

Person Specification

Job Title: Healthcare & Therapy Assistant **Band:** 3

Criteria	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Previous experience of care/therapy working in health/ social care/voluntary/private sectors • Awareness of the needs of older people and people with disabilities. • Ability to adopt an enabling person-centred approach. • Experience of Team Working • Ability to demonstrate an understanding of responsibility and accountability within the Team. • Able to contribute to assessing health, care and wellbeing needs 	<ul style="list-style-type: none"> • Experience of working with Older People • Experience of working with neurological conditions/other long-term conditions • Experience of health promotion • Experience of working with people suffering from dementia
Qualifications	<ul style="list-style-type: none"> • QCF Diploma level 3 in health/social care or NVQ 3 in health/social care or equivalent qualification/experience (if the applicant does not have an NVQ 3 but are willing to undertake further studies then we will consider their application). • Willingness and ability to undertake and complete Generic Worker Training Programme • Valid UK Driving Licence 	<ul style="list-style-type: none"> • Care Certificate
Knowledge	<ul style="list-style-type: none"> • Ability to understand the rationale for inter professional working and working across health, social care and voluntary care services boundaries in order to meet the patient's individual needs. • Understanding of the need to work within competence framework. • Basic knowledge of Microsoft word and e mail process • Ability to travel between locations. • Clear verbal and written communication skills • Ability to alter delivery according to patients/service users' individual needs 	<ul style="list-style-type: none"> • Providing person centred care

<p>Personal Skills</p>	<ul style="list-style-type: none"> • Ability to provide advice and instruction to individuals. • Ability to identify areas for self-development. • Ability to provide support to new Healthcare and Therapy Assistants, HCAs, and Students. • Able to demonstrate an understanding of the need to continuously improve the effectiveness and efficiency of the service in line with national, local and service objectives. • Able to maintain the quality of own work complying with legislation, policies and procedures. • Able to recognise limits of own competence and responsibility and the need to refer issues beyond these limits to registered professionals. • Able to recognise the importance of people's rights and to act in accordance with legislation, policies, and procedures. • Able to empathise. • Ability to be tactful and persuasive. • Ability to work as a member of a team. • Ability to be flexible, responsive, and timely. • Being prepared for and being adaptable to change • Ability to motivate 	
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