

Eleanor Palmer Trust

PERSON SPECIFICATION
SUPPORT WORKER/SENIOR SUPPORT WORKER (Canteloves House)

EDUCATIONAL/PROFESSIONAL QUALIFICATION		Support Worker		Senior Support Worker	
		Essential	Desirable	Essential	Desirable
	Good standard of literacy and numeracy	✓		✓	
	NVQ Level 2 in Care (or equivalent)		✓		
	NVQ Level 3 in Care (or equivalent)			✓	
CAREER EXPERIENCE					
	Minimum of 2 years experience of working with older people / people with dementia in a care setting		✓	✓	
KNOWLEDGE					
	Best care practice in relation to caring for older people and people with dementia		✓	✓	
	Ability to carry out structured supervision and appraisals			✓	
	Best practice in relation to Manual Handling and other Health & Safety practices	✓		✓	
	Ability to carry out person-centred care planning		✓	✓	
SKILLS/APTITUDES					
	Commitment to supporting residents to undertake meaningful activities	✓		✓	
	Able to communicate effectively with older people, colleagues and others, both verbally (including on the telephone) and in writing	✓		✓	
	Able to respond appropriately to the needs of individuals	✓		✓	
	Tactful, diplomatic & able to maintain confidentiality	✓		✓	
	Ability to respond to individual's religious and cultural needs	✓		✓	
	The ability to recognise issues of concern and to report these to the appropriate supervisor	✓		✓	

Commitment to continuing professional development	✓		✓	
Able to take responsibility / work autonomously		✓	✓	
Effective team worker by sharing skills & knowledge to achieve goals	✓		✓	
Able to mentor & support others to achieve best practice		✓	✓	
An ability to attend to the personal support\care needs of individual residents such as assisting with meals, hygiene & continence	✓		✓	

PERSONAL CIRCUMSTANCES

Good general health / physically able to cope with the duties of the post	✓		✓	
Willingness to be available in exceptional circumstances to cover shifts for colleagues	✓		✓	
Ability to work shift systems i.e. early & late shifts, weekends and sleep-ins	✓		✓	