

## PERSON SPECIFICATION

### PHYSIOTHERAPIST / BAND 6 EAST DORSET LOCALITY ICRT Team

<b>1. Knowledge, skills and training</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment method</b>	<b>Interview Score*</b>
1.1	Registered Physiotherapist with HPC	Yes		certification	
1.2	BSc(Hons)/Diploma in Physiotherapy	Yes		certification	
1.3	Post Graduate qualification		Yes	certification	
1.4	Knowledge of the legislative framework within which Physiotherapists work	Yes		Interview	
1.5	Knowledge of local and national resources		Yes	Interview	
1.6	Knowledge of alternative sources of information and supply of equipment and adaptations		Yes	Interview	
<b>2. Job specific experience</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment method</b>	
2.1	Previous experience in rehabilitation with adults and older people	Yes		Application form/ interview	
2.2	Orthopaedic, falls and trauma, neurology experience	Yes		Application form/ interview	
2.4	Awareness of the National priorities for older people	Yes		Interview	
2.5	An understanding of emotional and physical impact of illness/disability on an individual and their family	Yes		Interview	
2.7	Experience of supervision of staff	Yes		Application form/ interview	
2.8	Previous experience of working in the community	Yes		Application form/ interview	
<b>3. Managerial/supervisory experience</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment method</b>	
3.1	To attend and fully participate in supervision with the designated professional supervisor	Yes		Application form/references/ interview	
3.2	Ability to manage a demanding workload to agreed deadlines and timescales	Yes		Application form/ references/ interview	
<b>4. Finance &amp; Resources</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment method</b>	
4.1	An understanding of the need to work within available resources and overall budgetary limits	Yes		Interview	
<b>5. Information Technology</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment method</b>	

5.1	Ability to achieve a pass mark (75%) in the ICT Basic Skills test	Yes		Application form/interview	
<b>6. Personal qualities/attributes</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment method</b>	
6.1	Committed to offering the best possible service for older people	Yes		Interview/ references	
6.2	Motivated to update knowledge and skills	Yes		Application form/interview/certificates	
6.3	Ability to liaise successfully with colleagues in other sectors, health service and private and voluntary organisations	Yes		Interview/ references	
6.4	Ability to recognise stress and employ appropriate measures to deal with it	Yes		Interview	
6.5	Ability to communicate information clearly with patients and colleagues	Yes		Interview/ references	
6.6	Willing to work flexibly and pro-actively within the team; including some weekend work.	Yes		Interview/ references	
6.7	Ability to work autonomously.	Yes		Application form/references/ interview	
6.8	Enthusiasm for developing the service	Yes		Interview	
6.9	Ability to initiate, monitor and implement change, through motivation and development of staff	Yes		Application form/references/ interview	
<b>7. Business travel</b>		<b>Essential</b>	<b>Desirable</b>	<b>Assessment method</b>	<b>Interview score*</b>
7.1	Subject to the provisions of the Equality Act (2010), able to travel using own vehicle on Trust business.	Yes		Interview	
<b>8. Additional requirements</b>		<b>Essential</b>	<b>Desirable</b>		
8.1	Demonstrable skills in written and spoken English, adequate to enable the post holder to carry out the role effectively	Yes		Interview	

**\*Essential / desirable car user definitions**

Level 1 – (Essential) post holder is required to:

- travel an average of more than 3,500 miles a year;
- or travel an average of at least 1,250 miles a year; and necessarily use their car an average of 3 days a week; or spend an average of at least 50% of their time on such travel; including duties performed during the visits;
- or travel an average of at least 1,000 miles a year and spend an average of 4 days a week on such travel, including the duties performed during the visits.

Level 2 – (Essential) users who use their own vehicles for official journeys other than in the circumstances described under Level 1 above.

Level 3 (Desirable) non- car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably be made by public transport.