

## **PERSON SPECIFICATION**

<b>JOB TITLE:</b>	<b>Occupational Therapist</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.

<b>Qualifications &amp; Education</b>	<b>Weighting (Essential or Desirable)</b>
Degree/Diploma in Occupational Therapy	Essential
If a student, must be in final 6 months of course	Essential
Health Care Professional Council (HCPC) registration	Essential

<b>Knowledge and Training</b>	<b>Weighting (Essential or Desirable)</b>
Knowledge across the range of Occupational Therapy practices in the physical field	Essential
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 OT	Essential
Attempts to cover shortfalls in experience through extra-curricular activities	Essential
Knowledge of evidence based practice and its relevance to OT	Desirable

<b>Experience</b>	<b>Weighting (Essential or Desirable)</b>
Awareness of relevant national and local guidelines	Desirable
Relevant undergraduate experience in acute setting at student level or sound knowledge base and ability to adapt	Essential
Ability to demonstrate understanding of NHS and the challenges facing the Occupational Therapy 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 judgements 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
Able to provide spontaneous, as well as planned, advice and teaching to others	Essential

<b>Physical Skills</b>	<b>Weighting (Essential or Desirable)</b>
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

<b>Prepared by:</b>	<b>Louise Brookes, Therapy Lead</b>
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<b>Job evaluation reference number:</b>	