RECRUITMENT AND SELECTION STANDARDS

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PERSON SPECIFICATION FORM

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

Department/Ward: **Physiotherapy**

Date: **December 23**

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|  | **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 interviewApplication 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 FormInterview |
| **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 FormInterview |