

Role in Hospital at Home

Below is list of skill and competencies that can be helpful when recruiting to posts in Hospital at Home (H@H). The list is taken from H@H job descriptions. It is not an exclusive list but has been designed so that most of the skills and specifications listed would be useful to most roles within a H@H service.

Key competencies and skills

Competencies and skills useful for supporting H@H include having:

- An understanding of where Hospital at Home sits in the care pathway.
- Experience and skills in outcomes-focused and person-centred approaches to service design and delivery.
- Highly developed interpersonal skills including ability to work in effective partnership with individuals from a wide range of backgrounds and sectors.

Personal specifications

An individual working in H@H should have some or all of the following personal specifications:

- Be experienced and positive
- Be able to work as part of the MDT, with good team working skills
- Be an active member of the team, working as part of an integrated team in a community setting
- Be able to care for patients in their own home
- Have the ability to work on your own, autonomously, using own initiative, without direct supervision
- Have the ability to adapt to unconventional situations
- Have problem solving and decision making skills
- Work under pressure and keep calm in stressful situations
- Be flexible to meet needs of the service
- Have an interest in developing within the role

Environmental Conditions

The environmental conditions listed below are suggestions for including in clinical, medical and Allied Health Professional roles within a H@H service:

- Working within restricted spaces within community environments/individual's homes with potentially limited freedom of movement.

- Exposure to environmental hazards in community settings such as secondary tobacco, substance misuse, demanding relatives, carers or neighbours and animals/pets. Variable personal and home hygiene, body fluids, substance misuse equipment.
- Exposure to aggressive behaviour from patients, relatives and carers
- Driving in unpredictable, inclement weather in familiar and unfamiliar locations, including rural and urban settings
- Direct exposure to infestations
- Working alone in the community with potential exposure to a wide variety of risks