

EXAMPLE Person Specification for First Contact Physiotherapist Musculoskeletal roles

These person specifications are examples only, designed to cover the broad range of responsibilities that can be held by an FCP role. Local person specifications will be structured differently and it is expected that local person specification templates will be used in extracting the information from the CSP examples.

Band 8a equivalent role:

Element	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • BSc degree in Physiotherapy • registered with the Health and Care Professional Council • can demonstrate working at Level 7 [within the ACP framework] capability in MSK related areas of practice or equivalent (such as advanced assessment diagnosis and treatment) 	<ul style="list-style-type: none"> • MSc degree in Physiotherapy or equivalent • completed or working towards a Supplementary Prescribing qualification • non-medical prescribing qualification
Knowledge	<ul style="list-style-type: none"> • significant leadership and experience in applying the physiotherapy process to include MSK assessment, interpretation, individual care planning, motivation, monitoring and evaluation of highly specialised MSK treatment • strong knowledge of Microsoft and GPIT systems, alongside prescribing data monitoring systems • experience of senior level decision making and delivery in a changing environment • experience of supervision of specialist staff/ line management • experience of working with a diverse range of stakeholders/providing leadership within the MSK pathway • Ability to lead and manage change across own service and wider MDT team/services. • Ability to integrate latest evidence based practice into services and ability to use to lead change across a pathway/range of providers 	<ul style="list-style-type: none"> • working towards advanced clinical practitioner status • experience of supervision/ line management • experience of working with a diverse range of stakeholders • strong knowledge of cognitive behavioural and motivational interviewing approaches / skills

Analytical skills	<ul style="list-style-type: none"> • able to understand and analyse complex issues and balance competing priorities in order to make difficult decisions • ability to analyse and interpret complex/ often incomplete information, pre-empt and evaluate issues, and recommend and appropriate course of action to address the issues 	<ul style="list-style-type: none"> • experience of working within a primary care setting • evidence of working across organisational boundaries within health and social care • independent thinker with demonstrated good judgement, problem-solving and analytical skills
Communication skills	<ul style="list-style-type: none"> • excellent interpersonal and organisational skills • ability to evidence a sound understanding of the NHS principles and values • excellent interpersonal and communication skills, able to influence and persuade others articulating a balanced view and able to constructively question information 	<ul style="list-style-type: none"> • evidence of inspiring and motivating teams with the ability to communicate passionately, effectively and persuasively across a diverse set of stakeholders • ability to negotiate effectively • build effective relationships with a range of stakeholders which are based on openness, honesty trust and confidence
Personal attributes & abilities	<ul style="list-style-type: none"> • strong and inspirational leadership • ability to co-ordinate and prioritise workloads – able to multi-task as well as be self-disciplined and highly motivated • demonstrates a flexible approach in order to ensure patient care is delivered 	<ul style="list-style-type: none"> • high degree of personal credibility, emotional intelligence, patience and flexibility • ability to cope with unpredictable situations • confident in facilitating and challenging others

Band 7 equivalent role:

Element	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • BSc degree in Physiotherapy • Registered with the Health and Care Professional Council 	<ul style="list-style-type: none"> • MSc degree in Physiotherapy • completed or working

	<ul style="list-style-type: none"> can demonstrate working at Level 7 [within the ACP framework] capability in MSK related areas of practice or equivalent (such as advanced assessment diagnosis and treatment) 	<ul style="list-style-type: none"> towards a Supplementary Prescribing qualification non-medical prescribing qualification
Knowledge	<ul style="list-style-type: none"> experience in applying the physiotherapy process to include MSK assessment, interpretation, individual care planning, motivation, monitoring and evaluation of highly specialized MSK treatment working knowledge of Microsoft and GPIT systems, alongside prescribing data monitoring systems experience of contributing to and service delivery/evolving evidence led practice and delivery in a changing environment ability to demonstrate leadership when introducing change 	<ul style="list-style-type: none"> working towards advanced clinical practitioner status previous supervisory experience experience of working with a diverse range of stakeholders cognitive behavioural and motivational interviewing approaches / skills
Analytical skills	<ul style="list-style-type: none"> able to understand and analyse complex issues and balance competing priorities in order to make difficult clinical decisions. support individual patient care by an ability to analyse and interpret complex clinical/ often incomplete information, pre-empt and evaluate issues, and recommend and appropriate course of action to address the issues 	<ul style="list-style-type: none"> experience of working within a primary care setting evidence of working across organisational boundaries within health and social care independent thinker with demonstrated good judgement, problem-solving and analytical skills
Communication skills	<ul style="list-style-type: none"> excellent interpersonal and organisational skills ability to evidence a sound understanding of the NHS principles and values excellent interpersonal and communication skills, able to influence and persuade others 	<ul style="list-style-type: none"> evidence of inspiring and motivating teams with the ability to communicate passionately, effectively. ability to negotiate effectively within the MDT or across a range of services/providers.

	articulating a balanced view and able to constructively question information	
Personal attributes & abilities	<ul style="list-style-type: none"> • ability to co-ordinate and prioritise workloads – able to multi-task as well as be self-disciplined and highly motivated • demonstrates a flexible approach in order to ensure patient care is delivered 	<ul style="list-style-type: none"> • high degree of personal credibility, emotional intelligence, patience and flexibility • ability to cope with unpredictable situations • confident in facilitating and challenging others