

# All About ...

## HEALTH CARE ASSISTANT ACCOUNTABILITY

### Background:

- ❖ There are no specific national requirements for becoming an HCA. Anyone can apply for a job as an HCA, be accepted, then their employer should provide all the training needed.
- ❖ HCAs must be properly trained and supervised, and employers have a duty to make sure that they are appropriately trained and assessed as competent for the role.
- ❖ An induction must be provided so that they have the knowledge, skills and understanding to do their role in a safe, compassionate and caring way.

### Often HCAs are:

- ❖ Asked to provide care without being fully trained or assessed as competent to do so.
- ❖ Asked to provide care that is beyond their remit as an HCA.
- ❖ Not made aware of the role of the HCA and the boundaries of the role, taking into account individual rights and responsibilities.
- ❖ Not made aware of the importance and benefits of continuing professional development and reflective practice.

As part of our training programme, we provide training for HCAs in the development of their role, to inform them of:

- ❖ safety
- ❖ accountability
- ❖ delegation
- ❖ record keeping
- ❖ and continuing professional development



While the core of this training is underpinned by Royal College of Nursing guidance, we are able to tailor the delivery to your local needs.

“ I found the training enjoyable and useful as I didn't know any of this before, and I now have a lot more confidence moving forward ”

*HCA, Lewisham*

To find out more information please contact us on **0330 124 1966**  
or email us on [info@smarthealthsolutions.co.uk](mailto:info@smarthealthsolutions.co.uk)