



PERSON SPECIFICATION

Post: Home Support Worker

Updated: Nov 2018

FACTORS	ESSENTIAL	DESIRABLE
QUALIFICATIONS AND EXPERIENCE	<ul style="list-style-type: none"> The Post holder will have previous experience working with adults in a community setting in the disability care or health care sector. Evidence of having commenced or completed Fetac Level 5 or other relevant Health/Social Care qualification. Minimum of 1 year experience of delivering personal care in a health or social care context. 	<ul style="list-style-type: none"> Specific requirements relating to working with individuals e.g. previous experience of working with individuals with Acquired Brain Injury/Epilepsy and/or Challenging Behaviour.
ORGANISATIONAL AND PROFESSIONAL KNOWLEDGE	<p>The post holder will have:</p> <ul style="list-style-type: none"> A broad knowledge of the Enable Ireland organisation and the role of a Home Support Worker. An understanding of disability issues. An awareness of boundaries and confidentiality in relation to the role of the HSW. Maintain accurate written records, and reports in accordance with professional guidelines Experience of a person-centred approach. 	<ul style="list-style-type: none"> A good knowledge of the disability sector and health services sector. An understanding of the Social Model of disability and person centred approach. Awareness of HIQA standards.

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<p>CORE COMPETENCIES</p> <p>Planning & organising of activities and resources.</p>	<p>The post holder will demonstrate an ability to:</p> <ul style="list-style-type: none"> • Organise weekly rosters with their service user. • Have an awareness of accessibility issues regarding organising outings. • Demonstrate an ability to self-motivate and work on own initiative. 	<ul style="list-style-type: none"> • Computer skills. • Conflict resolution.
<p>Professional development and standards in service</p>	<ul style="list-style-type: none"> • An understanding of the balance between protecting boundaries while still performing duties with compassion and empathy. • The importance of maintaining a professional relationship with colleagues and service users. • The ability to consistently deliver a service user led, person centred service based on best practice in partnership with service users and their families. • Promotes health, welfare and social wellbeing of service users in the service. 	
<p>Integrity and decision making</p>	<ul style="list-style-type: none"> • Evidence of problem solving skills • An ability to identify decisions they can make alone and decisions that need support from management. • Demonstrates reflective practice techniques to guide their practice. 	

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Service Delivery & Initiative	<ul style="list-style-type: none"> • Provide personal care. • Observe dietary requirements of service users as delegated. • Support service users with specific therapy programmes in consultation with therapist (e.g. physio programme) • Flexibility, adaptability and openness to change. 	
Building and maintaining working relationships.	<ul style="list-style-type: none"> • The ability to develop and promote good interpersonal relationships with the service users and their family. • The ability to positively communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. • The ability to work in partnership with other service providers and the HSE. • Excellent verbal and written communication skills 	
Special aptitudes and circumstances	<p>The post holder will demonstrate:</p> <ul style="list-style-type: none"> • Ability to drive with a full Drivers Licence. • The ability to present a professional appearance at all times. • Willingness to work weekends/evenings/sleep-overs. 	<ul style="list-style-type: none"> • Experience driving people with disabilities • Up to date First Aid and manual handling training. • Ability to support Service User in Education. • Ability to assist service user in the swimming pool. (These requirements will be listed specific to individual roles.)