

PERSON SPECIFICATION

JOB TITLE:	Therapy Assistant
JOB BAND:	3

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)
Sound educational background to GCSE level or equivalent (grade C or above in 3 subjects)	Essential
NVQ in health based study	Desirable

Knowledge and Training	Weighting (Essential or Desirable)
Knowledge of role of Occupational Therapy and physiotherapy	Essential
Awareness of the value of team working	Essential

Experience	Weighting (Essential or Desirable)
Previous experience in NHS with patients	Desirable
Evidence of previous team work	Essential
Previous Assistant/HCA in any care setting	Essential
Understanding and interest in providing rehabilitation to patients	Essential

Communication & Relationship Skills	Weighting (Essential or Desirable)
Empathy, patience and persuasive skills	Essential
Desire to work with people	Essential
Good written and verbal communication skills	Essential
Ability to communicate effectively with all members of MDT at all levels and build effective relationships	Essential

Analytical & Judgement Skills	Weighting (Essential or Desirable)
Able to use own initiative appropriately	Desirable

Planning & Organisational Skills	Weighting (Essential or Desirable)
Versatility/adaptable to meet needs of service	Essential

Physical Skills	Weighting (Essential or Desirable)
Basic IT skills	Essential

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
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

Prepared by:	Louise Brookes, Therapy Lead
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