PERSON SPECIFICATION

Care Assistants

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

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Qualifications and training

Method of Assessment – D, I

Essential:

- A willingness to work towards achieving Diploma in care or completion of care certificate

Desirable:

- NVQ 2 -3 in care/ Diploma in social care and health.
- Care Certificate

Experience and knowledge

Method of Assessment – ***D I***

Desirable:

- Experience of working in nursing home or other relevant transferable skills.
- Manual handling of people training.
- Knowledge of infection control principles.
- Knowledge and awareness of adult protection policies

Personal skills and attributes

Method of Assessment – ***I S***

Essential:

- A desire to work with and provide holistic care to residents within residential establishment.
- Ability to work to work as a member of a team.
- Able to work unsupervised, using own initiative
- Good standard of personal hygiene
- Organisational skills
- Excellent communication skills

Desirable:

- Self motivated
- Ability to take direction on service requirements and carryout work according to individual needs.
- Ability to talk to residents sensitively

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 – ***D I***

Essential:

- 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
- Non smoking environment
- Flexibility in working hours

- Weekend working and bank holidays
- Ensure an efficient and safe environment

Desirable:

- Ability to work at short notice