

PERSON SPECIFICATION

Clinical Specialist Physiotherapist

Knowledge, Experience and Training required for the Post	Essential at Recruitment √	Desirable/Developed within the Role √	Measured By A – Application I – Interview P – Presentation T - Test
<p>Qualifications Give details of what qualifications are required at what level for the job Essential or desirable</p>	<ul style="list-style-type: none"> • Graduate diploma / Degree in Physiotherapy • HCPC Registered Physiotherapist MCSP Post Graduate qualification in clinical speciality 	<ul style="list-style-type: none"> • Working towards relevant post graduate qualification to Masters Level • Recognised Injection Therapy Qualification 	<p style="text-align: center;">A</p>
<p>Experience Give details of previous experience required specifying a time period Essential or desirable</p>	<ul style="list-style-type: none"> • Significant experience at Band 6 level in Clinical Speciality • Experience of education and supervision of students • Maintenance of developmental portfolio • Commitment to clinical and service audit • Evidence of research based practice 	<ul style="list-style-type: none"> • Membership of relevant interest group(s) • Working as a Lead Clinician – delegating to others, overseeing their work and providing clinical leadership 	<p style="text-align: center;">AI</p>
<p>Knowledge and Skills Give details of any specialist knowledge required. Give details of any specific skills required to undertake the job Essential or desirable</p>	<ul style="list-style-type: none"> • Advanced Clinical Skills • Knowledge of relevant National Agendas/ Policies/Frameworks • Ability to be responsible for the development of and implementation of Clinical Policies and Procedures • Organisational skills • Ability to disseminate information across organisational boundaries • Awareness of confidentiality • Information Management and Technology Skills/ Presentation skills • Communication skills – experience of and ability to work as part of a broad multi -disciplinary team/cross organisation working 		<p style="text-align: center;">AI</p>

	<ul style="list-style-type: none"> • Leadership skills/Ability to facilitate others • Time Management Skills – ability to meet deadlines 		AI
			AI
Personal Attributes Describe any personal attributes required e.g. organisation skills, flexible, team worker, initiative, etc. Essential or desirable	<ul style="list-style-type: none"> • Commitment to personal development • Interest and enthusiasm for the role • Commitment to the development of the Clinical Team Diplomacy • Team player Flexible/ adaptable to meet the needs of the Service 		AI
			AI
Other Any other requirements e.g. car driver Essential or desirable	<ul style="list-style-type: none"> • Car owner/ driver or suitable transport arrangements to enable you to undertake the job 		AI

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 hr	No physical lifting of adults but may facilitate movement	Hoisting Moving & handling equipment
Moving and handling equipment	Daily	Up to 30 mins	Variable depends on equipment	Moving and handling equipment where applicable

Is the job holder expected to sit / stand in a restricted	How Often?	For How Long?	What activity is involved?
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position?			
Yes	Every shift Possibly weekly	May be more than 20 mins 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 hr
Being observed by junior and senior staff members	Daily/weekly/monthly	Full clinic
Attending training sessions	Weekly/monthly	Up to 1-2 hrs
Facilitating change through a biopsychosocial approach	Daily	Full Clinic
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
Moving and handling of patients	Daily	Up to 1 hr

EMOTIONAL EFFORT

Does the job involve dealing with any distressing or emotional circumstances?	Direct / Indirect Exposure	How Often?
Dealing with patients often presenting with a history of significant life events which influence their behaviours.	Direct	Daily
Dealing with varied case mix demands and pressures associated with this	Direct	Daily
Dealing with emotionally upset patients/carers.	Direct	Rarely
Dealing with people that have challenging behaviours	Direct	Occasionally

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WORKING CONDITIONS

Does the job involve exposure to unpleasant working conditions?	How Often?
No.	