

## PERSON SPECIFICATION

**Post Title:** Renal Support Worker/Trainee Renal Support Worker (Post Ref: 389-23-5034957)  
**Band:** 3  
**Department:** Renal Department – Chronic Dialysis Unit (F7/F8) SLH, Acute Dialysis Unit, BRI, Satellite Dialysis Unit, Skipton.

### ***An Equal Opportunity Employer***

*Bradford Teaching Hospitals NHS Foundation Trust positively welcomes applications from Disabled People and will make reasonable adjustments to posts in compliance with the Equality Act 2010.*

**E or D indicates whether a selection criterion is 'Essential' to the job role or 'Desirable'.**

As a minimum a candidate must meet the essential criteria for the post to be recruited.

<b>Experience</b>	<b>How Identified</b>	<b>E/D</b>
Experience of working as part of a team	Application /Interview	E
Experience in a Renal Unit as a Renal Support Worker or equivalent/willingness to participate with In House training package as a trainee**	Application/Interview	E
Experience of working in the NHS or Hospital environment	Application/Interview	E
Experience, knowledge and awareness of patient care need, e.g. patient monitoring	Application/Interview	E
Experience of dealing with members of the public	Application/Interview	E

<b>Skills</b> <i>For KSF Includes; Analytical &amp; judgemental Skills, Communication &amp; Relationship Skills, Physical Skills</i>	<b>How Identified</b>	<b>E/D</b>
Basic IT skills	Application/Interview	E
Good verbal and written command of English	Application/Interview	E
Good interpersonal skills		
Numeracy skills (demonstrated through qualifications or experience)	Application/Interview	E
Ability to plan organise own and delegated workload and work under pressure in a busy environment in a professional manner	Application/Interview	E
Aware of own strengths and limitations/levels of competence	Application/Interview	E
Record keeping and documentation	Application/Interview	E
Ability to respond to changes in patient condition	Application/Interview	E
Ability to work as a team member	Application/Interview	E
Motivation, reliability and ability to work as part of a team	Application/Interview	E
Flexibility and adaptability	Application/Interview	E

<b>Knowledge</b> <i>For KSF Includes; Knowledge &amp; Training</i>	<b>How Identified</b>	<b>E/D</b>
Understanding of Information Governance and Confidentiality	Application/Interview	E
Understanding of equality and diversity issues and how this affects patients, visitors and staff	Application/Interview	E
Understanding of what the NHS Constitution means to you, and your responsibilities to the public, patients and colleagues	Application/Interview	E
Good understanding of health care relevant to the potential client group	Application/Interview	E
Understands the limits of the job role. Has the ability to recognise	Application/Interview	E

situations that require reporting and demonstrates the ability to escalate to a senior person where appropriate		
Ability to carry out and report on observations/ tests	Application/Interview	E

<b>Qualifications</b>	<b>How Identified</b>	<b>E/D</b>
Care Certificate (or willingness to undertake)	Application/Interview	E
Minimum NVQ/Diploma level 3 in Health & Social Care or in Care	Application/Interview	E

**\*\*Trainee Renal Support Worker;** Any candidate appointed with NVQ /Diploma Level 3 in Health & Social Care/ Clinical Healthcare and Support Work will be appointed on a training contract and paid on 75% of the top of Band 3, in accordance with Annex U of the Agenda for Change Terms and Conditions of Employment. There will be an expectation to complete the required renal training within a 6-8 month period. Part of this training will involve the attainment of the Care Certificate, unless the candidate has evidence that this has already been attained.

<b>Values and Behaviours</b> (some of these standard core values may be demonstrated in meeting other criteria cited on this person specification)	<b>How Identified</b>	<b>E/D</b>
<b>We are one team</b> <ul style="list-style-type: none"> <li>We trust each other and work together</li> <li>We talk clearly and honestly.</li> <li>We make every penny count.</li> <li>We get better all the time</li> </ul>	Application form/ Interview/ Test	E
<b>We care</b> <ul style="list-style-type: none"> <li>We are kind and compassionate.</li> <li>We take ownership and keep our word.</li> <li>We are passionate, proud and committed.</li> <li>We say thank you.</li> </ul>	Application form/ Interview/ Test	E
<b>We value people</b> <ul style="list-style-type: none"> <li>We respect each other and our patients</li> <li>We embrace difference</li> <li>We support each other</li> <li>We say when we have done well and learn from mistakes</li> </ul>	Application form/ Interview/ Test	E

<b>Other Requirements:</b>	<b>How Identified</b>	<b>E/D</b>
For KSF includes; Working Conditions		
Able to fulfil Occupational Health requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy.	Occupational Health Paper Screening, followed by an Immunisation Assessment in the first week of work	E
Professional appearance in accordance with Trust policy	Application/Interview	E
Demonstrates an ability to provide good customer service	Application/Interview	E
Motivation and commitment to provide a high standard of care	Application/Interview	E
Able to undertake shift work including nights, evenings, weekends and bank holidays	Interview	E