

PERSON SPECIFICATION



Job title: Healthcare Assistant (HCA)

Department: IPU

Responsible to: Deputy Ward Lead

Grade: SMH Band 2

Job Purpose

To work under the direction of a registered nurse both independently and as part of a Multi-Disciplinary Team. You will support the nursing team in the delivery of direct patient care with the aim of providing high quality, holistic, palliative and end of life care to patients and their families

You will actively engage with colleagues, patients, patient's families and carers, volunteers and visitors.

The post will involve internal rotation of duties that span 24 hours a day/7 days a week

Requirements	Essential	Desirable	Evidence
Education/ Qualifications	Care Certificate or willingness to work towards it. NVQ level 2 or willingness to work towards it.		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.	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	<p>Good verbal and written communication skills.</p> <p>Basic IT skills.</p> <p>Able to take initiative.</p> <p>Be able to reflect upon knowledge and skills.</p> <p>Able to encourage and enhance performance in others.</p>	<p>Ability to measure and record blood pressure, oxygen saturation, temperature, pulse and monitor fluid balance and show understanding of these measurements. Escalate when necessary.</p> <p>Blood sugar monitoring under the guidance of a trained nurse.</p>	<p>CV / Application Form</p> <p>Interview</p> <p>References</p>
Attitude, Aptitudes & Personal Characteristics	<p>Demonstrate a flexible and adaptable approach.</p> <p>Able to work as part of a team.</p> <p>Efficient time management.</p> <p>Respectful and supportive of all colleagues.</p> <p>Professional, friendly and positive nature.</p>		<p>Interview</p> <p>References</p>
Other requirements (e.g., on-call/driving licence/shifts)	<p>Be physically able to undertake all nursing duties and responsibilities.</p> <p>Able to undertake full internal rotation of shifts.</p>		<p>Interview</p>

Reviewed by:	Heather Bowles IPU Lead	Date:	June 2025
Signed by employee:		Date:	