

Sandwell and West Birmingham Hospitals NHS Trust

PERSON SPECIFICATION

Post Title: Specialist Occupational Therapist – Frailty Intervention Team

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
EXPERIENCE	Post graduate experience as an Occupational Therapist in a rotational post. Experience must include working within front door services in an acute hospital environment.	AF & I	Involvement in audit and research	AF & I
	Experience of working as part of a therapy team and the wider MDT.	AF & I		
	Experience of delegating to and supervising Therapy Assistants.	AF & I		
	Contribution to the clinical education of less experienced staff or undergraduate Occupational Therapy students	AF & I		
	Participation in 7 day service	AF & I		
QUALIFICATIONS	Degree/Diploma in Occupational Therapy	AF	Membership of Royal College of OT	AF
	HCPC Registration	AF		
	Portfolio evidence of CPD	PF		
PERSONAL QUALITIES	Able to work as a team member	AF & I		
	Reliable, flexible and self-motivated	AF & I		
	Able to demonstrate initiative and commitment to self-directed learning	AF, I & PF		
	Innovative and able to make recommendations for service improvement	AF & I		
MANAGEMENT/ SUPERVISION/ CO-ORDINATION SKILLS	Able to organise and prioritise own caseload	AF & I		
	Able to fully complete tasks within agreed deadlines	AF & I		
		HOW	DESIRABLE	HOW

ATTRIBUTE	ESSENTIAL	IDENTIFIED		IDENTIFIED
	<p>Able to organise, supervise and delegate tasks to junior therapists and support workers</p> <p>Able to supervise and educate students</p>	<p>AF & I</p> <p>AF & I</p>		
COMMUNICATION Written skills	<p>Able to adhere to Trust and Departmental documentation standards.</p> <p>Able to write complex patient reports/documentation</p>	<p>I</p> <p>AF & I</p>	<p>Contribute to reviewing and writing service protocols</p>	I
COMMUNICATION Verbal Skills	<p>Able to speak, receive and issue instructions in English concerning patients without risk of misunderstandings in group and individual settings</p> <p>Able to communicate effectively in face to face contact, telephone contact, e-mail contact and internal and external meetings</p> <p>Competent IT skills</p>	<p>I</p> <p>I</p> <p>AF & I</p>		
RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES	<p>Able to assist in stock control management</p> <p>Able to use and demonstrate to staff, carers & patients the safe use of equipment and appliances</p>	<p>AF & I</p> <p>AF & I</p>		
KNOWLEDGE Able to demonstrate:-	<p>Specialist theoretical knowledge of a broad range of pathologies to underpin practice</p> <p>Knowledge of Clinical Governance and its implications for the Service</p> <p>Ability to comprehend and work within Trust policies of data protection, equal opportunities and health and safety</p>	<p>AF & I</p> <p>AF & I</p> <p>AF & I</p>		

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
PHYSICAL SKILLS	<p>Able to demonstrate highly developed dexterity, coordination & palpating senses for assessment & manual treatment of patients</p> <p>Able to carry out concurrent activities involving frequent moderate to intense physical effort for several long periods manoeuvring patients and equipment throughout the working day</p>	<p>I</p> <p>AF & I</p>		
MENTAL EFFORT	<p>Able to carry out frequent, long periods of medium-intense concentration carrying out assessments, planning treatment programmes, supervising support workers and more junior staff and dealing with complex equipment</p> <p>Able to respond to interruptions in work patterns in response to service needs and Trust discharge deadlines and in response to bleeps</p>	<p>AF & I</p> <p>AF & I</p>		
WORKING CONDITIONS	<p>Able to cope with daily exposure to unpleasant conditions including soiled linen, sputum and body odours</p> <p>Able to cope with occasional exposure to vomit, blood, contaminated equipment, patients with infections or infestations and physical and verbal aggression</p>	<p>I</p> <p>I</p>		
EMOTIONAL EFFORT	<p>Able to cope working in a stressful environment with patients and carers of patients presenting with disabilities, chronic or terminal conditions, including g those with limited recovery potential</p> <p>Able to deal sensitively with patients with high levels of anxiety/aggression caused by pain, dementia, sedation, limited mobility or who are unable to accept rehabilitation outcomes</p>	<p>AF & I</p> <p>AF & I</p>		

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

