



Person Specification

Job Title: Domiciliary Care Worker

Date Prepared: May 2022

DETAIL	ESSENTIAL	DESIRABLE
Education and Qualifications	<ul style="list-style-type: none"> ▪ Care Certificate. ▪ QCF Level 2 Diploma in Health and Social Care. 	<ul style="list-style-type: none"> ▪ QCF Level 2 Award in End of Life Care or willingness to complete in first 6 months of employment.
Experience	<ul style="list-style-type: none"> ▪ Minimum 6 months experience in a care setting or other experience of supporting older people. 	
Specific Skills and Knowledge	<ul style="list-style-type: none"> ▪ Demonstrates self-awareness in everyday practice including being aware of the responses of others to their actions and behaviours. ▪ Demonstrates that they are clear about their responsibility to support people to live the life they want. ▪ Able to work on their own as well as being integral to the team. ▪ Open to learning from others and willing to share knowledge and experience. ▪ Reflects on their own work and seeks feedback as appropriate. ▪ Confidence in communicating in an open, accurate and straightforward way, using appropriate language both verbal and nonverbal. 	

	<ul style="list-style-type: none">▪ Has effective communication skills that promote the needs of people who use the service.▪ Encourages and supports people who use services to express their views and needs for care and support, enabling them to participate in joint decision-making.▪ Ensures that care and support take into account a person's whole life, including physical, mental, cultural, emotional, and spiritual needs.▪ Works proactively with individual differences and preferences to achieve team outcomes.▪ Actively contributes to discussion about care and values to improve performance, using appropriate feedback.▪ Supports colleagues, people who use services, their families and carers to deliver high quality care and support.▪ Takes personal charge of key issues to ensure that quality care and support is provided.▪ Challenges appropriately and is prepared to raise concerns about quality, safety and performance.▪ Actively seeks ongoing dialogue with people who use services, their families and carers to ensure that care and support is continuously improving and	
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	<p>designed around people’s whole lives, wishes and needs.</p> <ul style="list-style-type: none"> ▪ Influence’s others to uphold the rights and entitlement of people who use services with sensitivity. ▪ Actively seeks to understand the range of factors that determine why change is made. ▪ Contributes to improving inefficient, unnecessary, or unworkable practices. ▪ Demonstrates that they can influence others in the interests of people who use services. ▪ Assesses the effects of change on outcomes for people who use services and makes recommendations for future improvements. ▪ Finds ways to enable people who use services to gain real control over their care and support. ▪ Has an understanding of their responsibilities towards individuals, their families, and carers as well as team members in relation to safeguarding. ▪ Has an understanding of methods for supporting others to comply with health and safety policies, procedures, and practices relevant to their work. ▪ IT literacy specifically Microsoft packages. 	
<p>Personal Qualities</p>	<ul style="list-style-type: none"> ▪ Ability to use your imagination to engage others. ▪ Ability to make others smile. 	

	<ul style="list-style-type: none"> ▪ Ability to work from the heart. ▪ Ability to make the most of the time you have, to provide positive social interactions. ▪ To be non-judgemental towards others. ▪ Is authentically warm, genuine, trustworthy. ▪ Honest, reliable, consistent, and caring in all their actions. ▪ Ability to listen and respect others' points of view even if you disagree. ▪ Prepared to challenge yourself to try new things. ▪ Reflects on own work and gives and receives constructive feedback to enable team development. 	
<p>Other Factors</p>	<ul style="list-style-type: none"> ▪ Satisfactory DBS check. ▪ Availability to work unsocial hours i.e., early mornings, evenings, weekends, and public holidays to ensure the service is covered 365 days a year. ▪ Full and clear driving licence. ▪ Car driver with or without own transport. ▪ Committed to the Values and Vision of Morden College. 	

We reserve the right to request sight of the original documentation specified above as proof of education and qualifications.