

## EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

<b>Post Title</b>	Specialist Physiotherapist (Band 6)	<b>Directorate/Department</b>	C/Therapy
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People with disabilities may apply for this post. Please specify in the box below if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level. (Hiring managers may be asked what arrangements – if any, can be made to overcome disability i.e. provision of equipment or changes to the physical working environment / job tasks.)

### Assessment Method Key

(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)

<b>Interview</b>	These criteria will be assessed during an interview, should you be shortlisted.
<b>Application</b>	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
<b>Presentation</b>	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

### Physical requirements of the post

Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act/Disability Discrimination Act).		X	
Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable
<b>Diploma/BSc in Physiotherapy/Pre-registration or MSc in Physiotherapy or equivalent</b>	Application form Registration documentation Interview Portfolio	X	
<b>Current HCPC registration</b>	Application form Registration documentation	X	

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	Interview Portfolio		
Membership of the Chartered Society of Physiotherapy	Application form Registration documentation Interview Portfolio		X
Membership of an appropriate clinical specialist interest group	Application form Registration documentation Interview Portfolio		X
Student Fieldwork Educators Course	Application form Registration documentation Interview Portfolio		X
<b>Previous or relevant experience necessary</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
<b>Must have completed a minimum of 4 rotations at Band Five level, or equivalent, e.g. in a static post in relevant area, demonstrating a broad range of experience. Rotations should include 4 of the following clinical areas: Respiratory (ITU, surgical , CT, Medicine, Medicine for Older People), MSK (inpatients, outpatients), Neurology (Stroke, acute neurology, ITU)</b>	Application form Interview Portfolio	X	
<b>On call competence with recent on call experience</b>	Application form Interview Portfolio	X	
Experience working in an acute hospital setting	Application form Interview Portfolio	X	
Experience of supervising staff/students on placement	Application form Interview Portfolio	X	
Up-to-date CPD portfolio	Application form Interview	X	

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	Portfolio		
<b>Band 6 experience within relevant clinical area within the last 12m</b>	Application form Interview Portfolio		X
Evidence of involvement in research and audit	Application form Interview Portfolio		X
<b>Aptitudes and skills required</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
<b>Able to present information, written and orally, in a clear and logical manner</b>	Interview Application form References	X	
<b>Confident to work alone in the clinical area, with guidance from Senior Therapists for complex cases.</b>	Interview Application form References	X	
Knowledge of contemporary practice issues and recent research.	Interview Application form References	X	
Proven time management and prioritisation skills	Interview Application form References	X	
Good interpersonal skills – listening/speaking	Interview Application form References	X	
Competent IT skills	Interview Application form References	X	
Ability to handle sensitive information	Interview Application form References		
Self motivated	Interview Application form References	X	

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Ability to recognise own limitations	Interview Application form References	X	
Professional manner	Interview Application form References	X	
Ability to work as part of a close knit MDT	Interview Application form References	X	
Understanding of clinical governance	Interview Application form References	X	
Ability to stay calm when under pressure	Interview References	x	
Able to use initiative	Interview References	x	
Be flexible and adaptable at work in order to meet competing priorities	Interview References	x	
Reliable and honest	Interview References	x	
Advance IT skills	Interview Application form References		X
Evidence of delegation skills	Interview Application form References		X
Presentation skills e.g. experience of formal teaching to small groups.	Interview Application form References		X
Experience of committee membership e.g. as a Steward, Health and Safety representative etc	Interview Application form References		X
Evidence of involvement in organising courses.	Interview Application form		X

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	References		
Evidence of attendance at courses, related to defined clinical area	Interview Application form References		X
<b>Special requirements of the post</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
<b>Advanced DBS check</b>		X	
<b>Able to work flexibly over 7 days, including on-call (if relevant to clinical area) and weekends according to the rota</b>		X	
Knowledge and understanding of <ul style="list-style-type: none"> <li>• manual handling</li> <li>• financial pressures within the NHS and the impact on service delivery</li> <li>• confidentiality and data protection</li> <li>• health and safety</li> <li>• infection control</li> <li>• resuscitation procedures</li> </ul>		X	
<b>Ability to travel independently between hospital sites or for necessary patient visits</b>	Application form Registration documentation Interview Portfolio	X	
<b>Values and behaviours</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> <li>• Patients First</li> <li>• Always Improving</li> <li>• Working Together</li> </ul>	Application and Interview	X	

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