



Bicton Heath, Shrewsbury, SY3 8HS

Re : Bank Housekeeper

Thank you for your request for further information for the above mentioned post This pack includes the following :

- 1. Information to Candidates**
- 2. Equal Opportunities Monitoring Form**
- 3. Job Description**
- 4. Person Specification**

Having read the enclosed information, your completed application form should be returned to me at the address above, to arrive no later than 30th September 2021.

We will respond to all unsuccessful applications within 4 weeks of the closing date via email (if you have provided an e-mail address on your application form).

Thank you for the interest you have shown in this post.

Yours sincerely

Gaynor Lewis
HR Manager
Encs.

Severn Hospice – Bank Housekeeper

INFORMATION TO CANDIDATES - SUMMARY OF MAIN TERMS AND CONDITIONS OF EMPLOYMENT

The following information is intended as a useful guide to applicants considering joining the Hospice. Full details are supplied with an offer of appointment.

- **MEDICAL**

As part of the Hospice's selection procedure for employment, we ask all prospective employees to complete a pre-employment medical questionnaire. The purpose is to fulfil our responsibilities under the Health and Safety at Work Act 1974 and to ensure that the proposed employment does not present any particular risks from a medical point of view.

No formal offer of appointment will be made until the Hospice, through its Occupational Health Service Provider, is satisfied about your medical fitness to undertake the job. Further details about this will be sent to any prospective employee following interview.

- **REFERENCES**

No formal offer of employment will be made until we have received satisfactory references.

- **SALARY**

The **hourly rate** for this post is £10.04 per hour.

Salaries are paid monthly by credit transfer to a bank or building society account.

- **MUTUALITY OF OBLIGATION**

You must understand that although appropriate work may be offered to you if available, the Hospice is under no obligation to do so, and similarly you are under no obligation to accept any offer of work from us.

- **HOLIDAY**

Not applicable. Your hourly rate includes an amount per hour in respect of holiday entitlement as required under the Working Time Regulations 1998 (as amended).

- **PENSION**

The Hospice is able to offer ex NHS staff continuity of membership* into the NHS Superannuation Scheme. Please note, as a direction employer, the Hospice is not able to provide access to the NHS (Compensation for Premature Retirement) Regulations or the NHS (Injury Benefits) Regulations. All other NHS Superannuation scheme benefits are applicable.

(*Provided there is not a gap of more than twelve months between your last contribution to the scheme and applying to re-join it from the Hospice.)

Severn Hospice Equality and Diversity Statement

Severn Hospice (the Hospice) is committed to the equal treatment of all employees and job applicants and requires all staff, whatever their grade or authority, to abide by this general principle. The Hospice is committed to all employees being able to achieve their full potential in an environment characterised by dignity and mutual respect.

No individual shall be treated less favourably than another on grounds of gender, age, religion or belief, marital status, race, nationality, ethnic or national origin, sexual orientation, disability, social background, trade union membership, criminal record, carer responsibilities or employment status. The policy of equality of opportunity extends to all services we provide.

Severn Hospice aims to promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a diverse range of candidates including those with criminal records. We comply fully with the DBS Code of Practice and undertake to treat all applicants fairly. We undertake not to discriminate unfairly against any subject of a DBS Check on the basis of a conviction or other information revealed. Candidates are selected for interview based on their skills, qualifications and experience.

A DBS Check is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a DBS Check is required, all application packs will contain a statement that a Check will be requested in the event of the individual being offered the post.

Details of criminal records must be sent under separate, confidential cover with your application form. We guarantee that this information will only be seen by those who need to see it as part of the recruitment process.

All those involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. At interview, an open and measured discussion will take place on the subject of any offences or other matter that might be relevant to the position.

Criminal records will be taken into account for recruitment purposes only when the conviction is relevant. Having an "unspent" conviction will not necessarily bar you from employment. This will depend on the nature of the position and the circumstances and background of your offences. However, any "unspent" convictions, which are not declared and subsequently revealed, may result in dismissal.

Under the Rehabilitation of Offenders Act 1974, a conviction will become "spent" (i.e. treated as if it had not occurred) where the individual has not, after a specified period of time, committed another serious offence.

Rehabilitation periods vary depending on the type and length of conviction originally incurred.

