

**LOCALA HOMECARE PERSON SPECIFICATION**

**Post Title: Homecare Assistant**

**Post Ref:**

**Directorate:**

**Date:**

**The organisation values the strength a diverse workforce brings and actively promotes flexible working practices.**

**We are committed to persons whose experience, knowledge, qualifications and skills are most appropriate for the job.**

**Disability Discrimination: If you have any disability and identify any barriers in the job description or person specification, please tell us in your application. We are committed to making reasonable adjustments to the job wherever possible.**

ATTRIBUTES	CRITERIA	HOW IDENTIFIED	RANK
Relevant Experience	Previous experience of delivering social care plans or home care support Relevant experience of working with people of different cultures and ages and abilities Lone working within the community	Application form/interview Application form/interview Application form/interview	Essential Essential Essential
Education & Training Attainments	NVQ level 2 in Health and Social Care with a commitment to attain level 3 within an agreed timeframe	Application form/Interview	Essential
General & Special Knowledge	Knowledge of delivering social care plans Good understanding of confidentiality/data protection Understanding of good team working	Interview Interview Interview	Essential Essential Essential
Skills & Abilities	Good communication skills both written and verbal Good interpersonal skills Computer skills Understanding of good client care delivery Good organisational skills Ability to use own initiative Ability to prioritise workloads	Application form/ Interview Application form Interview Interview Application form/Interview Application form/Interview Application form/Interview Application form/Interview	Essential Desirable Essential Essential Essential Essential Essential Desirable

	Listening skills Numeracy skills Advocacy skills Basic Hygiene	Interview Interview Interview Interview Interview	Essential Essential Essential Essential Essential
Any additional factors	The ability to cope with changing situations and changes to routine is essential The ability to provide personal care to service users The ability to travel across an area using own transport Commitment to equal opportunities and anti-discriminatory practice Commitment to training and professional development Ability to work flexibly <b>Own transport is essential in order to fulfil the travel requirements of the post</b>	Application form / Interview Application form/Interview Interview Interview Interview Interview Interview	Essential Essential Essential Essential Essential Essential Essential

**Note to applicants: Please ensure you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criteria on your application form. 'Essential and 'Desirable in the Rank column refer to the importance we will give your answers when we read your CV. Where criteria are to be identified through interview, this may involve questions, scenario settings and assessments as part of the interview.**

