

Recruitment person specification

Post being recruited for: **Social Care Worker**

Council core competencies

These apply to all posts

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

These apply to posts with responsibility for managing people or resources

Leading others

Managing performance and developing others

Political sensitivity

Person specification

Category

Essential

Desirable

Experience

Previous relevant experience in caring role

Experience of working with general public

Experience of working in an environment where appropriate behaviour/language and sensitivity are important

Experience of working with older people

<p>Knowledge, skills and understanding</p>	<p>Being Customer/Client Focused -</p> <p>Understand the needs of an older person</p> <p>Understands importance of a good standard of person-centred care</p> <p>Be Able to follow established standards of practice</p> <p>Understands a person's need for independence</p> <p>Understand the importance of promoting a person's independence</p> <p>Be able to deliver person-centred care in a manner which promotes Independence.</p> <p>Understands a person's need to be treated with dignity and respect</p> <p>Promote resident's right to dignity and respect</p> <p>Communicate Effectively –</p> <p>Readiness to include others in decision-making</p> <p>Confidence to raise awareness to ensure changing care needs of service users are met.</p> <p>Ability to listen to others.</p> <p>Working Effectively with others –</p> <p>Be able to develop and sustain professional working relationships</p> <p>Attend and Participate in Staff meetings</p> <p>Take Ownership & Responsibility –</p> <p>Able to make decisions and take initiative</p> <p>Be committed to own personal and professional development.</p> <p>Participate in Support and Supervision sessions</p> <p>Be reliable</p>	<p><i>Knowledge of Health and Social care standards and how these apply</i></p>
<p>Qualifications and training</p>	<p>SVQ Level 2 (Health and Social Care) or above or qualification which meets SSSC requirements</p>	<p><i>SVQ level 3 (Health and Social Care) or equivalent or ability to obtain it within agreed timescale</i></p>

Job specific requirements	<p>Ability to write and speak English that is clear and easy for others to understand</p> <p><i>Able to record/update information accurately and follow written and verbal instructions</i></p> <p><i>Able to complete person-centred care plans</i></p> <p><i>Able to structure reports, complete risk assessments</i></p> <p><i>Basic IT skills</i></p> <p>Ability to carry out personal care tasks which may include:</p> <p><i>Supporting clients with bathing, continence, nail care, oral hygiene, skin care and personal care tasks described in their individual plan of care.</i></p> <p><i>Able to undertake physical tasks (Moving & Handling of residents)</i></p> <p><i>Able to dispense medication accurately after appropriate training</i></p> <p><i>Be observant and able to respond to changing care needs</i></p> <p><i>Able to provide continuity of care through regular and effective service and regular attendance</i></p>	<p><i>Not every section needs a desirable – so in this case maybe everything is asked for at essential stage.</i></p>
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