PERSON SPECIFICATION

Job title: SMH Band 3 Senior Healthcare Assistant

Department: Inpatient Unit (IPU)

Responsible to: IPU Lead / Deputy Ward leads

Grade: SMH Band 3

Job Purpose

As a SMH Band 3 Healthcare Assistant, you will be responsible for providing compassionate and high-quality care to patients on the inpatient unit. You will work as part of a multidisciplinary team to deliver person-centred care, supporting patients and their families to manage their physical, emotional, and spiritual needs during their stay.

Requirements	Essential	Desirable	Evidence
Education/ Qualifications	• Care Certificate • NVQ level 3 qualification (or currently working towards it)	Course in Palliative and end of life care	CV / Application Form Certificates
Previous Experience	• Experience of working in health care environment • Experience of working effectively in a multi-disciplinary team • Understanding of the nature of palliative care • Understanding and the ability to contribute to the assessment of patient needs and evaluation of care interventions and delivery. • Experience of supporting new members of staff	• Experience of working with end-of-life patients in a generalist or an acute environment	CV / Application Form Interview References

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Skills, Knowledge, Abilities	• Good verbal and written communication skills • Good level of computer literacy • Able to take initiative • Be able to reflect upon knowledge and skills • Able to encourage and enhance performance in others • Able to undertake full internal rotation of shifts • Ability to measure and record blood pressure, oxygen saturation, temperature, pulse and monitor fluid balance and show an understanding of these measurements. Escalate when necessary. • Blood glucose monitoring	• Working knowledge of NHS supply system • Insertion and removal of urinary catheters • Insertion and removal of intravenous cannulas • Perform ECGs and basic rhythm recognition –if required • Venepuncture for routine blood tests	CV / Application Form Interview References
Attitude, Aptitudes & Personal Characteristics	• Demonstrate a flexible and adaptable approach • Able to work (autonomously) and in a team • Effective time management • Respectful and supportive of all colleagues • Professional, friendly and positive nature • Able to act as a positive role model and ability to mentor other healthcare assistants in the role.		Interview References

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Other requirements (e.g., on-call/driving licence/shifts)	• Be physically able to undertake all duties and responsibilities		

Reviewed by:	Clare Turner IPU Lead	**Date:**	07-2026
Signed by employee:		**Date:**	