# 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 of  working in a health or social care setting.  Experience of working with people with Learning Disabilities and associated mental health issues. | Experience of working  within a community setting.  Experience of lone working.  Understanding of the  principles of Forensic care in the community. | Application Form  Interview |
| **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 or  Care related field.  Completion of New to Forensic Mental Health Programme. | Application Form  Interview |
| **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 Worker  Has 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 skills  Act on findings within role boundaries to ensure a person’s safety  Develop knowledge of infection prevention and control  Able to effectively reflect on practice  Comply with the Data Protection Act, Caldicott Guidelines and local policies regarding confidentiality and access to medical records  Develop and maintain own knowledge and skills to provide person centred, safe and effective care with support from a registered practitioner or Level 4 Assistant Practitioner  Recognise and understand role boundaries and limitations whilst working  Participate in multidisciplinary team development    Demonstrate critical thinking in relation to problem-solving and taking appropriate action  Demonstrate awareness of equality and diversity needs of individuals and colleagues  Has an awareness of the impact of leadership activities in relation to compassion, civility, kindness and human factors  IT 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 flexibly  and be adaptable.  Ability to work as part of a  Team |  | 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 |