



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"> • Key skills in literacy and numeracy 	Application form and interview	<ul style="list-style-type: none"> • Recognised course in care of older people/ care of people with dementia 	Application form and interview	
Experience	<ul style="list-style-type: none"> • Experience in supporting people with Dementia • Experience of recognising when advice or support is required and accessing this • Experience of reflective practice • Experience of loan working • Experience of working in a community environment • Experience of facilitating group discussions 	Application form and interview	<ul style="list-style-type: none"> • Awareness of Namaste care • Experience of delivering care services in a community setting • Experience of providing care to people in their home environment 	Application form and interview	

Skills and Knowledge	<ul style="list-style-type: none"> • Effective verbal and written communication skills • Awareness of importance of person-centred care • Ability to build up therapeutic relationships with people with advanced dementia and their carers • 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, and work in a flexible manner that will support the needs of the team 	Application form and interview	<ul style="list-style-type: none"> • Knowledge of the voluntary sector 	Application form and interview
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 and enthusiastic • Empathic, approachable and compassionate • Organised • Able to maintain professional boundaries 	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**