to respect individuality, values, cultural and religious diversity of patients • Able to understand team dynamics and adapt approach to achieve the best outcome for patients • Able to handle confidential information from colleagues, patient and carers with sensitivity • Communicate complex patient related information effectively to ensure collaborative working with MDT colleagues across health & social care sectors • Able to present clinical information to health professions at National Conference level or equivalent 		
Analytical and Judgement skills	<p>Able to reflect and critically appraise own performance and the performance of other staff</p> <ul style="list-style-type: none"> • Risk assessment skills for the safe management and discharge of very complex patients • Analyse information from clinical assessments and make judgements about appropriate interventions for highly complex patients • Use reasoning skills and knowledge of a range of treatment options to formulate and deliver specialist treatment programmes • Able to make decisions about the treatment needs of highly complex patients • Able to make decisions about the allocation of a caseload to a team of staff 		A, I

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	<ul style="list-style-type: none"> • Able to make judgements about the prioritising of caseloads when demand exceeds capacity and to re-allocate staffing resources • Lead on the development of improvements in service delivery and clinical practice using evidence based practice to recommend changes • Understands responsibility of self and others for clinical and cost effective use of resources <ul style="list-style-type: none"> • Able to record and use relevant information in daily work including computer data entry of patient and other information and support other member so the team in doing so 		
Planning and organisation skills	<ul style="list-style-type: none"> • Able to plan the delivery of a service for a specialist area where there is variable capacity and fluctuating demand • Able to organise and plan the activity of staff and self • Able to organise, plan and chair meetings • Able to lead in the development, review and implementation of relevant policies and service development, recognising and responding to wider strategic concerns 		A, I
Physical skills	<p>Able to handle and move complex patients safely and in a way which promotes rehabilitation if applicable.</p> <ul style="list-style-type: none"> • Able to use and/or manoeuvre a range of medical devices including, for example, handling/assistive and anthropometric equipment if applicable. 		A, I

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Other requirements specific to the role (e.g. be able to drive or work shifts)	Undertake out of hours duties as required. • Able to travel to required areas within and beyond the Trust		A, I
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