

## PERSON SPECIFICATION

|                   |                        |
|-------------------|------------------------|
| <b>JOB TITLE:</b> | <b>Physiotherapist</b> |
| <b>JOB BAND:</b>  | <b>5</b>               |

### GUIDANCE FOR MANAGERS:

This document will not be used for the purpose of advertising the post but should be used as a tool to assist in the shortlisting of candidates. All role requirements detailed in this document, both essential and desirable that will be used to assess the suitability of a candidate must be added to the Role Requirements tab on the Trac System.

| Qualifications & Education                            | Weighting (Essential or Desirable) |
|---|------------------------------------|
| Degree/Diploma/MSc Pre Reg in Physiotherapy           | Essential                          |
| If a student, must be in the final 6 months of course | Essential                          |
| Health Care Professional Council (HCPC) registration  | Essential                          |

| Knowledge and Training   | Weighting (Essential or Desirable) |
|--|------------------------------------|
| Knowledge across the range of Physiotherapy practices in acute sectors                                 | Desirable                          |
| Evidence of theoretical knowledge and continuous professional development                              | Essential                          |
| Knowledge of the wider Multi-disciplinary team   | Essential                          |
| Basic Knowledge of principles and practice of Clinical Governance and its application to Physiotherapy | Essential                          |
| Attempts to cover shortfalls in experience through extra-curricular activities                         | Desirable                          |
| Knowledge of evidence based practice its relevance to physiotherapy                                    | Essential                          |

| <b>Experience</b>  | <b>Weighting (Essential or Desirable)</b> |
|--|---|
| Awareness of relevant national and local guidelines  | Desirable                                 |
| Relevant undergraduate experience or sound knowledge base and ability to adapt to acute setting    | Essential                                 |
| Ability to demonstrate understanding of NHS and the challenges facing the Physiotherapy profession | Desirable                                 |

| <b>Communication &amp; Relationship Skills</b>  | <b>Weighting (Essential or Desirable)</b> |
|---|---|
| Ability to build effective working relationships with colleagues, relatives and patients          | Essential                                 |
| Ability to delegate appropriately   | Desirable                                 |
| Ability to communicate effectively with all members of the multi-disciplinary team, at all levels | Essential                                 |

| <b>Analytical &amp; Judgement Skills</b>   | <b>Weighting (Essential or Desirable)</b> |
|--|---|
| Ability to analyse and make clinical judgments about assessments and plans with patients | Essential                                 |
| Ability to use initiative and make changes to plans at short notice                      | Essential                                 |
| Able to work as an autonomous practitioner in a defined clinical area                    | Essential                                 |

| <b>Planning &amp; Organisational Skills</b>   | <b>Weighting (Essential or Desirable)</b> |
|---|---|
| Evidence of good time management and personal organisation skills   | Essential                                 |
| Must be willing to participate in flexible working patterns including weekend for 7-day working and out of hours where clinically appropriate | Essential                                 |
| Ability to provide spontaneous as well as planned advice and teaching to patients, relatives and staff  | Essential                                 |

| <b>Physical Skills</b>  | <b>Weighting (Essential or Desirable)</b> |
|---|---|
| Able to commute to meet the needs of the job and able to get to Russells Hall Hospital within 45 minutes to meet on-call requirements | Desirable                                 |
| Confident with basic IT skills  | Essential                                 |

| <b>Equality, Diversity, Inclusion and Trust Values</b>   | <b>Weighting (Essential or Desirable)</b> |
|--|---|
| Able to provide safe, caring, and effective services   | Essential                                 |
| Values and behaviours that reflect the Trust values of Care, Respect and Responsibility  | Essential                                 |
| Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued | Essential                                 |

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| <b>Prepared by:</b>                     | <b>Louise Brookes, Therapy Lead</b> |
| <b>Date prepared:</b>                   | <b>June 2021</b>                    |
| <b>Job evaluation completed:</b>        |                                     |
| <b>Job evaluation reference number:</b> |                                     |