



Person Specification			
Post title	Health and Social Care Worker	Grade	D / £24,790 - £25,183 E / £25,584 – £27,269 <i>*additional payments would also be payable dependant on shift patterns*</i>

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
Skills, knowledge, experience		
S1	Demonstrate a commitment to working as part of a team in a flexible and responsive manner	CV/SS, 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 ensuring a person-centred approach treating individuals with dignity, respect and compassion	CV/SS, 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/SS, I
S4	Ability to make and maintain appropriate relationships with service users, carers and outside agencies as appropriate	CV/SS, I
S5	Ability to maintain concise records, including accurate form completion and using template documents to provide short written reports	CV/SS, I
S6	Willingness to work flexibly in terms of location in accordance with the flexibility agreement in place	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I

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P2	Able to work contracted hours within agreed rota patterns. We are seeking both full and part-time – rota patterns will include evenings, weekends and nights. We are also seeking employees interested in working nights only shift patterns – both full and part-time.	CV/SS / I
Communication		
C1	Communicate in an open and honest manner	CV/SS, I
Qualifications		
Q1	Demonstrate an ability and a willingness to undertake the appropriate training within a reasonable timeframe of commencing employment including: NVQ level 2 in Adult Health & Social Care or equivalent qualification - Grade D	CV/SS, C
Q2	To progress to Grade E: NVQ Level 3 in Adult Health & Social Care or equivalent qualification	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **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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