# PERSON SPECIFICATION

**Post: Moving & Handling Assessor**

Use the Job Description and Person Specification to guide your application, giving relevant examples of how you meet the criteria. Repeating the criteria alone does not necessarily demonstrate suitability. Further assessment methods may be used during selection.

Methods of assessment:
A: Application form | I: Interview | S: Scenario | P: Portfolio | T: Test | D: Documents

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## Qualifications and training

Method of Assessment D,I

**Essential**

- Advanced, accredited moving and handling training relevant to assessment of complex moving and handling situations, such as the RoSPA Level 4 Award in Practical Skills in Safer People Handling, or equivalent.
- Demonstrable practical competence in person-centred risk assessment, appropriate equipment and techniques, and supporting safe moving and handling.
- Commitment to maintaining moving and handling competence through mandatory and role-specific training, supervision, feedback, reflective practice and continuing professional development.

**Desirable**

- Moving and Handling Trainer/Train-the-Trainer qualification.
- Trusted Assessor training/qualification.

## Experience and knowledge

Method of Assessment – D,I

**Essential**

- Experience of structured, person-centred, outcome-focused moving and handling assessments covering the individual, environment, equipment and support providers, involving individuals, families and carers in decisions.
- Experience of undertaking moving and handling assessments within people's homes and community settings.
- Experience of assessing for and recommending specialist moving and handling equipment, including hoists and slings.

- Practical knowledge and experience of a range of moving and handling techniques and equipment, including hoists, slings and transfer equipment.
- Ability to assess risk and use assessment findings to identify safe, proportionate solutions that balance safety, independence, dignity, choice and positive risk-taking.
- Experience of working within Occupational Therapy, health, social care or a local authority setting.
- Knowledge of relevant moving and handling legislation, guidance and good practice.
- Experience of working with adults and/or children with disabilities, health conditions or care and support needs.
- Understanding of health and safety, safeguarding, confidentiality, information governance and data protection.
- Sound judgement in recognising the limits of own competence, seeking advice and escalating complex, unusual or higher-risk situations appropriately.

**Desirable**

- Experience of working across organisational boundaries with health, social care, care providers and equipment services.

## Skills & Abilities

Method of Assessment – D,I

**Essential**

- Ability to demonstrate, explain and review safe moving and handling equipment and techniques, giving clear, accessible advice on recommendations, risks and safer approaches to colleagues and others supporting the individual.
- Good observational, practical and problem-solving skills, with the ability to respond to different environments and individual circumstances.
- Reliable and organised, able to prioritise an allocated workload, manage competing demands and take responsibility for agreed work with appropriate autonomy.
- Ability to maintain clear, accurate and timely assessment records, including professional rationale, risks, recommendations and agreed actions.
- Ability to work flexibly as service demands and priorities change and contribute constructively to team and service development.

## Digital and IT Skills

Method of Assessment – D,I

**Essential**

- Confident, competent use of Microsoft 365, including Outlook, Word and Teams, and other relevant digital systems to communicate, obtain information, manage workload and support service delivery.
- Ability to use electronic databases, case-management and recording systems confidently and accurately, maintaining records and handling sensitive or confidential information appropriately.
- Ability and willingness to learn and use new digital systems as required.

**Desirable**

- Experience of using electronic social care or health case-management systems.
- Experience of digital systems used for equipment ordering, assessment recording or information sharing.

## Communication and Partnership Working

Method of Assessment – D,I

**Essential**

- Able to communicate clearly, sensitively and respectfully with individuals, families and carers, adapting to differing communication needs and complex or challenging situations.
- Experience of collaborative working with families, carers, colleagues, professionals and agencies, and ability to build constructive multidisciplinary and multi-agency relationships.
- Able to contribute effectively to discussions, case reviews and joint problem-solving.
- Able to manage disagreement professionally and maintain a person-centred approach.

## Personal Qualities and Approach

**Essential**

- A practical, compassionate and person-centred approach that promotes independence, dignity, choice and wellbeing.
- Able to work independently while contributing positively as part of a wider team.
- Commitment to equality, diversity and inclusive practice.
- Commitment to the Council's **PROUD values** and to providing a respectful and responsive service.

## Additional Requirements

**Essential**

- Ability to travel extensively across Shropshire to undertake assessments and reviews in people's homes, care settings and other community environments.
- Ability to work safely in a range of environments, including working independently and in accordance with lone-working arrangements.
- Ability to meet the practical requirements of the role.