



Being there for *you*  
and *your family*  
**SELECTION CRITERIA**

**POST:** Healthcare Assistant  
**DEPARTMENT:** Hospice In-Patient Ward / Day Hospice

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>How &amp; When</b>
<b>Education / Qualification</b>	<ul style="list-style-type: none"> <li>NVQ 2 in care or equivalent</li> <li>The Care Certificate or willingness to complete</li> </ul>	<ul style="list-style-type: none"> <li>NVQ 3 in care or equivalent</li> </ul>	Application Certificates
<b>Skills / Abilities</b>	<ul style="list-style-type: none"> <li>Willing to develop clinical skills and competency relevant to the role</li> <li>Excellent communication skills</li> </ul>		Assessment Centre
<b>Experience</b>	<ul style="list-style-type: none"> <li>Previous care experience in Hospice/Hospital/ Nursing Home</li> </ul>	<ul style="list-style-type: none"> <li>Previous palliative care experience</li> </ul>	Assessment Centre References
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Awareness of needs of patients requiring palliative care</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of needs of patients requiring specialist palliative care</li> </ul>	Assessment Centre
<b>Motivation and personal attributes</b>	<ul style="list-style-type: none"> <li>Able to contribute towards LOROS' values and behaviours</li> <li>Able to make informed judgements</li> <li>Evidence of team working</li> <li>Enthusiastic</li> <li>Motivated</li> <li>Flexible</li> <li>Able to work shifts</li> </ul>		Application References Assessment Centre