

PERSON SPECIFICATION

JOB TITLE:

CARE ASSISTANT

NOTES OF GUIDANCE FOR CANDIDATES

For each criteria, you must show in your application form how you meet that criteria in order to be shortlisted for interview. The information you give on your application form will be expanded upon at interview. By the end of the selection process you will need to have demonstrated that you meet all the criteria on this Person Specification to be considered for appointment.

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
PERSONAL ATTRIBUTES & VALUES & BEHAVIOURS	▪ Helpful, positive and respectful to all. ▪ Treating people as individuals with unique and diverse needs. ▪ Commitment to supporting people to exercise their rights and choices and retain control. ▪ Be a compassionate person ▪ Willingness to respect residents in their Christian faith. ▪ A positive attitude towards the Pilgrims' Friend Society and its wider aim and objectives	▪ Understanding of Emotional Intelligence
EXPERIENCE	▪ Experience of working with others	▪ Experience of caring for others ▪ Working within a care home or similar environment ▪ Working with older people (with dementia and/or learning disabilities) ▪ End of life care ▪ Key Worker responsibilities ▪ Laundry tasks (incl. basic sewing skills) ▪ Serving meals ▪ General housekeeping (e.g. bed making, tidying etc) ▪ Completing written records of care-given in care plans
SKILLS & ABILITIES	▪ Ability to provide support and personal care in a manner that upholds the principles of person-centred care ▪ Ability to enable residents to retain the highest possible degree of privacy and personal independence ▪ Ability to give compassionate care through relationships based on empathy, respect and dignity ▪ Ability to see people as individuals and interact with them at every level ▪ Able to work effectively alone and as part of a team	▪ Ability to engage people in social and/or therapeutic activities

KNOWLEDGE	▪ A basic understanding of the needs of older people ▪ Understanding the need for maintaining confidentiality	
QUALIFICATIONS & TRAINING	▪ Basic literacy and numeracy skills ▪ Willingness to participate in training and attend relevant staff meetings ▪ Awareness of self-development	▪ Level 2 (or above) Health & Social Care qualification or equivalent ▪ Dementia ▪ Food hygiene ▪ End of life care ▪ Infection Control ▪ Moving & handling ▪ Safeguarding ▪ Mental Capacity Act (MCA) ▪ Deprivation of Liberty Safeguards (DoLS)
COMMUNICATION SKILLS	▪ Communicate effectively ▪ Listening skills ▪ Good interpersonal skills ▪ Good recording skills	▪ Customer care skills
OTHER SPECIAL REQUIREMENTS	▪ Willingness to be flexible in working pattern ▪ Good general health and reasonable level of fitness to be able to assist in the delivery of care	