

PERSON SPECIFICATION



Job title: Senior Healthcare Assistant

Department: Inpatient Unit (IPU)

Responsible to: Deputy Ward lead

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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Experience of working with end of life patients in a generalist or an acute environment 	CV / Application Form Interview References

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<p>Skills, Knowledge, Abilities</p>	<ul style="list-style-type: none"> • Good verbal and written communication skills • Basic IT skills • 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 	<ul style="list-style-type: none"> • 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 	<p>CV / Application Form</p> <p>Interview</p> <p>References</p>
<p>Attitude, Aptitudes & Personal Characteristics</p>	<ul style="list-style-type: none"> • 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. 		<p>Interview</p> <p>References</p>

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Other requirements (e.g., on-call/driving licence/shifts)	<ul style="list-style-type: none"> • Be physically able to undertake all duties and responsibilities 		
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Reviewed by:	Clare Turner, IPU Clinical Lead	Date:	04-2026
Signed by employee:		Date:	