# Person Specification

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| JOB TITLE/BAND: | Healthcare Support Worker (Learning Disabilities and Mental Health) – Band 3 |
| LOCATION: | BSIU, Strathmartine Centre |
| HOURS: | 37.5 hours per week |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF EVALUATION** |
| **EXPERIENCE:** | Experience ofworking in a health or social care setting.Experience of working with people with Learning Disabilities and associated mental health issues.  | Experience of workingwithin a community setting.Experience of lone working.Understanding of theprinciples of Forensic care in the community. | Application FormInterview |
| **QUALIFICATIONS:**(Training; Research; Publications) | Good level of literacy and numeracy.Willingness to undertake learning and development relevant to the role. | Relevant SVQ III.Qualification in Health orCare related field.Completion of New to Forensic Mental Health Programme. | Application FormInterview |
| **KNOWLEDGE & SKILLS:** | Will have a broad skill base related to past experience working with the field of learning disabilities.Has a breadth and depth of understanding of role and related activities beyond that of a level 2 Support WorkerHas all the attributes, skills and knowledge required for a support worker and: Ability to:Apply knowledge and demonstrate appropriate understanding of:-* + Health & safety
	+ Standard Infection Control Precautions
	+ Risk Management
	+ Equality and Diversity Policies

Recognise risk in relation to care provision and further develop risk assessment skillsAct on findings within role boundaries to ensure a person’s safetyDevelop knowledge of infection prevention and controlAble to effectively reflect on practiceComply with the Data Protection Act, Caldicott Guidelines and local policies regarding confidentiality and access to medical recordsDevelop and maintain own knowledge and skills to provide person centred, safe and effective care with support from a registered practitioner or Level 4 Assistant PractitionerRecognise and understand role boundaries and limitations whilst workingParticipate in multidisciplinary team developmentDemonstrate critical thinking in relation to problem-solving and taking appropriate actionDemonstrate awareness of equality and diversity needs of individuals and colleaguesHas an awareness of the impact of leadership activities in relation to compassion, civility, kindness and human factorsIT Skills (Email, Phone, EMIS, MS Teams)Good verbal communication and interpersonal skills. Able to respond effectively and efficiently to crisis situations.   | Awareness of Learning Disability Forensic service provision and the skills required to work with the patient group. Awareness of Trauma Informed care. Awareness of Adult support and Protection. Skills involving assessment of a person’s physical health state, e.g. TPR (Vital Signs), MUST, Venepuncture.  | Application Form Interview |
| **PERSONAL QUALITIES:** | Communicate effectively.Willingness to work flexiblyand be adaptable.Ability to work as part of aTeam |  | Application Form Interview |
| **OTHER:**.(e.g. travel across Tayside) | Ability to travel throughout the locality of Tayside.Understanding of health,safety and risk awareness.Ability to work a flexible work pattern. |  | Application Form  |