

PERSON SPECIFICATION

Casual Senior Care Assistant

All the criteria below, both essential and desirable, will be assessed via your application form; further methods will be used to support this in the interview/selection stage should your application progress. Please refer to this document and the job description when completing your application, giving examples. A re-wording of the criteria listed will not guarantee an interview.

Method of Assessment: S - Scenario, I - Interview, P - Portfolio, T - Test, D – Documents

Qualifications and training

Method of Assessment – D, I

Essential:

- NVQ/ Diploma Level 3 in Health and Social Care or equivalent
- Literacy and Numeracy skills

Desirable:

- Medication Training

Experience and knowledge

Method of Assessment – **S I P T D**

Essential:

- Ability to assess, implement and evaluate programmes of care
- Ability to demonstrate knowledge of the health issues relating to the elderly
- Know the general principles of first aid and resuscitation and be able to undertake initial actions as appropriate.



Desirable:

- Relevant training in Care of Older People
- Ability to be able to measure, record and interpret clinical observations such as BP, Blood glucose, Pulse and temperature
- Knowledge /experience of PEG care
- Competency in phlebotomy skills
- Experience and knowledge of basic wound care.
- Ability to assess and plan care for clients using variety of tools i.e MUST tool, falls risk assessment, wound care formulary

Specialist skills and abilities

Method of Assessment – **S T I**

Essential:

- Computer Literacy

Desirable:

- Competent in Medication administration

Personal skills and attributes

Method of Assessment – **S I**

Essential:

- Good interpersonal skills and an ability to actively listen.
- Ability to prioritise between competing demands
- Willing to work co-operatively with others.
- Commitment to equality of opportunity in employment and service delivery.
- Written skills in regard to correspondence which are sufficient to convey information in a clear concise and jargon free style
- The ability to effectively lead and supervise junior care staff.
- Demonstrates motivation, reliability and commitment to team working.



- Demonstrates high level of self awareness.
- Willingness to undertake training relevant to the role.
- Ability to deal tactfully and empathetically with distressed or anxious clients and relatives.
- Proven customer care skills.
- Ability to mentor new or junior staff.
- Ability to recognise limitations and seek further advice/expertise where necessary.

Fluency Duty

This role is subject to the Fluency Duty under the Immigration Act 2016. The postholder will be required to demonstrate an appropriate level of spoken English where this is a regular and intrinsic part of the role.

This criteria applies in accordance with the statutory [Fluency Duty for public facing roles](#)

Special working conditions

Method of Assessment - I

Essential:

- Post holder will be required to work shifts that will include unsocial and weekend working.
- During a Pandemic, Epidemic or Major Incident or Emergency you may be asked to work from home or other location and on occasion to undertake duties that are not stated in your Job Description or Person Specification where there is a skill, competency, and experience match

