# **PERSON SPECIFICATION: CARE WORKER – PROVIDER SERVICES (BANK) POST REFERENCE: SR-106969**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | NVQ Level 2 in Social Care or a commitment to work towards this within a 12 month period. (F) NVQ Level 3 module in Safe Handling of Medicines or a commitment to work towards this qualification within 12 months. (F) |  |
| * **Work or other relevant experience**
 | Evidence of experience of supporting vulnerable people (F) (I)Evidence of experience in achieving positive outcomes for people who use services. (F) (I) | Evidence of experience of supporting vulnerable people or care related employment (F) (I)Evidence of working effectively with people from internal/external agencies in a professional manner (I)Experience of practical involvement in the implementation of care programmes (I) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

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| * **Skills, abilities, knowledge and competencies**
 | Evidence of communicating effectively with people at all levels both verbally and in writing including people with disabilities (I) (F)Evidence of the ability to understand and follow verbal and written instructions (I) (F)Evidence of the ability to record information accurately (I) (F)Evidence of a person centred approach (I) (F)Awareness of Health and Safety issues. (F) (I) | tieodeoEvidence of basic knowledge of Social Care policies and procedures (I) |
| * + **General competencies**
 | Evidence of a sound value base and able to demonstrate sensitivity and tact when dealing with people. (I) (F)Able to demonstrate a commitment to equal opportunities and to the elimination of behaviour and practices that could be discriminatory (F) (I)Demonstrate a person centred approach. (F) (I)A commitment to undertake training as identified (I)Commitment to flexible working which may include evening / weekends on a rota system (F) (I)Evidence of the ability to lone work or commitment to undertake the same (F) (I) |  |
|  **ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.