

HARPENDEN MENCAP

ADULT SERVICES
The Voice of learning disability

Stairways
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Harpenden
Hertfordshire
AL5 2EN

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PERSON SPECIFICATION SUPPORT WORKER ADULT RESIDENTIAL

	How Identified	
	App. form	Ref.
1. KNOWLEDGE & EXPERIENCE		
Essential		
1.1 Working with adults with learning disabilities	√	√
Desirable		
1.2 NVQ/relevant qualifications (certificates to be made available)	√	
2. SKILLS		
Essential		
2.1 Ability to work as part of the staff team to create a safe, user led service	√	√
2.2 Good written and verbal communication skills	√	√
2.3 Ability to implement and contribute to evaluation of individual care plans	√	√
2.4 Ability to organise, plan and make sound judgements under pressure	√	√
2.5 Ability to maintain records as required by Harpenden Mencap, and the law	√	√
3. CARE ATTITUDES AND VALUES		
Essential		
3.1 Commitment to confidentiality of information	√	√
3.2 Value the rights of people with learning disabilities to receive services which offer choice, dignity and security	√	√
3.3 Commitment to provision of high quality services which recognise each individuals personal beliefs and identity	√	√
3.4 An awareness that the workplace is someone's home	√	
4. WORK ATTITUDES / CIRCUMSTANCES		
Essential		
4.1 Positive attitude towards personal and team development and training	√	√
4.2 Good attendance record	√	√
4.3 Good punctuality record	√	√
4.4 Willingness to be flexible i.e. change shifts to meet users' needs	√	
4.5 Willingness to attend 'out of hours' training, meetings etc.	√	
Desirable		
4.6 To hold a current, clean driving licence	√	