

St John's Hospice
Person Specification – Senior Health Care Assistant (Community Services)

Requirement	Essential	Desired	How Assessed
Education / Qualifications	NVQ 2 Willingness to work towards Care Certificate and the Hospice competency framework for HCA's	NVQ 3 Care Certificate	Application form and interview
Experience	Recent experience of patient care at end of life Experience of working in the community setting	Experience of working in a specialist palliative care setting	Application form and interview
Knowledge and Skills	<p>Knowledge of holistic patient care for those at end of life</p> <p>Empathy and understanding</p> <p>Ability to plan own workload</p> <p>Ability to respond to changes in patient conditions</p> <p>Ability to work within a team</p> <p>Good Communication & interpersonal skills</p> <p>Knowledge of prioritising a patient's care needs</p> <p>Ability to work without direct supervision in a patient's home</p> <p>Uses own initiative</p> <p>Good IT skills and able to use a range of software (e.g. Word, Outlook, Excel etc).</p> <p>Accurately document care given in patient documentation</p> <p>Communicates well with information about care to carers and families.</p> <p>Experience of working as part of a team</p>	Confident in electronic patient records	Application form and interview
Values and personal attributes	<p>Willingness to work flexibly, including unsocial hours</p> <p>Positive attitude</p> <p>Motivated</p> <p>Committed to self -development</p> <p>Mature and responsible attitude</p> <p>Empathy and understanding</p>		Application form and interview
Miscellaneous	<p>Enhanced Disclosure & Barring</p> <p>Holds a current and valid UK driving licence & have access to a vehicle.</p> <p>Business insurance required</p>		Application form and DBS pre-employment check

* **Shortlisting candidates for interview** – We will shortlist candidates for interview by scoring against the above essential and desired criteria. Please tell us in your application and 'Supporting Information' section how you meet the requirements we are asking for.