



PERSON SPECIFICATION

Section: Homecare Department	Post: Care Support Worker
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CRITERIA	KNOWLEDGE & SKILLS	ESSENTIAL (E)/ DESIRABLE (D)	METHODS OF ASSESSMENT
Qualifications & Training	* Aptitude and commitment to undertake training as required.	(E)	I
	* NVQ Level 2, Moving & Handling, Food Hygiene, Health & Safety and First Aid Certificate. (In-house training available)	(D)	A/I
Experience/Knowledge	* Understanding of the needs and rights of people.	(E)	A/I
	* Working in a caring capacity to good care practice standards. (paid or unpaid)	(D)	A/I
	* Assessment & Care Planning Skills.	(D)	A/I
	* Worked in a residential or community care setting.	(D)	A/I
Skills/Abilities	* Good motivational skills.	(E)	A/I
	* Effective communication skills- including the ability to listen and communicate orally and in writing.	(E)	A/I
	* Good interpersonal skills.	(E)	A/I
	* Ability to promote independence to give clients choice.	(E)	I
	* Ability to work on own initiative and show empathy.	(E)	A/I
	* Ability to write and record essential information clearly and accurately.	(E)	A/E
	* Respect confidentiality.	(E)	I

Key to Assessment Methods: I - Interview A - Application Form E - Exercise

CRITERIA	KNOWLEDGE & SKILLS	ESSENTIAL (E)/ DESIRABLE (D)	METHODS OF ASSESSMENT
Commitment	* Ability to work effectively and contribute to a team, or on own initiative.	(E)	A/I
	* To participate in training and personal development plans as and when required.	(E)	I
Other	* To be flexible in approach to the needs of the establishment.	(E)	A/I
	* Adhere to Local Solutions Policies and Procedures.	(E)	I

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