

# PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN  
THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

**JOB TITLE: Community Respiratory Physiotherapist Band 6**

Description	Essential	Desirable	Assessment
<b><u>Education/ Qualifications</u></b>			
Degree in Physiotherapy, HPC registration and portfolio evidence of postgraduate learning and experience, plus further specialist training to Masters equivalent level.	•		AF
Maintains a portfolio of CPD in line with regulatory body standards	•		AF/IN
Non-medical prescriber or willingness to work towards within first 2 years of employment	•		AF/IN
ARTP registered or to undertake the training within first 2 years of employment	•		AF/IN
Management education development, including in supervision/ teaching/team management		•	AF/IN
MIPPS course or equivalent		•	AF/IN

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<b><u>WORK RELATED KNOWLEDGE &amp; EXPERIENCE</u></b>			
Experience in the specialist clinical field	•		AF/IN
Experience in the supervision and management of other staff	•		AF/IN
Experience in the teaching and training of others in a variety of settings e.g. clinical, academic	•		AF/IN
Highly developed specialist theoretical and clinical knowledge appropriate to service area and profession	•		AF/IN
Highly developed knowledge of relevant current issues in health and social care, ethics and innovation and application in practice	•		AF/IN
Demonstrates awareness of limits to knowledge base	•		AF/IN
Experience of leading the application of clinical governance and quality measures in practice	•		AF/IN
Knowledge of current research methodology	•		AF/IN
Managerial experience with experience of delegation, allocation and managing junior staff	•		AF/IN
Experience of Quality Improvement showing evidence of quality improvement initiatives	•		AF/IN
Understanding of capacity and budget restrictions	•		AF/IN
Experience with spirometry		•	AF/IN
Awareness of national health care issues		•	AF/IN
Experience of Pulmonary rehabilitation		•	AF/IN
Experience of practical application of innovation techniques		•	AF/IN
		•	AF/IN

Evidence of research projects and / or clinical audits relevant to clinical area			
<b><u>SKILLS &amp; APTITUDES</u></b>			
Ability to work under pressure	•		AF/IN
Able to work autonomously in a nurse/AHP led service.	•		AF/IN
Sound organizational skills	•		AF/IN
Ability to manage all resources to maximum capacity.	•		AF/IN
Able to work with people at all levels.	•		AF/IN
Ability to build collaborative relationships across disciplines	•		AF/IN
Clinically up to date and able to demonstrate innovative practice.	•		AF/IN
Computer literate able to use system one	•		AF/IN
Highly specialist assessment, planning, treatment and evaluation skills appropriate to clinical area.			
Highly complex analytical and creative problem solving skills in unpredictable situations	•		AF/IN
Clinical supervision skills	•		AF/IN
Experience of using spreadsheets and other software for clinical and non-clinical activity.		•	AF/IN
Presentation skills		•	AF/IN

<u><b>Experience</b></u>			
Recent community experience	•		AF/IN
Experience of initiating and implementing patient focused clinical or professional change	•		AF/IN
Interpretation of vital signs, including pulse-oximetry and chest examination/ auscultation	•		AF/IN
Competent IT skills in order to collect and interpret data, present reports and compile presentations in a range of contexts	•		AF/IN
Advanced verbal, non-verbal and written communication skills including communicating complex or potentially distressing information to patients / carers and managing conflict when appropriate	•		AF/IN
Risk assessment skills	•		AF/IN
Reflective practice skills – able to give clear and effective feedback and support others to develop	•		AF/IN
Develop and lead clinical audit within clinical area	•		AF/IN
Lead / contribute to research activities relevant to clinical area	•		AF/IN
Experience of pharmacological and non-pharmacological patient management within specialist field.	•		AF/IN
Experience of successful multi agency working – move across		•	AF/IN
Experience of negotiation and influence to achieve change. – move across		•	AF/IN
		•	AF/IN
Spirometry		•	
Blood gas sampling (capillary and Arterial ) and analysis.			AF/IN
		•	
Blood sugar monitoring.		•	AF/IN

Knowledge of pharmacology.		•	AF/IN
Venepuncture		•	AF/IN
Smoking cessation counselling		•	AF/IN
Experience in respiratory medicine		•	AF/IN
Experience in community working		•	AF/IN
Experience with virtual video consultation		•	AF/IN
<b><u>Personal Attributes</u></b>			
Leadership Qualities	•		AF/IN
Highly motivated	•		AF/IN
Good communicator	•		AF/IN
Flexibility	•		AF/IN
Team player	•		AF/IN
Approachable	•		AF/IN
Able to manage time effectively.	•		AF/IN
Able to work in new ways and complex situations.	•		AF/IN
<b><u>Conduct</u></b>			
Shares the Trust's Beliefs and models this in their attitude and behaviour:	•		AF/IN
Positive: optimistic; noticing and appreciating good work; and aiming to improve services and customer experience	•		AF/IN
Welcoming: friendly, responsive, courteous and on time	•		AF/IN
	•		AF/IN

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Respectful: respecting others and not judging; respecting people's dignity and privacy	•		AF/IN
Involving: listening and communicating clearly; able and willing to involve, and work together with, others	•		AF/IN
Kind: compassionate, helpful and understanding	•		AF/IN
Accountable: using best practice to get effective results; prioritise and speak about safety; being professional and aware when we are 'on stage'	•		AF/IN
Ensures that organisational values are demonstrated by self and others every day and that any matters of concern are addressed in a timely way, either directly; or raised with the relevant Line Manager; or through the relevant processes within the Trust as appropriate.	•		AF/IN
<b><u>Corporate</u></b>			
Current UK driving licence - ability to travel extensively within acceptable time scales	•		AF/IN
Flexibility – prepared to work in other geographical areas of EPUT when required	•		AF/IN