

# PERSON SPECIFICATION

Post : SUPPORT WORKER

Organisation: Dementia Care Partnership

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
<b>1. SKILLS AND KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• An understanding and empathic of the needs of individuals with physical, mental health, learning disabilities and similar.</li> <li>• An understanding and empathic of the needs of carers and their families</li> <li>• Effective verbal and written communication</li> <li>• Good organisational and recording skills</li> <li>• Ability to work under pressure and use own initiative</li> <li>• Excellent listening skills</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of dementia, mental health problems and its affects on individuals and families</li> </ul>	Application Form/interview
<b>2. QUALIFICATIONS AND TRAINING</b>	<ul style="list-style-type: none"> <li>• Good basic education</li> </ul>	<ul style="list-style-type: none"> <li>• Appropriate health and social care qualification, eg NVQ 2 or higher</li> <li>• Personal experience caring for someone with dementia or mental health problems</li> </ul>	Certificates/Application Form
<b>3. EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Experience of personal care and support in caring for people with dementia, mental, physical health problems</li> <li>• Developing community engagement/ circle of support for clients</li> <li>• Networking with local and community resources to maximise health and wellbeing</li> <li>• Confidence in liaising with health and social care professionals, housing and contractors</li> <li>• Dealing with a crisis in a calm and confident manner</li> <li>• Managing client's money</li> </ul>	<ul style="list-style-type: none"> <li>• Attendance/participation in review meetings and support planning</li> <li>• Working with people with dementia of all age groups and other mental and physical health related problems</li> <li>• Dealing with behaviour that challenges</li> <li>• Lift and transfer, with a knowledge of wheelchairs, using hoists, aids and adaptations</li> </ul>	Application Form/interview
<b>4. PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Able to share interests of clients</li> <li>• Good sense of humour, positive and upbeat or quiet as dictated by client's need.</li> <li>• Be able to maintain confidentiality</li> </ul>	Well connected to community links and resources	Application Form/interview

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>MEANS OF ASSESSMENT</b>
<b>PERSONAL ATTRIBUTES (continued)</b>	<ul style="list-style-type: none"> <li>• Flexible to work days and times around the needs of clients</li> <li>• Punctual, dependable and reliable</li> <li>• Be able to work effectively alone and in a team</li> <li>• Strong commitment to supporting clients to exercise their rights, choices and retain control.</li> </ul>		
<b>5. SPECIAL REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>• Commitment to person led approach to care</li> <li>• Self motivated, ambitious</li> <li>• Commitment to own professional development</li> <li>• No adverse criminal record</li> </ul>	<ul style="list-style-type: none"> <li>• Car driver, have a drivers licence; able to use own transport for business purposes</li> </ul>	Application Form/interview CRB Disclosure