

**PERSON SPECIFICATION**

**Senior Clinician**

<b>Knowledge, Experience and Training required for the Post</b>	<b>Essential at Recruitment</b>	<b>Desirable/ Developed within the Role</b>	<b>Measured By A – Application I – Interview P – Presentation</b>
<b>Qualifications</b>  Profession specific Diploma/ Degree  Registration with Health and Care Professions Council  Member of relevant professional body  Evidence of CPD maintained in a portfolio including attendance at recent postgraduate courses relevant to the clinical field  Involvement in Special Clinical Interest Group	✓  ✓  ✓  ✓    	         ✓	Application
<b>Experience</b>  Individual and group treatment skills.  Post graduate clinical experience  Experience of delivering training to colleagues in health and/ or other relevant agencies  Experience of working as part of a multidisciplinary team  Experience of undergraduate student and/or support staff supervision  Contribution to clinical education of junior staff/students/ assistants  Experience of contributing to quality improvement projects for safe, personal and effective care  Involvement in audit, research and evidence-based practice	✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓		Application & Interview
<b>Knowledge and Skills</b>  Awareness of local and national NHS/Social Care agenda and its relevance to service area	✓		

Awareness of national policy, clinical practice standards and guidelines relevant to service area	✓		
Understanding of professional issues and their application to practices code of conduct/ethos.	✓		
Effective written and verbal communication skills to optimise patient management.	✓		
Ability to manage risk in relationship to patient care	✓		
Supervision Skills	✓		
Effective problem-solving skills	✓		
Sound knowledge of a variety of assessment and clinical interventions relevant to service area	✓		
Advanced clinical reasoning	✓		
Appraisal Skills	✓		
Sound knowledge of research, audit and evidence-based practice	✓		
Workload management skills including prioritisation and delegation	✓		
Knowledge of relevant equipment and its application	✓		
Knowledge of a variety of assistive technology and environmental modifications	✓		
Proficient in the use of Microsoft Office 365	✓		
Ability to reflect and critically appraise own professional competency level and to seek help appropriately	✓		
<b>Personal Attributes</b>			Interview
Ability to work effectively alone as well as part of a multidisciplinary team.	✓		
Able to work in a pressurised, unpredictable environment, with a proven ability to multi-task.	✓		
Listen to views and opinions of others, demonstrate compassion, kindness and self awareness	✓		

Value difference, diversity and inclusion and ensure fairness for all	✓		
Able to deal with challenging behavior of patient, Carers and/or families	✓		
Commitment to continuous professional development	✓		
<b>Other</b>			Application & Interview
Access to private vehicle to be able to travel across ELHT sites, including to patient's usual place of residence, where required	✓		
Ability to travel between sites in a timely manner as required in accordance with the agreed job plan	✓		
Able to undertake moving and handling tasks	✓		

## **EFFORT FACTORS**

## **PHYSICAL EFFORT**

What physical effort is required for the job?	How Often?	For How Long?	What weight is involved?	Any mechanical Aids?
Moving and handling patients for assessment and treatment purposes.	Daily.	Up to 1 hour.	No physical lifting of adults but may facilitate movement.	Hoist. Moving and handling equipment.
Driving.	Daily.	Up to 30 minutes at a time.	N/A.	Car.
Moving and handling equipment / carrying equipment to / from car / fitting equipment in home environment.	Daily.	Up to 30 minutes.	Variable depends on equipment.	2 people required for some fittings.

Is the job holder expected to sit / stand in a restricted position?	How Often?	For How Long?	What activity is involved?
Yes	Every Shift	More than 20 minutes on each occasion	Kneeling, crouching, facilitating and positioning of patients

#### **MENTAL EFFORT**

Are there any duties requiring particular concentration?	How Often?	For How Long?
Writing patient notes.	Daily.	Up to 1 hour.
Supervising and managing junior staff members.	Daily / Weekly / Monthly.	Up to 1 hour.
Writing detailed reports.	Daily.	Up to 1 hour.
Case conferences.	Weekly.	Up to 1 hour.
Attending training sessions.	Weekly / Monthly.	Up to 1 day.
Educating others.	Daily.	Up to 1 hour.

Specialist treatment application.	Daily.	Up to 1 hour.
Analysis of assessments and standardised assessment results.	Daily.	Up to 1 hour.
Driving a car.	Daily.	Up to 30 minutes.
Are there any duties of an unpredictable nature?	How Often?	For How Long?
Dealing with patients/carers who can be angry/upset/distressed or who have unpredictable behaviour.	Daily.	Variable.
Driving in the community.	Daily.	Variable.
Need to respond to urgent referrals and requests.	Daily.	Variable.
Completing home visits in the community as a lone worker.	Daily.	Up to 1 hour.
Moving and Handling of patients and objects.	Daily.	Up to 1 hour

## **EMOTIONAL EFFORT**

Does the job involve dealing with any distressing or emotional circumstances?	Direct / Indirect Exposure	How Often?
Dealing with patients with life limiting conditions / severe disabilities and terminal illness.	Direct.	Daily.
Dealing with varied caseload demands and pressures associated with this.	Direct.	Daily.
Dealing with patients/carers who have difficulty coming to terms with diagnosis/prognosis.	Direct.	Daily.
Dealing with emotionally upset patients/carers.	Direct.	2 – 3 times a week.
Dealing with complaints.	Direct.	Weekly.
Dealing with people that have challenging behaviours.	Direct.	2 – 3 times a week.
Dealing with performance issues.	Direct.	2 – 3 times a month.

### **WORKING CONDITIONS**

Does the job involve exposure to unpleasant working conditions?	How Often?
Working in a variety of locations not necessarily ideal for therapy assessment and treatment.	Weekly.