Severn Hospice has a legal obligation to protect vulnerable client groups from people who have committed serious offences, and as such meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974. All applicants who are offered employment in a post that falls into this category will be subject to a Disclosure Barring Service Check, before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions, including "spent" convictions and where the post is subject to an Enhanced Check, other relevant non-conviction information, such as police enquiries and pending prosecutions will be included.

Severn Hospice is committed to compliance with the Disclosure Barring Service's Code of Practice for Registered Persons and other recipients of DBS information.

A copy of the Hospice's Equality and Diversity Policy is available upon request.

EQUALITY AND DIVERSITY MONITORING FORM

Severn Hospice wants to meet the aims and commitments set out in its Equality and Diversity Policy. To assist the Hospice in meeting this aim, we need to monitor the equality and diversity profile of the workforce. We also need to ensure that we fully comply with the Equality Act 2010. The Act sets out 9 'protected characteristics' – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

This form is voluntary and will not be used as part of the selection process nor will it be seen by anybody who is interviewing you. The information collected is only used for monitoring purposes in an anonymised format to assist the organisation in analysing the profile and make up of individuals who apply, are shortlisted and appointed to each vacancy. Should you not wish to complete this form your application will not be prejudiced in any way.

Please can you complete the form and mark the box with an 'x', where applicable. Please place in a sealed envelope separate to our application form.

First Name:		Surname:	
Date of Birth:		Position applied for:	

Are you married or in a civil partnership?

Yes		No		Prefer not to say	
------------	--	-----------	--	--------------------------	--

ETHNICITY

White	British	
	Irish	
	Gypsy or Irish Traveller	
	Any other White background (please specify)	
Mixed/ Multiple Ethnic Groups	White and Black Caribbean	
	White and Black African	
	White and Asian	
	Any other Mixed/multiple ethnic background (please specify)	
Asian or Asian British	Indian	
	Pakistani	
	Bangladeshi	
	Chinese	
	Any other Asian background (please specify)	
Black/African/Caribbean/Black British	African	
	Caribbean	
	Any other Black background (please specify)	
Other Ethnic Groups	Arab	
	Japanese	
	Any other ethnic group (please specify)	
Prefer not to say		

AGE

Under 16		35-39		55-59	
16-24		40-44		60-64	

25-29		45-49		65+	
30-34		50-54		Prefer not to	

RELIGION AND BELIEF

Buddhist		Jewish	
Christian		Sikh	
Hindu		No religion or belief	
Muslim		Prefer not to say	

GENDER

Male		Female		Transgender	
				Prefer not to say	

SEXUAL ORIENTATION

Heterosexual		Lesbian		Gay		Bisexual	
							Prefer not to say

DISABILITY

A disabled person is defined in the Equality Act 2010 as someone with a physical or mental impairment that has a substantial and long-term impact on their ability to carry out day to day activities. Examples are: mobility, manual dexterity, speech, hearing, seeing and memory.

The definition also covers HIV, Multiple Sclerosis and Cancer from the time of diagnosis, and progressive conditions from the point at which they have an impact on day to day activities.

The Hospice will consider making such adjustments as are reasonable in compliance with the Equality Act 2010.

Having read this do you consider yourself to be covered by the definition?

Physical Impairment	Yes		No		Prefer not to say	
Mental Impairment	Yes		No		Prefer not to say	

DECLARATION

The information you provide on this form will be used in anonymised form for the Hospice to internally record and monitor its progress against a number of indicators of workforce equality.

