



St Cuthbert's Hospice

Making every day count since 1988

Person Specification

Post Title: Support Worker – Dementia Care		Grade: 3		Department: Dementia Services	
Criteria relevant to the job	Essential Requirements necessary for safe and effective performance in the job	Method of Assessment	Desirable Where available, elements that contribute to improved/immediate performance in the job	Method of Assessment	
Qualifications and Training	<ul style="list-style-type: none"> NVQ level 3 / diploma in health and social care or equivalent experience Key skills in literacy and numeracy Committed to continued professional development 	Application form and interview	<ul style="list-style-type: none"> Recognised course in care of older people/ care of people with dementia Training in Namaste Care Recognised Qualification in therapy 	Application form and interview	
Experience	<ul style="list-style-type: none"> Experience in working with people with Dementia Experience in assessing and recognising stages of dementia Experience in working in health, social or voluntary sector settings Experience in working in a community environment and/or community engagement / project work Experience of lone working Experience of recognising when advice or support is required and accessing this Experience of reflective practice 	Application form and interview	<ul style="list-style-type: none"> Experience in Namaste care Experience of delivering care services in a community setting Experience of providing care to people in their home environment Experience in providing complementary therapies Counselling experience Experience of providing supervision and support to staff or volunteers 	Application form and interview	

<p>Skills and Knowledge</p>	<ul style="list-style-type: none"> • Effective verbal and written communication skills • Awareness of importance of person centred care • Committed to supporting people with dementia and their carers in their home and during care transitions • Ability to build up therapeutic relationships with people with advanced dementia and their carers • Ability to inspire others about the benefits of Namaste care • Ability to communicate effectively with health and social care professionals and other agencies • Able to work independently and manage own workload without direct supervision • Confident and competent IT skills • Good awareness of relevant community resources to allow for effective signposting • Knowledge of delirium • Understands the importance of reflective practice and clinical supervision • Able to support staff and volunteers in their roles • Ability to deal with non routine and unpredictable nature of workload 	<p>Application form and interview</p>	<ul style="list-style-type: none"> • Knowledge of the voluntary sector • Knowledge of other Namaste Care practitioners 	<p>Application form and interview</p>
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Personal Attributes	<ul style="list-style-type: none"> • Passionate about dementia care • Able to evidence behaviour consistent with the Hospice values of professionalism, choice, integrity and reputation • Highly motivated • Enthusiastic • Empathic, approachable and compassionate • Organised • Able to maintain professional boundaries • Committed to continued professional development 	Interview		Interview/ references
Special Requirements	<ul style="list-style-type: none"> • Ability to travel independently is essential for community work • Post holder will be required to work flexible hours to meet the needs of the service • The post subject to DBS service check 	Application form/interview		

Employee Signature **Date**

Line Manager Signature **Date**