

PERSON SPECIFICATION

JOB TITLE:	Rotational Band 6 Physiotherapist		
DEPARTMENT:	Haywood Hospital Therapies (rotational)	BAND:	6

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
<ul style="list-style-type: none"> ▪ Degree/Diploma in Physiotherapy ▪ HCPC registration ▪ Evidence of CPD ▪ Working towards Fieldwork Educator ▪ Evidence of personal development ▪ Participation within ongoing training ▪ Willing to participate in training / promotional events to support services. ▪ Willing to share / cascade relevant knowledge and skill with others 	A I R	<ul style="list-style-type: none"> ▪ Completion of rehabilitation studies or similar qualification ▪ Fieldwork Educator training ▪ Modules at Masters levels ▪ Evidence of further study relevant to services within portfolio ▪ Falls training & related assessments. ▪ Neurological / stroke / rehabilitation training ▪ Mental capacity training ▪ Member of the Chartered Society of Physiotherapy ▪ Member of relevant clinical interest group 	A I R
EXPERIENCE			
<ul style="list-style-type: none"> ▪ Relevant NHS experience (a minimum of 18 months in the UK) ▪ Relevant additional specialist post graduate training / study and in-depth experience of 	A I R	<ul style="list-style-type: none"> ▪ Experience of hospital / community working. ▪ Experience within service development / audit 	A I R

<p>rehabilitation</p> <ul style="list-style-type: none"> ▪ Relevant experience to the role in a variety of specialties including neurology, orthopaedics, older people's rehabilitation, falls management, respiratory care, musculoskeletal including assessment and management of various conditions within the area of clinical speciality. ▪ Responsibility an awareness of need for management and organisation of own and others caseload. ▪ Demonstrate an awareness of the skills and knowledge of the multi-disciplinary team 		<ul style="list-style-type: none"> ▪ Participation within research 	
<p>SKILLS, KNOWLEDGE & ABILITIES</p>			
<p>Knowledge</p> <ul style="list-style-type: none"> ▪ Knowledge of current best practice in Physiotherapy/ rehabilitation ▪ Awareness of complex recovery process and deficits following illness, injury, neurological event; condition and / or trauma ▪ Knowledge of rehabilitation process and role of Physiotherapy with designated patient group ▪ Understanding of current NHS / Trust initiatives and issues ▪ Knowledge & application of Professional Code of Conduct & Ethics 	<p>A I R T</p>		<p>A I R T</p>
<p>General Skills</p> <ul style="list-style-type: none"> ▪ Ability to recognise own limitations and seek advice as appropriate. ▪ Ability to work autonomously and as part of a team, setting own and others priorities. ▪ Ability to carry own caseload. ▪ Able to deal with difficult situations appropriately. ▪ Ability to use own initiative and take responsibility for own and others actions ▪ Basic knowledge of health legislation and current practice ▪ Ability to reflect and critically appraise own performance for development ▪ Ability to analyse professional and ethical issues ▪ Commitment to client centred, non-discriminatory practice. ▪ Computer skills – email, word processing and internet 	<p>A I R</p>	<ul style="list-style-type: none"> ▪ Member of the CSP 	<p>A I R</p>

<ul style="list-style-type: none"> ▪ Reliable work record 			
<p>Specific Skills</p> <ul style="list-style-type: none"> ▪ Knowledge of specialised rehabilitation and application of assessment and treatment approaches utilising evidence-based research. 	A I R T	<ul style="list-style-type: none"> ▪ Knowledge of Mental Health / Social Care legislation and current practice ▪ Normal Movement approach ▪ Awareness of Health promotion / risk prevention and application ▪ Client / carer education strategies 	A I R T
<p>Communication and relationship skills</p> <ul style="list-style-type: none"> ▪ Team player ▪ Clear, logical and effective verbal and written communication skills ▪ Ability to work effectively with other disciplines/agencies both statutory and non-statutory across the health and social care economy. ▪ Good inter-personal skills, adaptable, ability to work flexibly. ▪ Ability to build effective working relationships with patients/carers and MDT ▪ Ability to write concise, clear reports and notes ▪ Must be able to represent Physiotherapy / rehabilitation services at clinical / management meetings. ▪ Supervisory and appraisal skills 	A I R	<ul style="list-style-type: none"> ▪ Project work ▪ Team development initiatives ▪ Presentation skills ▪ Teaching 	A I R
<p>Analytical and judgment skills</p> <ul style="list-style-type: none"> ▪ Non- judgemental approach ▪ Ability to assess and formulate appropriate treatment programmes ▪ Ability to evaluate / review and negotiate treatment approaches ▪ Effective clinical reasoning skills ▪ Ability to reflect and critically appraise own performance ▪ Ability to organise and respond efficiently to complex information 	A I R		A I R

<ul style="list-style-type: none"> ▪ Ability to evaluate the service offered through audit, research and outcome measures 			
<p>Planning and organisational skills</p> <ul style="list-style-type: none"> ▪ Effective time management and prioritisation skills – organised, flexible and logical. ▪ Self-motivated, proactive and able to motivate / lead others ▪ Ability to manage workload effectively within sub-acute / rehabilitation and / or community setting ▪ Able to carry out concurrent activities (multi-tasking). ▪ Demonstrates initiative ▪ Willingness to work flexibly 	A I R		A I R
<p>Physical skills</p> <p>On a frequent basis</p> <ul style="list-style-type: none"> ▪ Required to assist in the therapeutic moving and handling of patients following neurological event / condition and / or trauma ▪ Exposed to unpleasant working conditions or hazards e.g. bodily fluids / environmental hazards ▪ May be required to use a PC for intermittent, varying periods during the working day ▪ Ability to travel to patients homes ▪ Exposed to emotionally distressing or traumatic situations requiring tact & diplomacy ▪ Awareness of complex recovery process following neurological event; condition and / or trauma 	I R	<ul style="list-style-type: none"> ▪ Ability to develop and evaluate service delivery through research, audit and outcome measures 	I R
<p>PERSONAL ATTRIBUTES</p>			
<ul style="list-style-type: none"> ▪ Working across hospital / community settings and have the ability to travel within a geographical area to meet the requirements of the post. ▪ Flexibility with working hours to enable 7 day working / shift patterns. ▪ Pro-activeness to continue relevant Specialist Post Graduate qualification and/or courses / development opportunities (e.g. professionally recognised courses in specialist area / projects / research). ▪ Access to own transport with valid and current UK driving licence / business insurance 	I R		I R



JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE
	DATE