



PERSON SPECIFICATION

Job Title: Senior Care Worker

Date: May 2021

DETAIL		ESSENTIAL or DESIRABLE	EVIDENCE
EDUCATION AND QUALIFICATIONS	<p>QCF Level 3 Diploma in Health and Social Care or equivalent.</p> <p>QCF Level 3 Award in Awareness of Dementia or Certificate in Dementia Care or willingness to complete in first 6 months of employment</p> <p>QCF Level 2 Award in End of Life Care</p>	<p>E</p> <p>D</p> <p>D</p>	Application Certificates
EXPERIENCE	<p>Minimum 12 months experience in a residential care setting or working with older people.</p> <p>Minimum 12 months or equivalent, in a leadership role.</p> <p>Minimum of 12 months assessed as competent in the management and administrative of medication, including controlled drugs and oxygen.</p>	<p>E</p> <p>E</p> <p>E</p>	Application Certificates
SPECIFIC SKILLS	<p>Able to evidence:</p> <ul style="list-style-type: none"> • knowledge of how and why leadership and management styles and skills may need to be adapted to address different situations. • awareness of responses of others to their actions and behaviours. • how through everyday practice, they create opportunities for staff reflection and learning so that staff understand how they can impact the delivery of services. • awareness of strategies for establishing a values-based culture and building commitment to a values-based vision for the team. • taking personal responsibility to act on feedback from staff and people who use services, their families and carers. • understanding of the legislative and policy context of adult care provision including, legislation, supporting guidance 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	Interview and Assessments

	<p>and national policies that underpin the delivery of adult care.</p> <ul style="list-style-type: none"> • they understand the meaning and importance of 'personalisation' as a key concept in adult care. • how they adapt their communication to different preferences, needs, contexts and situations • understanding features, principles and values of outcomes-based practice and how outcomes-based practice relates to the wellbeing of individuals in care homes. • how they guide, mentor direct and support colleagues, people who use services, their families and carers to ensure that high quality care outcomes are achieved. • how they use supervision to plan, revise, and review team member objectives. • how they ensure the relevant learning needs of staff are met. • an understanding of their responsibilities towards individuals, their families, and carers as well as team members in relation to safeguarding. • 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 and EMIS 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Ability to use your imagination to engage others. • Ability to make others smile. • 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 • Ability to listen and respect others' points of view even if you disagree. • Prepared to challenge yourself to try new things. • Able to show authority by personally intervening when appropriate. • Personally, shows awareness of responses of others to your actions and behaviours. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Interview and Assessment</p>

	<ul style="list-style-type: none"> Reflects on own work and gives and receives constructive feedback to enable team development. 		
OTHER FACTORS	<ul style="list-style-type: none"> Satisfactory DBS check Availability to work unsocial hours i.e., early mornings, evenings, nights, weekends, and public holidays to ensure the home is covered 365 days a year. 	E E	Certificates Interview