



CARE ASSISTANT

Background to Care Homes

Good care homes are professionally managed establishments whose primary function is the proper and appropriate personal care of vulnerable people. Care homes are regulated and will have a fully documented set of processes and procedures for successful day-to-day management of their operation. The regulatory body for care homes is the Commission for Social Care Inspection (CSCI).

As a care assistant you will be expected to follow these processes and procedures and be aware at all times of the need to maintain the highest possible standards.

Standard Job Description

As a care assistant you may be providing personal care to elderly or vulnerable residents in care homes. You can expect to work with residents with different personalities, needs and capabilities. Some of these residents may have learning difficulties, some physical disabilities and others a combination of both.

The primary job of the carer is to help these residents to live as independently, comfortably and securely as possible, enabling them as far as they can to make their own choices and decisions. Where appropriate you will support them in their participation in everyday activities and events.

Care homes are typically classified as either nursing or residential. In nursing homes you are likely to be dealing with more dependent people, who may not be capable of doing a great deal for themselves physically. In residential homes you will take on a more supportive role, where the resident may just need assistance and a companion.

The types of tasks you could be involved in with the residents include washing, bathing, toileting, dressing, food and drink preparation and feeding. Residents may be capable of some of these activities by themselves, but it will be your responsibility to assist when it is needed and do so in the correct and appropriate manner. It is likely that you will be expected to support residents' participation in a range of community-based activities. There will be times when you will need to call on your personal skills and experience to act on your own initiative, especially in situations where you will have to respond quickly and will not have time to ask what to do

Person Specification

To be a professional care worker you should be able to demonstrate a number of key attributes and skills, including:

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- Good understanding of the principles of care
- Ability to follow procedures set out by the home and by law
- Suitable experience and qualifications (see below)
- Effective communication skills – especially a good and empathetic listener
- A caring nature – this really should be work you choose to do
- Respect for people who are dependant and vulnerable
- Comfortable interacting with people from all areas of the community
- Able to use personal initiative when required to do so
- A team worker able to establish effective working relationships with co-workers
- Flexibility and adaptability to respond to changing demands and requirements
- Committed and reliable - people will depend on you to be there
- Ability to cope with change and pressure
- Good planning skills
- Level-headed and patient

Qualifications

Experience counts for a great deal. Our care workers must have at least 12 months experience in a care role, have a NVQ Level 2 in Health and Social Care or have a Degree or qualification at the same level in Care.

Preferably candidates will have up to date training in Moving and Handling, Food Hygiene, Fire Awareness and Basic First Aid.

All care workers are expected to provide 2 professional references. These must be from either an employer, a suitably qualified colleague or from your last educational establishment.