**PERSON SPECIFICATION**

|  |  |  |  |
| --- | --- | --- | --- |
| **Post Title:**  | **Senior Healthcare Support Worker Band 3** |  |  |
|  |  |  |  |
| **Department:** | **Orthopaedic Ward** |  |  |
|  |  |  |  |
| **ATTRIBUTE** | **ESSENTIAL** | **DESIRABLE** | **CODE** |
| Experience | * Previous experience/understanding of caring for surgical patients;
* Experience of working with people of all adult age.
 | * Orthopaedic experience.
 | A |
| Qualifications |  | * Completion of Senior Healthcare Support Worker competency framework
* SVQ3
 | A |
| Personal Qualities | * Problem solving skills;
* Ability to prioritise;
* Planning skills;
* Ability to work as part of a multidisciplinary team;
* Commitment to personal and professional development;
 | * Sense of humour;
* Shows initiative and thinks positively.
 | A & I |
| Management/ Supervision/ Co-ordination skills | * Ability to recognise own limitations
 |  | A & I |
| Written skills | * Ability to compile accurate documentation & patient history;
* Ability to carry out assigned workload prioritising direct patient care supported by registered nurse.
 |  | I  |
| Communication/ Verbal skills | * Ability to communicate with all members of the multi-disciplinary team;
* Able to communicate concerns in a timely manner.
 |  | A & I  |
| Responsibility for financial and physical resources | * Control and handling of patients property/valuables.
 |  | I  |
| Knowledge | * Understanding pre and post-operative care;
* Awareness of evidence based practice.
* Understanding of enhanced recovery programme (ERAS)
 | * Mentor & supervise new & junior nursing assistants
 | A & I  |
| Physical skills | * Manual dexterity/ manipulation;
* Able to demonstrate safe moving and handling as per policy.
 |  | I  |
| Mental Effort | * Able to maintain concentration under stressful conditions.
 |  | I  |
| Working conditions | * Ability to deal with and diffuse conflict situations;
* Ability to work within high turnover/ pressurised environment on a daily basis.
 |  | I  |
| Emotional effort | * Ability to deal with emotional consequences of illness, in particular difficult and upsetting situations.
 |  | I  |
| Other | * Have achieved competency in expanded role as appropriate.
 | * Good attendance record;
* Able to work flexible shifts.
 | A & I |

Essential criteria are those attributes required of the post holder without which an appointment cannot be made.

Desirable criteria are those attributes of the post holder, useful, but not essential for the post holder to perform the role.

|  |  |  |
| --- | --- | --- |
| How tested: | A | — application form |
|  | I | — interview |
|  | P | — presentation |