

# Sandwell and West Birmingham Hospitals NHS Trust

## PERSON SPECIFICATION

Post Title: Specialist Physiotherapist – Acute Respiratory

AFC No: PTA0030k

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>EXPERIENCE</b>	<p>post graduate experience as Junior Physiotherapist in a rotational post. Experience must include working within respiratory in an acute hospital environment</p> <p>Experience of working as part of a therapy team and the wider MDT.</p> <p>Experience of delegating to and supervising Physiotherapy/ Rehabilitation Assistants.</p> <p>Contribution to the clinical education of less experienced staff or undergraduate Physiotherapy students</p> <p>Participation in emergency duties and 7 day service</p>	<p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF &amp; I</p>	<p>Involvement in audit and research</p>	<p>AF &amp; I</p>
<b>QUALIFICATIONS</b>	<p>Degree/Diploma in Physiotherapy</p> <p>HPC Registration</p> <p>Portfolio evidence of CPD</p>	<p>AF</p> <p>AF</p> <p>PF</p>	<p>Membership of Chartered Society of Physiotherapy</p>	<p>AF</p>
<b>PERSONAL QUALITIES</b>	<p>Able to work as a team member</p> <p>Reliable, flexible and self-motivated</p> <p>Able to demonstrate initiative and commitment to self-directed learning</p> <p>Innovative and able to make recommendations for service improvement</p>	<p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF, I &amp; PF</p> <p>AF &amp; I</p>		
<b>MANAGEMENT/ SUPERVISION/ CO-ORDINATION SKILLS</b>	<p>Able to organise and prioritise own caseload</p> <p>Able to fully complete tasks within agreed deadlines</p>	<p>AF &amp; I</p> <p>AF &amp; I</p>		

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
	<p>Able to organise, supervise and delegate tasks to support workers</p> <p>Able to supervise and educate students</p>	<p>AF &amp; I</p> <p>AF &amp; I</p>		
<b>COMMUNICATION</b> Written skills	<p>Able to adhere to Trust and Departmental documentation standards.</p> <p>Able to write complex patient reports</p>	<p>I</p> <p>AF &amp; I</p>	<p>Contribute to reviewing and writing service protocols</p>	<p>I</p>
<b>COMMUNICATION</b> 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>I</p> <p>I</p>	<p>Competent IT skills including presentations</p>	<p>AF &amp; I</p>
<b>RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES</b>	<p>Able to assist in stock control management</p> <p>Able to use and demonstrate to staff, carers &amp; patients the safe use of equipment and appliances</p>	<p>AF &amp; I</p> <p>AF &amp; I</p>		
<b>KNOWLEDGE</b> 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>Knowledge/competence required for emergency duties</p>	<p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF &amp; I</p> <p>AF &amp; I</p>		

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>PHYSICAL SKILLS</b>	<p>Able to demonstrate highly developed dexterity, coordination &amp; palpating senses for assessment &amp; 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 &amp; I</p>		
<b>MENTAL EFFORT</b>	<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 &amp; I</p> <p>AF &amp; I</p>		
<b>WORKING CONDITIONS</b>	<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>		
<b>EMOTIONAL EFFORT</b>	<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 &amp; I</p> <p>AF &amp; I</p>		

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