RECRUITMENT AND SELECTION STANDARDS

****

PERSON SPECIFICATION FORM

Post Title/Grade**: Band 5 Physiotherapist General Rotation**

Department/Ward: **Physiotherapy**

Date: **December 23**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Qualifications/**  **Training** | * Degree in Physiotherapy or MCSP accredited Masters pending * HCPC registration pending | Degree in Physiotherapy or MCSP accredited MastersA member of the Chartered Society of Physiotherapy  * HCPC registration | Application form. Professional body registration web sites.  Certificates |
| Experience | * Evidence of a broad undergraduate experience across a range of practice areas * Evidenced CPD applied to clinical practice. * Evidence of having worked in an acute hospital setting * Evidence of working alongside and delegation of tasks to HCSWs | * Experience within the community * Acute respiratory experience * Taken part in a respiratory on-call rota * Clinical experience of working in the NHS * Staff supervision | Application form  Interview |
| **Knowledge** | * Understanding and evidence of application of holistic patient care * Understanding of common neurological, musculoskeletal, medical, orthopaedic and respiratory conditions * Understanding of the basic principles of examination, treatment and progression * Understanding of the correct use of PPE and IPC measures in an acute hospital setting * Awareness and understanding of service development, quality improvement, audit and research activities * Understand the role of the wider MDT * Evidence of understanding current local and national NHS drivers * Knowledge and demonstration of NHS Scotland and NHS Fife values * Knowledge of HCPC and CSP documentation standards | * Understanding of discharge pathways and the discharge planning process * Direct involvement in service development, quality Improvement, audit and research activities * Understanding of palliative care | Application Form and interview    Application form and interview  Application Form and interview |
| **Skills** | * Assessment & treatment skills across the common clinical presentations as above. * Understanding and application of SOAP notes * Excellent organisational skills * Excellent communication skills   (verbal and written)   * Analytical and problem solving skills * Well-presented application form with few errors * A level of English language competency and communication skills necessary to perform this role safely and effectively * Experience of Microsoft word, excel, PowerPoint etc. | * Report writing * Experience of managing patients with communication barriers * Well presented application form with no errors * Experience of electronic patient records and various video software (Teams, Near Me etc.) | Application Form Interview |
| **Aptitude** | * Highly motivated * Alert and quick thinking. * Approachable * Ability to work on own initiative and work independently * Committed to continued professional development * Ability to integrate into the physiotherapy team * Ability to recognise when to seek advice from senior staff | * Calm in a crisis * Ability to work in a multi-disciplinary and multi agency environment | Application Form  Interview |
| **Other**  **e.g. Team Player, Be able to travel** | * Team player * Ability to work different shift patterns and times over different locations, including community visits. * Ability to support working over 7 days. |  | Application Form  Interview |