

## Relief Support Worker Person Specification

**As a Relief Worker for Hft you will be requested to cover shifts on an ad hoc basis. You are not an employee of Hft and remain a 'Worker' for the duration of each individual contract you undertake for Hft. Hft will give you an induction, support and training in the role of Relief Worker, but listed below are some key qualities that you should already have.**

These are the qualities and behaviours that Relief Workers must have.

The first four areas are standard across Hft. The final, person-centred area is to suit the specific service, and the people it supports, for this vacancy.

### **Communication** – we need people who

- Like being around people
- Value input from others
- Are good listeners
- Are willing to try new approaches
- Are able to communicate using a range of methods
- Communicate openly with people
- Articulate views with passion and understanding
- Speak clearly using positive, simple, straight forward language
- Articulate how they feel

### **Respect** – we need people who

- Value the views of others
- Are kind and thoughtful to others
- Have a positive outlook
- Are tolerant of people who have different views
- See the person first not the disability
- Respect others point of view
- Are well-mannered and polite to everyone they come into contact with
- Tackle issues with a positive frame of mind
- Work at a pace comfortable to the person they are supporting

### **Cares About** – we need people who

- Are passionate about working in social care
- Can adapt to changing routine and demands, for example those created by the coronavirus pandemic or other future unforeseen circumstances
- Are enthusiastic about supporting people
- Are patient with people

- Behave in a person centred way
- Are interested in the people they support

**Creative Thinking** – we need people who

- Have a 'can do' attitude
- Think imaginatively and encourage people to engage in a variety of activities during the pandemic, promoting physical and mental wellbeing
- Communicate positively with people using a range of methods
- Are enthusiastic
- Use their initiative
- Present themselves confidently
- Freely express their views and asks questions

**Person Centred 'must haves'** – we need people who

- Are able to work shifts, including weekends, some nights and Bank Holidays
- Have a caring nature

**Person Centred 'nice to haves'** – we need people who

- Have experience in moving and handling
- Have an awareness or knowledge of Dementia and learning disabilities