



**RECRUITMENT AND SELECTION STANDARDS
PERSON SPECIFICATION FORM**

Post Title/Grade: Health Care Support Worker Band 3

Department/Ward: Community Treatment and Care (CTAC)

Date: April 2024

	ESSENTIAL	DESIRABLE	MEASURE
Experience	Previous experience of working within a primary care setting	Previous experience of working in a health or social care environment	Application form Interview
Qualifications/ Training	SVQ Level 2/3 in Health and social care	Physiological measurements POCT training Evidence of continuous CPD	Application form interview
Knowledge	Knowledge of general practice / community working	Simple wound care knowledge	Application form Interview
Skills	Good communication and interpersonal skills Time management skills Organizational skills Venepuncture IT skills / computer literate – record keeping and clinical systems Ability to perform patient observations eg pulse temperature, blood pressure.	Vital signs Simple wound management skills.	Application form Interview
Aptitude	Ability to work as part of a team Ability to work on own initiative	Demonstrate ethics, values and personal qualities /	Interview

	Ability and desire to expand knowledge and skills Ability to work on own initiative Flexibility to meet needs of the service	behaviours consistent with the vision, culture and values of NHS Fife.	
Other e.g. Team Player, Be able to travel	Ability to travel within locality		Application form Interview

KEY

1. Does not meet minimum requirements. 2. Meets minimum requirements.
 3. Above average. 4. Very good