

Job Role & Overview - Personal Care 1

Personal Care

The predominant focus of jobs in this group is the provision of services to primarily external clients. Jobs are designed to respond to client needs. There may well be face to face contact. Jobs may have a significant physical care element. The job will demand people skills

Knowledge & Experience

The knowledge and experience typically required to do the job will be primarily practical and can be acquired in a variety of ways, for example through on the job training, relevant experience, or qualification generally equivalent to SVQ level 1/standard grades, and relevant working experience of generally one year for full competence and familiarity with all aspects of the job.

Decision Making

Jobholders will follow instructions or established working practices with ready access to a supervisor.

Typical Tasks & Responsibilities (The following description is not exhaustive)

- The provision of practical skills and support to clients
- Significant physical effort e.g. standing for lengthy periods
- Scheduling of work
- Communication with clients
- Routine decision making
- Face to face contact with clients
- Substantial contact with demanding clients e.g. in distress, abusive, aggressive
- Accuracy in the use of equipment

Duties

The attached overview sets out the typical demands for a Personal Care 1 post. In order for jobholders to be fully effective, it may mean that training and development is required. The overview does not set out specific duties for each jobholder. It sets out broad requirements which are used for grading using the Scottish Councils' Job evaluation scheme.

Jobholders will have specific duties and responsibilities, set out in job descriptions, and which will change as service needs develop and change.

Requirements

The information for each factor sets out the typical requirements of jobs in the Personal Care group at this level. The language comes from the Job Evaluation Scheme.

The factor levels show the predominant level for all jobs covered by the overview.

<i>Working Environment</i>	Level 1
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The job predominantly involves working indoors in the course of normal duties with exposure to unpleasant and mildly disagreeable conditions, substances and/or odours. Exposure to these conditions occurs for over 20% and up to 40% of working time.

<i>Physical Co-ordination</i>	Level 2
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Physical co-ordination is needed predominantly to use tools or equipment with a moderate level of precision for the main tasks in the job. Driving may be required to enable the jobholder to manage the workload.

<i>Physical Effort</i>	Level 4
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In the course of normal working, the jobholder is required to use considerable physical effort such as lifting, carrying, on a regular basis. Standing and/or walking occur for the majority of the working day.

<i>Mental Skills</i>	Level 2
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In the course of normal working, the jobholder is required to resolve problems or situations, applying existing rules, procedures or instructions to the more difficult or challenging problems that arise. The jobholder will require judgement to resolve generally similar problems, i.e. the jobholder is required to interpret information or situations. The jobholder may forward plan/schedule activities for him/herself and others.

<i>Concentration</i>	Level 2
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General mental or sensory concentration is required on a day to day basis, with simultaneous or conflicting demands typically creating the most pressure for the jobholder.

<i>Communication Skills</i>	Level 1
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The jobholder's communications in the course of normal working can be spoken or written and the most demanding type is the exchanging of information usually with colleagues, clients and/or customers. This information is best described as routine, i.e. refers to information related to tasks and activities as part of the normal course of working.

<i>Dealing with Relationships</i>	Level 3
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The jobholder has to deal with people who are significantly disadvantaged, abusive, threatening or otherwise demanding. Dealing with these people takes more than 20% of working time

<i>Responsibility for Employees</i>	Level 1
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In the course of normal working the jobholder has limited responsibility for the work of employees or others in an equivalent position. For example, being required to demonstrate duties and provide advice and guidance to new employees, trainees or others.

<i>Responsibility for Services to Others</i>	Level 2
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The jobholder undertakes tasks or processes which contribute to the internal/external services provided by the Council to individuals, groups or the public at large. This is predominantly through the personal delivery of front line services.

<i>Responsibility for Financial Resources</i>	Level 1
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The jobholder has responsibility for financial resources, which is predominantly for handling cash, cheques or equivalent such as vouchers, stamps, phone and fuel cards, tokens on an occasional basis.

<i>Responsibility for Physical and Information Resources</i>	Level 1
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The jobholder's primary responsibility for physical resources is for plant, vehicles, equipment and/or tools which he/she has to use to do the job and keep safe. This includes cleaning of equipment or daily checks etc. Individual resource items are typically moderately expensive.

<i>Initiative and Independence</i>	Level 2
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The jobholder is required to exercise initiative in the course of normal working. He/she normally works to instructions and his/her workload is arranged by someone else. Problems are referred to a supervisor.

<i>Knowledge</i>	Level 2
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The jobholder requires predominantly practical knowledge to do the job. This knowledge can be acquired through on or off the job training and experience. The jobholder has to undertake a number of different tasks and the job could only be done by someone who can read, write and count, i.e. a basic level of literacy and numeracy is required. Working experience of approximately one year will be required to be fully competent and familiar with all aspects of the job.