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| **Employee Specification – Bank Physiotherapist** |  |

St Gemma’s Hospice is an equal opportunities employer and endeavors to recruit the best person for each vacancy regardless of gender, race, religion or belief, age, sexual orientation, disability or any other factor irrelevant to the ability to do the job. Employees are required to follow the HR policies and procedures supporting recruitment and selection.

| **Attributes** | **Essential** | **Desirable** | **How identified**  **Interview = I**  **Application form = A** |
| --- | --- | --- | --- |
| **Experience** |  | | |
| Post registration experience in a variety of settings |  |  | A/I |
| Experience of palliative care conditions but not specifically specialized experience |  |  | A/I |
| Awareness of service development & innovation |  |  | A/I |
| Undergraduate/post graduate experience of working in a multi-disciplinary setting |  |  | A/I |
| Community experience |  |  | A/I |
| **Knowledge** |  | | |
| Awareness of the role of physiotherapy in Palliative and end of life care |  |  | A/I |
| Awareness and application of standards of professional practice |  |  | I |
| Research/evidence based practice |  |  | I |
| Basic clinical knowledge of a variety of conditions including complex multi-pathologies and the physiotherapeutic management. |  |  | I |

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| **Qualifications/Training** |  | | |
| BSc/BSc Hons/Diploma in Physiotherapy |  |  | A |
| Member of the Chartered Society of Physiotherapy (MCSP) |  |  | A |
| Registered with Health and Care Professions Council (HCPC) |  |  | A |
| Demonstration of recent appropriate CPD |  |  | A |
| **Skills/Abilities** |  | | |
| Effective time management skills with the ability to prioritise and adapt to the unpredictable nature of the work. |  |  | I |
| Previous experience in training, presentations and group work |  |  | I |
| Practice in acupuncture and Tens |  |  | I |
| Good written and verbal communication skills |  |  | A/I |
| Ability to form professional relationships and work with multi-disciplinary team/other professionals/agencies |  |  | I |
| Ability to deal with emotive situations |  |  | I |
| IT skills – Word, email, SystmOne or EMIS |  |  | A |
| Previous use and familiarity with Online platforms such as Zoom or Microsoft  teams |  |  | A/I |
| **Personal Attributes** |  | | |
| Car driver with access to a car with business use insurance |  |  | A/I |
| Motivated |  |  | I |
| Interpersonal skills |  |  | I |
| Ability to be flexible when required |  |  | I |
| Ability to offer effective communication to provide and receive complex and sensitive information |  |  | I |