

**St John's Hospice**  
**Person Specification – Senior Healthcare Assistant**



Requirement	Essential	Desired	How Assessed
Education / Qualifications	Willingness to complete Care Certificate and hospice competency framework for HCA's.  Willingness to undertake training in relation to the management of medicines.	Care Certificate	Application form and interview
Experience	Recent experience of patient care at end of life	Experience of working in a specialist palliative care setting  Experience of working in a ward setting	Application form and interview
Knowledge and Skills	Knowledge of holistic patient care for those at end of life  Ability to plan own workload  Ability to recognise & respond to changes in patient conditions  Ability to work within a team  Good Communication & interpersonal skills  Knowledge of prioritising a patient's care needs  Uses own initiative  Good IT skills and able to use a range of software (e.g. Word, Outlook, Excel etc).  Accurately document care given in patient documentation  Communicates well with information about care to carers and families.  Experience of working as part of a team		Application form and interview
Values and personal attributes	Willingness to work flexibly, including unsocial hours  Positive attitude  Motivated  Committed to self -development  Mature and responsible attitude empathy and understanding		Application form and interview
Miscellaneous	Enhanced Disclosure & Adult Barring Check	Holds a full UK Manual Driving Licence, business use insurance & have access to a vehicle during working hours.	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.