



Person Specification

Post: Health Care Assistant
Department: Hospice at Home/Roaming Service

	Essential	Desirable
Qualification / Education/ Training	National Vocational Qualification (NVQ) level 2 in Health & Social Care Demonstrable clinical competence in palliative care or a willingness to undertake additional training. Willing to travel to attend meetings or undertake training if required. Take responsibility for own development. Willingness to cover day services to maintain competencies and cover service needs.	NVQ Level 3 Health and Social Care or equivalent Palliative and/or end of life care training. Dementia training or experience Tier 1 or 2 Communications skills training
Knowledge/ Skills/ Ability	Experience of delivering palliative care Excellent communication and interpersonal skills Good record keeping Willing to attend clinical supervision to reflect on practice.	Community care experience Knowledge/experience of system one Understanding risk management

	IT literate Understands the importance of confidentiality. Basic needs assessment skills	Knowledge and understanding of current end of life care pathways and Palliative symptoms. Experience in bereavement support Knowledge of inter-disciplinary working Experience of caring for patients with a range of life limiting illnesses.
Qualities/ Attributes	Demonstrates empathy and a caring compassionate attitude. Ability to work effectively within a team. Ability to know own limitations and when to escalate. Work without direct supervision Ability to work under pressure, prioritise and be flexible. Committed to providing high quality care. Act as patient's advocate Ability to deal with exposure to distressing circumstances. Willingness to adapt to change as the organisation develops. Support the equality diversity and rights of patients, carers and colleagues. Maintain professional relationships.	Proactive in supporting colleagues

Other Requirements	Full UK driving licence with ability and willingness to use own vehicle for one to one night shifts. Willingness and confidence to travel across our catchment area. Be able to drive provided work vehicle when required when allocated a Roaming Service shift. Be able to work night shifts over a 7-day period and work flexibly according to the needs of the service.	
---------------------------	---	--