

## PERSON SPECIFICATION

**JOB TITLE: Day Support Worker**

**POST NO:**

**DEPARTMENT: Learning Disability Homes**

**GRADE: Scale 4**

**DATE: July 2018**

<b>E = ESSENTIAL</b>		<b>SOURCE OF EVIDENCE - APPLICATION = A</b>	
<b>D = DESIRABLE</b>		<b>TEST = T</b>	<b>INTERVIEW = I</b>
	<b>1. EXPERIENCE, direct work experience, other relevant experience.</b>	<b>W =5</b>	
E	A range of experience in role working with people, customers, public.		AI
E	Experience of laundry work and domestic cleaning.		AI
E	Experience of working with people with a learning disability.		AI
	<b>2. KNOWLEDGE, without which the job cannot be done effectively.</b>	<b>W =4</b>	
D	Some understanding of needs of people with learning disabilities.		AI
D	Knowledge of cleaning laundry equipment		AI
D	Knowledge of COSHH/Infection control policies		AI
	<b>3. SKILLS &amp; ABILITIES, Essential/Capable of doing, Desirable/Able to train.</b>	<b>W =5</b>	
E	Ability to work as a team member		AI
E	Ability to deal sensitively with service users in a variety of situations.		AI
E	Ability to show or indicate the principles of individuality, rights, independence, fulfilment, choice and respect		AI
E	Show a clear understanding of health and safety.		AI
	<b>4. QUALIFICATIONS, TRAINING &amp; EDUCATION, also identify training to be given.</b>	<b>W =5</b>	
D	Level 2 diploma in care or be willing to undertake		AI
D	Willingness to undertake training in healthcare needs.		AI
	<b>5. PERSONALITY, SOCIAL SKILLS, Relationships, thinking style, disposition.</b>	<b>W =5</b>	
E	Show a positive approach, through self-motivation.		AI
D	Respond to guidance and support in a positive manner		AI
E	Able to work as part of a team.		AI
E	Show an awareness of empowerment and the effect of self on others.		AI
	<b>6. OTHER FACTORS, Physical, Mobility, Availability, Conditions, etc.</b>	<b>W =4</b>	
E	Must be fully able to undertake the physical aspects of the job		AI
E	Flexible to meet working pattern for the needs of the service.		AI
D	Available to work additional hours at short notice.		AI
D	Available to change duties at short notice, depending of need.		AI
E	. Physically able support individuals in an appropriate manner and way.		AI
D	Able to satisfy the travel requirements of the role.		