

PERSON SPECIFICATION

Advanced Healthcare Assistant paediatric wards (AHCA)

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Education and qualifications	<ul style="list-style-type: none"> NVQ/QCF Level 2 Diploma in Maternity and Paediatric Health Care or equivalent Must have or be willing to undertaking Level 3 Apprenticeship in Maternity and Paediatric Health Care, or equivalent qualification. Math and English qualification ('C' or above) or be prepared to undertake Maths and English competencies to achieve FS level 2 if not already held. 		Application / Interview/ Assessment
Occupational experience and abilities	<ul style="list-style-type: none"> Demonstrate relevant experience working with children and families in a care setting. Understanding of the needs of children and young people in a care setting. Has a sound understanding of the need for confidentiality. Confident people skills. 	<ul style="list-style-type: none"> An understanding of the importance of play, working with children and young people in hospital. Able to use patient administration IT systems. 	Application / Interview/ Assessment
Personal Qualities	<ul style="list-style-type: none"> Must be able to demonstrate a clear understanding of core trust values and be able to articulate in practice. 		Application / Interview/ Assessment

	<ul style="list-style-type: none"> • Team player. • Motivated, reliable and flexible. • Excellent communication skills. • Committed to high professional standards. 		
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REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Physical Effort	<ul style="list-style-type: none"> • Frequent short periods of physical effort during the shift, bending, kneeling and walking; whilst providing care to children, storing equipment and stocking consumables. • Occasional need to move furniture around the ward, beds, chairs and tables. 		
Mental Effort	<ul style="list-style-type: none"> • Regular requirement for prolonged periods of concentrations providing care to children and completing accurate and factual records. • Occasional requirement to engage in clinical supervision to reflect and learn lessons from incidents. 		
Emotional Effort	<ul style="list-style-type: none"> • Being aware of distressed children and families. • Occasionally supporting children with challenging behaviours, remaining calm and reassuring. • Occasionally caring for children requiring safeguarding. • Occasionally caring for children with complex 		

	<p>health needs with life limiting conditions.</p> <ul style="list-style-type: none"> Occasionally dealing with violence, physical and verbal aggression from children, their families and other visitors. Very occasionally supporting a child and their family at end of life. 		
Working conditions	<p>Regular exposure to unpleasant working conditions.</p> <ul style="list-style-type: none"> Bodily fluids – for investigations and during recovery from illness. Urine, faeces, vomit and blood. <p>Occasional exposure to:</p> <ul style="list-style-type: none"> Body odour. Lice. Verbal and physical aggression. 		