

Sandwell and West Birmingham Hospitals NHS Trust

PERSON SPECIFICATION Post Title: Physiotherapy Assistant Practitioner

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
EXPERIENCE	Experience working as a Band 3 Physiotherapy Assistant	AF & I		
	Experience working in acute care	AF & I		
	Working as part of a team	AF & I		
	Provision of aids & equipment for people with a disability	AF & I		
QUALIFICATIONS	NVQ Level 3 or equivalent level study.	AF	Portfolio of learning Foundation degree or equivalent	AF & I
PERSONAL QUALITIES	Able to work as a team member	AF & I		
	Demonstrate initiative & self directed learning	AF & I		
	Demonstrate empathy & a caring approach to patients	I		
	Reliable, flexible & self motivated	AF & I		
	Able to work within guidelines & protocols	AF & I		
	Able to acquire new skills and apply them to practice	AF & I		
	Able to motivate others	AF & I		
	Able to recognise the limitations of own practice & when to seek guidance from a registered physiotherapist	I		
MANAGEMENT/ SUPERVISION/ CO-ORDINATION SKILLS	Able to cope working in a stressful environment with distressed patients and carers	I		
	Able to organise & prioritise own caseload efficiently & effectively.	AF & I		
	Able to fully complete tasks undertaken within agreed deadlines	AF & I		
COMMUNICATION/ VERBAL SKILLS	Able to demonstrate and delegate activities to, and train, other support workers	AF & I		
	Able to speak, receive & issue instructions in English concerning patients without risk of misunderstanding in group & individual settings	I	Competent IT skills	AF & I
	Able to communicate effectively and sensitively with patients	I		
WRITTEN SKILLS	Able to effectively communicate in face to face contact, telephone contact, e-mail contact & in internal meetings	AF		
	Able to adhere to Trust and Departmental documentation standards in English	I		

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES	Able to monitor stock levels of patient equipment & re-order as appropriate	AF & I		
	Able to use & demonstrate the safe use of equipment including walking aids	AF & I		
KNOWLEDGE Demonstrate:	Understanding of the role of Physiotherapy in Acute Care	AF & I		
	Understanding of the role of the Multidisciplinary Team	AF & I		
	Knowledge of equipment for individuals with a disability	AF & I		
	Awareness of cultural and other diversity issues	I		
	Ability to comprehend and work within Trust policies including Data Protection, Privacy & Dignity and Health and Safety.	AF&I		
EFFORT Physical Mental Emotional	Able to carry out frequent moderate to intense physical effort for several long periods manoeuvring patients & equipment throughout the working day and carry out concurrent activities	AF & I		
	Able to carry out frequent, long periods of medium-intense concentration carrying out assessment protocols, carrying out treatment programmes and instructing patients and carers in the use of equipment	AF & I		
	Able to respond to interruptions in work patterns in response to service needs and Trust discharge deadlines	AF & I		
	Able to cope working in a stressful environment with patients presenting with disabilities, chronic or terminal conditions including those with limited recovery potential	AF & I		
	Able to deal sensitively with patients with high levels of anxiety/aggression caused by pain, limited mobility or who are unable to accept rehabilitation outcomes	AF & I		
WORKING CONDITIONS	Able to cope with constant exposure to highly emotive situations, involving patients and their families/carers.	I		
	Able to cope with daily exposure to unpleasant conditions including soiled linen and sputum	I		
	Able to cope with occasional exposure to vomit, blood, infected patients and physical & verbal aggression	I		

How Tested: AF = **Application Form**
 I = **Interview**
 PR = **Presentation**
 PF = **Portfolio**
 T = **Test**