

# *Tender Loving Carers Domiciliary Limited*

## **Person Specification for** **Domiciliary Care Worker**

People applying for the position as a Community Care Worker should match the following person specification:

1. Applicants should be physically able to carry out the specifications of the role as a Domiciliary Care Worker, as outlined in the job description and in the Personal Care and Domestic Care Specifications.
2. Applicants should be able to provide two references (at least one being a previous employer). Also, they must complete an enhanced CRB check form, and they will not be able to work for the company until the CRB check, inclusive of POVA information, has come back to the company and is considered to be acceptable.
3. Applicants should have a phone (either a land line or mobile phone) so that they can be contacted regarding their clients.
4. Applicants should understand that they may be expected to cover other Care Workers work if they are sick or on annual leave. This is expected as recognition that their work has to be covered by other Care Workers in the event of their own sickness or annual leave.
5. As per the Terms and Conditions of Employment, applicants will be expected to work every other weekend, both day's, morning, lunch and tea and evening run (3 out of 4 of the shifts). Whatever hours in the week are worked is irrelevant. This will enable a stable system of work so that weekends off can be guaranteed.
6. Applicants should be aware that they would commence employment on a three-month trial basis.
7. Applicants are expected to give at least 2 weeks notice for any changes to their working hours (i.e. a change to their availability hours).
8. Applicants must be willing to abide by the companies policies and procedures especially those directly relating to the role of a Domiciliary Care Worker.
9. Applicants must be willing to partake in all training offered to them.
10. Applicants should understand and be willing to follow our guidelines of the philosophy of care (i.e. promoting client independence and dignity).