


Document Name	Job Specification: Experienced Home Care Worker / Home Support Worker			
Document Number				
Issue Date	Revision	Review Date	Policy Owner	Signature
01/01/2026	01	01/01/2029	Emily Boyd on behalf of Silvergrove Home Care	

Job Title: Experienced Home Care Worker / Support Worker.

Reporting To: Service Provider / Board of Directors.

Location: Co. Meath & Co. Louth

Hours: Full-Time (with flexibility to meet service needs)

Service Context: Community-based home support services delivered in line with HSE Home Support Authorisation Scheme Service Specifications and HIQA National Standards for Home Support Services.

Purpose of the Role

To deliver high-quality, safe, person-centred home support services to individuals in their own homes, in accordance with national standards, safeguarding requirements, infection prevention and control guidance, and Silvergrove Home Care policies and procedures.

Essential Qualifications

- QQI Level 5 Major Award in Healthcare Support, Health Service Skills, Community Care or equivalent.
- Mandatory modules include Care Skills and Care of the Older Person.
- Up-to-date Manual Handling/People Handling (including hoist training).
- Up-to-date Safeguarding of Vulnerable Adults training.
- Infection Prevention & Control training.
- Medication Management/Medication Support training (where providing medication support).

Essential Experience

- Minimum 2 years' experience working in home care or community healthcare setting.
- Demonstrated experience delivering personal care in line with individual care/support plans.
- Experience supporting individuals with complex needs, including dementia, mobility limitations or chronic illness.
- Experience recognising and reporting safeguarding concerns, deterioration in condition, and incidents.
- Experience working independently in service users' homes.

Core Competencies

1. Human Rights-Based Approach

- Demonstrates respect for dignity, privacy, autonomy and individual choice.
- Supports service user participation in decision-making.
- Maintains confidentiality and GDPR compliance.
- Maintains professional boundaries (no gifts, loans, or acting as collection agent).

2. Safety and Wellbeing

- Understands safeguarding policies and reporting pathways.
- Identifies and responds to risks including falls, infection, medication errors and deterioration.
- Implements infection prevention and control measures effectively.
- Supports safe medication prompting and assistance as outlined in support plan.

3. Responsiveness

- Works collaboratively with care coordinators, families and multidisciplinary teams.
- Maintains accurate, timely and clear documentation.
- Adapts care delivery to meet changing needs.
- Demonstrates reliability, punctuality and professional presentation.

4. Accountability

- Participates in supervision, competency assessments and continuous professional development.
- Reports incidents and participates in open disclosure where required.
- Follows company policies, procedures and national standards.
- Takes responsibility for maintaining professional competence.

Additional Requirements

- Full clean driving licence and access to own transport (desirable/essential depending on role).
- Flexibility to work evenings, weekends and public holidays.

- Physically able to perform care duties safely.

Personal Hygiene, Dress Code & Uniform Requirements

- Maintain acceptable standards of personal hygiene at all times, ensuring they present in a clean and professional manner when delivering care services.
- Comply with Silvergrove Home Care's Dress Code Policy, ensuring clothing and appearance are appropriate for working in a healthcare environment and within service users' homes.
- Wear appropriate footwear at all times. Footwear must be safe, enclosed, supportive, non-slip, and suitable for home care duties (including moving and handling tasks).
- Wear the Silvergrove Home Care uniform provided when on duty, unless otherwise authorised by management.
- Ensure that all uniform items display only the Silvergrove Home Care name and logo. No additional badges, motifs, pins, logos, or branding are permitted.
- Failure to comply with personal hygiene, dress code, and uniform requirements may be addressed under the Company's disciplinary procedure.

Providing Care to Family

- Health Care Workers are not permitted to provide paid care to a member of their immediate family e.g. parents, grandparents, siblings, children