



Person Specification			
<b>Post title</b>	Health and Social Care Worker	<b>Grade / Salary</b>	D / £23,500 - £23,893 E / £25,584 – £27,269

**\*\*\* This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months \*\*\***

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
<b>Skills, knowledge, experience</b>		
S1	Demonstrate a commitment to working as part of a team in a flexible and responsive manner	CV / I
S2	The ability to work with service users who have complex health and behavioural support needs in a range of centre based and community settings	CV / I
S3	Ability to provide physical assistance to meet individuals assessed need in such areas as personal care and delivery quality care that meets CQC fundamental standards	CV / I
S4	Ability to make and maintain appropriate relationships with service users, carers and outside agencies as appropriate	CV / I
S5	Be aware of issues with regard to Equal Opportunities and Anti-Discriminatory practice and to act accordingly ensuring a person-centred approach treating individuals with dignity, respect and compassion	CV / I
S6	A demonstrable willingness to share information and work with other people	CV / I
S7	Ability to fill in forms and provide short written reports using standard template documents	CV / I
S8	Ability to maintain concise records	CV / I
S9	Willingness to work flexibly from any location determined by the Authority, when required evenings and weekends in accordance with the flexibility agreement in place	CV / I

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S10	Educated to GCSE standard or equivalent	CV / C
<b>Personal attributes and circumstances</b>		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Able to work contracted hours within agreed rota patterns to be agreed with manager	CV / I
<b>Communication</b>		
C1	Communicate in an open and honest manner	CV / I
<b>Qualifications</b>		
Q1	NVQ level 2 in Adult Health & Social Care or equivalent qualification - Grade D	CV / C
Q2	NVQ Level 3 in Adult Health & Social Care or equivalent qualification bar requirement - Grade E	CV / C

**A** = Application form    **CV** = Curriculum Vitae    **C** = Certificate    **E** = Exercise    **I** = Interview    **P** = Presentation    **AC** = Assessment Centre    **T** = Test

**Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:**

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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