



## Person Specification

<b>Post Title: Physiotherapist</b>		<b>Grade: 6</b>	<b>Department: Living Well Centre/Inpatient Unit</b>	
<b>Criteria relevant to the job</b>	<b>Essential</b> Requirements necessary for safe and effective performance in the job	<b>Method of Assessment</b>	<b>Desirable</b> Where available, elements that contribute to improved/immediate performance in the job	<b>Method of Assessment</b>
Qualifications and Training	<ul style="list-style-type: none"> <li>• Physiotherapy Degree or Diploma</li> <li>• HCPC registration as a physiotherapist</li> <li>• Evidence of CPD</li> </ul>	Application form and interview	<ul style="list-style-type: none"> <li>• Recognised qualification in palliative care and or long term conditions</li> <li>• Recognised Acupuncture qualification</li> </ul>	Application form and interview
Experience	<ul style="list-style-type: none"> <li>• Experience of managing a palliative care caseload of patients using evidence based and patient centred principles to undertake discipline specific assessments, planning, implementation and evaluation of interventions</li> <li>• Experience of working effectively in a multi-disciplinary team</li> <li>• Experience of supervising junior staff – supervision sessions and appraisals</li> </ul>	Application form and interview	<ul style="list-style-type: none"> <li>• Specialist palliative experience/long term conditions in working with bereavement and loss</li> <li>• Previous experience in delivering training or teaching qualification</li> <li>• Experience in policy writing and audit</li> <li>• Management of staff</li> <li>• Experience of working with volunteers</li> </ul>	Application form and interview
Skills and Knowledge	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills</li> <li>• Ability to articulate in a clear and sensitive manner</li> <li>• Good interpersonal skills</li> <li>• Demonstrable resilience to working with those facing loss and bereavement</li> <li>• Ability to work effectively in a demanding environment</li> <li>• Ability to contribute to the learning environment</li> </ul>	Application form and interview	<ul style="list-style-type: none"> <li>• Awareness of national and local agendas relevant to palliative/long term conditions</li> <li>• Ability to support training and general guidance to the wider multidisciplinary team</li> <li>• Advanced Moving and Handling skills</li> </ul>	Application form and interview

	<ul style="list-style-type: none"> <li>• Broad knowledge of current evidence based physiotherapy techniques with ability to incorporate this into practice.</li> <li>• Computer IT literate</li> <li>• Excellent time management skills and the ability to be able to work independently and autonomously</li> <li>• Understanding of clinical governance</li> </ul>			
Personal Attributes	<ul style="list-style-type: none"> <li>• Able to evidence behaviour consistent with the Hospice values of professionalism, choice, integrity and reputation</li> <li>• Ability to work effectively on own initiative and also to engage actively in a multi-disciplinary team environment</li> <li>• Commitment to continued professional development</li> <li>• Able and willing to work flexibly at such times as needed to meet the requirements of the service</li> <li>• Approachable, motivated, enthusiastic, self-aware.</li> </ul>	Application form and interview		
Special Requirements	<ul style="list-style-type: none"> <li>• Must be a car driver with a valid driving licence or have access to transport with appropriate business insurance in order to travel to meet the needs of the service.</li> </ul>	Application form		

**Signature of Post holder:**

**Date:**

**Signature of Manager:**

**Date:**