

CARE WORKER JOB SPECIFICATION

JOB TITLE: Domiciliary Care Worker

REPORTS TO: Registered Care Manager

PERSON SPECIFICATION

The essential criteria are those things which you must have in order to do the job. Desirable criteria are those qualities that would be either useful, or an advantage to have and/or are things that you could be trained to do.

Area	Criteria	Essential	Desirable
Personal Attributes	Genuine care for others Remain professional at all times Ability to work under pressure Good communication skills Ability to understand what the role entails Ability to follow instructions Commitment to the well-being of Service Users Good inter-personal skills Honest and reliable Commitment to maintaining high standards of care and support To maintain Continuous Professional Development	X	
Physical Characteristics	Good standard of appearance as befits dealing with members of the public, Service Users, and practice staff. A uniform will be provided and should be worn at all times whilst at work	X	
Personal Qualities	A Care Certificate qualification /NVQ Level 2 in Health and Social Care or equivalent. (or achieve within 12 months) Verbal communication skills in English minimum Level 2. Simple numeracy skills Ability to work with people with personal care and support needs Ability to enable people do things for themselves Ability to enable people regain or maintain basic living skills Ability to respond flexibly to the changing needs of Service Users Ability to work as part of a team as well as on own initiative.	X	
Key Competencies	Flexible availability. To be able to represent the company well To be able to attend all Service user's calls. To understand the importance of such calls. To be able to cope with emergency and difficult situations. To be able to communicate with other people respectfully and effectively.		

ESSENTIAL TASKS			
Knowledge	Basic understanding of supporting vulnerable adults in their own homes. Knowledge of Health and Safety issues.	X	
	Experience of supporting people with personal and home-based tasks. This can include unpaid support, for example caring for children or other family members	X	
	Understanding of issues facing older people, especially when living alone.	X	
	Understanding of confidentiality and privacy.		