



**APPENDIX 6**

**PERSON SPECIFICATION**

**NOTE TO APPLICANTS:**

Whilst all points on the specification are important, those marked 'E' (essential) are the key requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

**JOB TITLE:** Care Assistant  
**GRADE:** 5  
**DIRECTORATE:** Families and Wellbeing  
**SERVICE:** Intermediate Care

**CRITERIA:**

**Experience**

1. Previous experience in care work in particular with service users with complex physical and mental health needs. (D) **A I**
2. Previous experience within the community or a residential setting (D) **A I**.
3. Experience of caring for frail vulnerable older people (D) **A I**

**Skills and Abilities** –

1. Written, verbal and numerical skills will be required to fulfil this role (E) **A I**
2. Demonstrate the ability to work within a team and alone without direct supervision (E) **A I**
3. Demonstrate an understanding of the importance of promoting independence and dignity in a residential setting (D) **A I**
4. Demonstrate the ability to implement care plans, monitor progress and contribute to discussions to ensure the resident's needs are met to a high standard. (D) **AI**
5. Demonstrate the ability to work under pressure and to strict guidelines (D) **AI**

## **Education/Qualifications/Knowledge –**

1. Willing to undertake all relevant training (E) **A I**
2. NVQ level 2 or equivalent in care related discipline (D) **AI**
3. To have undertaken Safer Handling training (D) **AI**
4. A current First Aid Certificate (D) **AI**

## **Other Requirements**

1. Able to work days and nights/evenings weekend and bank holidays. (E) **AI**
2. Flexible approach to work with a willingness to cover for colleagues annual leave, sickness etc. (E) **AI**
3. To undertake appropriate training including compulsory Induction Programme of up to 2 weeks (Due consideration will be given to those with a caring role or disability) (E) **AI**
4. Provide evidence of a flexible approach to work and the ability to respond to varied needs (E) **AI**
5. Current Driving License (D) **AI**
6. Ability to travel within the Warrington Area (E) **AI**

## **Commitment to Equal Opportunities**

Ability to understand and demonstrate commitment to equality and diversity (E) **I**

## **Commitment to Service Delivery/Customer Care**

1. Happy pleasant positive attitude to working with persons over 18 and in particular the older person. (E) **A I**
2. Enthusiastic, patient and understanding. (E) **A I**
3. Professional approach and appearance required. (E) **I**

## **Methods of Assessment key**

**A = application form, C = Certificate, E = Exercise, I = Interview, P = presentation, T= Test, AC = assessment centre**