

PERSON SPECIFICATION

Job Title: Healthcare Assistant

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> GCSE in Maths and English grade 9-4 (A – C) <p>OR</p> <ul style="list-style-type: none"> Functional Skills Level 1 or higher 	<ul style="list-style-type: none"> NVQ2/3 in Health related subject
Knowledge, Behaviours and Experience	<ul style="list-style-type: none"> Can demonstrate an understanding, through personal statement and interview, of what is required within the role of a Health Care Assistant in the care setting Can describe the Trust Values and demonstrate how they put these in to practice within their caring role 	<ul style="list-style-type: none"> Previous hospital experience
Communication Skills	<ul style="list-style-type: none"> Evidence of effective verbal (face to face and via telephone), written communication and listening skills Evidence of the ability to work with a variety of teams, in a number of different acute settings, on a daily basis, to achieve a common goal 	
Capabilities – Managing relationships	<ul style="list-style-type: none"> Is aware everyone has different feelings and values and is aware of the need to respect and acknowledge those of other people at all times. Is aware of their own values, attitudes and cultural assumptions and 	

	<p>does not allow them to have an adverse impact on other people.</p>	
<p>Capabilities – Managing self</p>	<ul style="list-style-type: none"> • Is aware of their own values and is able to demonstrate alignment to the values of the Trust. • Understands they will be required to actively seek and take part in learning opportunities. • Is aware they will be required to adapt to change to continually meet the needs of the wards where temporary staff are required, and the patients they support. • Is aware of the need to show initiative. • Ability to work well independently under the supervision of others • Attention to detail • Has a “can do” attitude and demonstrates a willingness to “go the extra mile” • Ability to work under pressure and at times in emotionally demanding situations 	<ul style="list-style-type: none"> • Understanding of the principles and values underpinning good care practice
<p>Professionalism</p>	<ul style="list-style-type: none"> • Awareness and understanding of the need to meet the Trust standards of conduct, dress code and appearance for the role 	
<p>Physical, Mental and Emotional Abilities</p>	<ul style="list-style-type: none"> • Awareness of the physical, mental and emotional effort required to support patients with their needs. • Has the ability to work flexible shift patterns to ensure the needs of the Trust from a temporary staffing point of view including nights, weekends and twelve hour days. 	