



**Person Specification – Senior Care Assistant**

Factor	Essential	Desirable
<p><b><u>Work Experience</u></b></p> <p>Relevant experience of working in a similar social care setting</p> <p>Experience of working with older adults and understanding complex needs</p> <p>Experience of working with a large staff group and working alongside a senior staff</p> <p>Experience of working with other multi agency professionals in reviews</p>	<p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p> <p style="text-align: center;">*</p>	
<p><b><u>Knowledge</u></b></p> <p>Knowledge of Health &amp; Safety legislation and procedures including medication policies and procedures</p> <p>Knowledge of the older client group and complex needs</p> <p>To be willing to undertake further training in relation to role and be committed to personal development</p> <p>To undertake all mandatory training required for the role</p> <p>Awareness of safeguarding adult policies and procedures</p> <p>Awareness of the Health and Social Care Act 2008 and The Essential Standards of Quality and Safety</p>	<p style="text-align: center;">*</p>	<p style="text-align: center;">*</p>
<p style="text-align: center;"><b>Factor</b></p>	<p style="text-align: center;"><b>Essential</b></p>	<p style="text-align: center;"><b>Desirable</b></p>

<p><b><u>Skills</u></b></p> <p>Ability to complete individual care plans with the involvement of the service user and/or their family</p> <p>To be involved in reviews</p> <p>IT Skills</p> <p>Organisational skills</p> <p>Good communication skills</p> <p>To provide a stimulating, constructive and caring environment</p> <p>To ensure appropriate care practices are undertaken and monitored and reported to the manager or deputy manager in the event of any issues</p> <p>To be able to recognise bad practice and address it appropriately and report to the manager</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>	<p>*</p>
<p><b><u>Personal Attributes</u></b></p> <p>Affinity to the care of elderly people.</p> <p>To lead the team by good example</p> <p>To be dynamic and forward thinking</p> <p>To be assertive and confident ensuring residents are at the heart of all decision making and residents are supported fully in the process.</p> <p>Ability to create positive relations with guests, their families, colleagues and other professionals</p> <p>The enthusiasm and commitment to the service</p> <p>Effective communication skills</p>	<p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p> <p>*</p>	
<p><b>Factor</b></p>	<p><b>Essential</b></p>	<p><b>Desirable</b></p>
<p>Commitment to equal opportunities</p>	<p>*</p>	

<p>To be aware of government legislation in relation to the care of vulnerable adults</p> <p>Awareness of the Mental Capacity Act and Deprivation of Liberty Safeguards</p>	<p>*</p> <p>*</p>	
<p><b><u>Qualifications</u></b></p> <p>NVQ level 3 in HSC</p> <p>Administration of Medication level 3</p>		<p>*</p> <p>*</p>
<p><b><u>Other</u></b></p> <p>Enhanced disclosure through the D.B.S</p> <p>Two positive references from employers</p> <p>Occupational Health report to complete</p>	<p>*</p> <p>*</p> <p>*</p>	

6.6.12