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| **Employee Specification – Healthcare Assistant Band 2** |  |

St Gemma’s Hospice is an equal opportunities employer and endeavours to recruit the best person for each vacancy regardless of gender, race, religion or belief, age, sexual orientation, disability or any other factor irrelevant to the ability to do the job. Employees are required to follow the Personnel policies and procedures supporting recruitment and selection.

| **Attributes** | **Essential** | **Desirable** | **How identified**  **Interview = I**  **Application form = A** |
| --- | --- | --- | --- |
| **Experience** |  |  |  |
| Experience of working in a healthcare setting | ✓ |  | A |
| Experience of working in palliative care or long term conditions |  | ✓ | A / I |
| **Knowledge** |  |  |  |
| Have an awareness of what palliative care is | ✓ |  | A / I |
| Have level of knowledge of basic holistic care | ✓ |  | A / I |
| **Qualifications/Training** |  |  |  |
| English and Maths to GCSE level or equivalent |  | ✓ | A |
| Level 2 Health and Social Care NVQ or equivalent | ✓ |  | A |
| **Skills/Abilities** |  |  |  |
| Ability to work as a member of a team | ✓ |  | A / I |
| Willing to learn new skills and widen experience | ✓ |  | I |
| Enthusiastic and keen to develop role | ✓ |  | I |
| Good written and verbal communication and effective interpersonal skills | ✓ |  | A / I |
| Time management skills | ✓ |  | I |
| Basic information technology skills | ✓ |  | I |
| **Personal Attributes** |  |  |  |
| Able to use initiative but also work within own competencies | ✓ |  | I |
| Flexible approach, motivated and committed | ✓ |  | I |
| Caring manner | ✓ |  | I |
| Demonstrates an understanding of diversity | ✓ |  | I |
| Demonstrates behaviors in line with St Gemma’s Hospice values and behaviors | ✓ |  | I |