

**EMPLOYEE SPECIFICATION FOR THE POST OF
MENTAL HEALTH SERVICES FOR OLDER PEOPLE - Specialist Physiotherapist Band 6 In-Patient**

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	How Identified
Qualifications - Academic / Craft / Professional	BSc Hons Physiotherapy or equivalent	5	Member of Chartered Society of Physiotherapists	3	Application & interview
	Current HCPC registration	5	Formal accreditation for student practice placement education	3	
Further Training	Evidence of CPD	5		3	Application & interview
Work Experience	A working knowledge of a range of assessments and interventions used with older people	5	Clinical experience in working with older people with mental health issues	3	Application & interview
	Experience of Multi disciplinary team working	5	Community experience	3	

Attribute	Essential	Weight	Desirable	Weight	How Identified
Skills	Excellent verbal and written communication skills	5	Clinical Supervision skills	3	Application/ Interview/ References
	Sound judgement and decision making skills	5	Understanding of appropriate national and local drivers	3	
	The ability to problem solve	5			
	Keyboard skills and an ability to use a range of IT	5			
	Ability to prioritise workload	5			
	A positive attitude to working with older adults	5			
	A positive view of risk taking	5			
Contractual Requirements	Occasional requirement to visit different sites across the county.	5			Application

This specification has been prepared in accordance with the Trust's Equal Opportunities Policy.

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT 2010

Specification prepared by: Joan Kenyon

Designation: Lead AHP MHSOP

Date: December 2010

Reviewed by Farida Lingard (Clinical Lead Specialist Physiotherapist) September 2018

EMPLOYEE SPECIFICATION FOR THE POST OF ADULT MENTAL HEALTH Specialist Physiotherapist Band 6

Attribute	Essential	Weight	Desirable	Weight	How Identified
Physical Characteristics	Professional appearance	5		3	Interview
Qualifications - Academic / Craft / Professional	BSc Hons Physiotherapy or equivalent	5	Member of Chartered Society of Physiotherapy	3	Application & interview
	Current HCPC registration	5	Formal accreditation for student practice placement education	3	
Further Training	Evidence of CPD	5		3	Application & interview
Work Experience	A working knowledge of a range of assessments and interventions used with people with mental health issues	5	Clinical experience in working with older people with dementia and other mental health issues	3	Application & interview
	Experience of Multi-disciplinary team working	5	Experience of working within mental health in adult mental health services	3	
	Knowledge of mental health issues relating to adult mental health	5			

Attribute	Essential	Weight	Desirable	Weight	How Identified
Skills	Verbal and written communication skills	5	Clinical Supervision skills	3	Application/ Interview/ References
	Sound judgement and decision making skills	5	Understanding of appropriate national and local drivers	3	
	The ability to problem solve	5			
	Keyboard skills and an ability to use a range of IT	5			
	Ability to prioritise workload	5			
Dispositional Attributes	Positive attitude to people with mental health needs	5	Supervisory and motivational skills	3	Interview
	Ability to work as part of a multi-disciplinary team.	5			
Contractual Requirements	Occasional requirement to visit different sites across the county.	5			Application

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Specification prepared by: Helen Smith

Designation: Service Manager / AHP Lead

Date:

Reference ST&T 603