

## PERSON SPECIFICATION (& SHORTLISTING FORM)

**Job Title:**                      **Band 6 RRIC Community Practitioner -  
Physiotherapist, Occupational Therapist**

**Name of Applicant:** \_\_\_\_\_

### WEIGHTING

Criteria in each section are ranked in order of importance 3 – 1, with 3 being the most important

### SHORTLISTING CRITERIA – using Application Form and accompanying information





Each candidate will be scored against the person specification as follows:

3 points = fully meets or exceeds the criteria

2 points = significantly meets criteria, although falls short on minor aspects

1 point = partially meets criteria, but falls short on key aspects

0 point = does not meet criteria

CATEGORY	CRITERIA	Weight (must be Completed)	HOW ASSESSED (must be completed)
<b>Values:-</b>   <b>Collaborate</b>   <b>Aspire</b>   <b>Respect</b>   <b>Enable</b>	Communicates openly, honestly and professionally, and actively promotes team working and building strong working relationships	3	All values must be assessed at the interview/ assessment stage using various methods e.g. open questions and scenarios
	Patients are always first. Drives service improvements. Strong self-awareness with a desire to grow.	3	
	Treats all with compassion and kindness. Ensures everyone feels valued.	3	
	Consults others and listens to their views/opinions. Enables others to take the initiative	3	

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

<b>EDUCATION, QUALIFICATIONS &amp; TRAINING</b> eg Education, professional qualifications	Registered Allied Healthcare Professional with HCPC - Physiotherapist	3	Application form.
	Degree/ Diploma in Physiotherapy Occupational Therapy	3	Application form.
	Experience of recent Continuous Professional Development.	3	Application form.
	Relevant post graduate clinical training e.g. Advanced History Taking & Assessment Long Term Conditions Respiratory Disease Cardiac Disease Trauma, Orthopaedics & End of Life	3	Application form.
<b>EXPERIENCE</b> eg Breadth of occupational experience	Demonstrate experience post or pre-registration placements in relevant clinical areas for therapists:-  Care of Elderly  Orthopaedics  Neurology  Respiratory  Palliative Care  Long term conditions	3	Application Form
	Experience of working in a community/in-patient setting for a minimum of 2 years post registration.	2	Application Form
	In depth experience of working within multi-agency/multi-disciplinary team.	3	Application Form & Interview

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	Experience of working with single assessment process.	1	Application Form
	Experience of electronic clinical systems.	2	Application Form
	Experience participating in research or audit project.	2	Application Form & Interview
	Experience of day-to-day staff management e.g. case allocation to Health Care Assistants	2	Application Form & Interview

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<b>SKILLS, ABILITIES &amp; KNOWLEDGE</b> eg Communication skills, excellent organisation skills, keyboard skills, high motivation, Special knowledge requirements e.g. NMC Code of Conduct, regulations etc.	Demonstrate profession specific clinical assessment planning delivery and evaluation skills.	3	Application Form & Interview
	Ability to manage complex cases.	2	Application Form & Interview
	Ability to develop and maintain partnership working.	2	Application Form & Interview
	Knowledge of legal requirement for working with vulnerable adults and those who lack capacity.	2	Application Form & Interview
	Ability to motivate staff.	3	Application Form
	Knowledge of modernisation agenda within the NHS and social care.	2	Application Form
	Excellent written and verbal communication skills.	3	Application Form & Interview
	Report writing skills.	2	Application Form
	IT Skills.	2	Application Form
	Presentation skills	3	Application Form & Interview
	Teaching patients, carers, and colleagues	2	Application Form
	Self-Awareness	3	Application Form & Interview
<b>SPECIAL CIRCUMSTANCES</b> eg Ability to travel to other sites. Ability to work internal rotation	Valid and current driving licence and car to be able to travel to locations throughout Buckinghamshire.	3	Application form

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