I agree to the use of my personal information as explained above

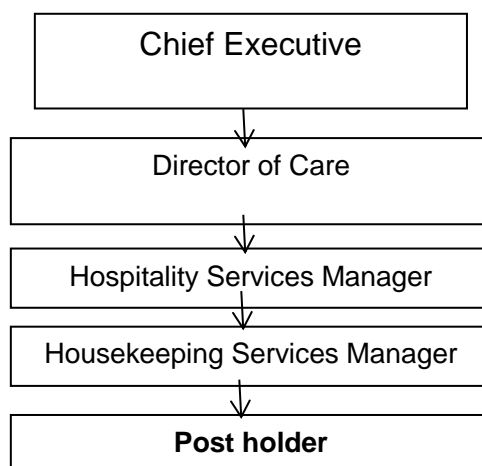
Signature:	Date:
------------	-------



Job Description

Post Title:	Housekeeper
Reports to:	Housekeeping Services Manager
Purpose of the post:	Working as part of a newly created team in a multi-disciplinary environment, the Housekeeper is expected to make a significant contribution to the efficient and effective operation of the Hospice Living well ethos. This involves undertaking a range of duties associated with the operational requirements of the Hospice premises and infrastructure, Cleaning, Laundry, infection control portorage, health & safety etc. The housekeeper is to be generally flexible by undertaking new duties or accepting revised duties which may arise as a result of changes in Hospice operations or new developments. References to the Hospice in this document include all locations where services are provided.

Organisation Position



DUTIES & RESPONSIBILITIES

Computer skills & record keeping

- Assist in the preparation of daily worksheets
- Complete associated housekeeping/laundry paper work on a daily basis
- Input daily/weekly/monthly data into the Housekeeping Database
- Extract weekly reports via the Housekeeping database
- Communicate with Hospice staff via email and telephone

Infection control

- To follow and comply with the Hospice Infection Control Policy
- To undertake scheduled clinical and non-clinical cleaning of curtains, drapes and other items

- be conversant and compliant with the Hospice COSHH policy and procedure
- Attend and contribute in staff training & development opportunities,
- Attend and contribute in staff meetings and mandatory training sessions

Laundry process

- Undertake daily Laundry activities in a safe manner
- Maintain high standards and quality control of the laundry activities
- Ensure that adequate supplies of linen are correctly located across both sites
- Assist in linen and asset stocktakes
- Carry out regular stock checks of cleaning materials and equipment as required.
- Assist in the safe transportation of linen across both sites

Housekeeping

- To carry out cleaning duties as directed by the Housekeeping services manager across both sites.
- Assist in the monitoring and controlling housekeeping procedures.
- Operating machinery such as scrub machine, steam cleaners and shampoo machine
- To ensure all cleaning equipment and materials are maintained and used correctly.
- Assist in the maintenance of safe and healthy working environment by ensuring adherence to Severn Hospice Health & Safety Policies and Procedures.

Responsibilities and duties may include other tasks as determined by Housekeeping Services Manager

This job description is intended as a guide to the range of duties covered and should not be regarded as inflexible. There is a mutual obligation to modify the description when changes in the work situation occur

Health and Safety

In accordance with the Hospice's Health & Safety Policy all employed persons while at work are required by Section 7 of the Health & Safety at Work Act to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions.

Last updated July 2021

Person Specification : Housekeeper

	Essential	Desirable
<p>Qualifications / Training</p> <p>Level of education necessary</p> <p>Professional and post basic qualifications</p> <p>Specialised training required for the post</p>	<p>Good general education</p> <p>Microsoft computer skills</p>	<p>NVQ level 1 or 2 in Housekeeping or similar</p> <p>In post CoSHH training</p> <p>In post Health and safety training</p>
<p>Experience</p> <p>Length, type and level of post related work experience required (additional or alternative to qualifications above)</p>	<p>Experience in a similar role or environment</p>	<p>Be enthusiastic and meticulous and be able to maintain our reputation by helping to clean and prepare various areas of the hospice.</p>
<p>Skills and Knowledge</p> <p>Range and levels of skills</p> <p>Depth and extent of knowledge required</p>	<p>To be self-motivated, conscientious and good at solving problems</p> <p>Be able to use resources economically and effectively</p>	<p>Be aware of the responsibility to report any accidents, untoward incidents, hazards and unsafe equipment</p> <p>A focus on high standards of Health and safety</p> <p>Beware of correct cleaning solutions and equipment for correct job</p>
<p>Aptitudes and attributes</p>	<p>Good team player</p> <p>Flexible approach to work</p> <p>Able to work under own initiative</p> <p>Good interpersonal and communication skills</p> <p>Willing and able to take on responsibility as and when required</p>	<p>Excellent customer service skills</p> <p>Ability to prioritise workload</p> <p>Sense of humour</p>
<p>Other requirements</p>	<p>Prepared to work occasional weekends and bank holidays</p>	<p>Being respectful and courteous when dealing with patients, relatives and other public and professional people</p>