



Employee Specification Form

Post Number	
Job Title	Assistant Playcare Worker Level 1
Department	Children and Young People's Department
Prepared by and date	September 2007

Important - Study "Explanatory Notes" printed overleaf before completing form

Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications <ul style="list-style-type: none"> Commitment to training 	App Form	<ul style="list-style-type: none"> First aid for babies and children Food hygiene certificate NVQ level 2 in Playwork 	App Form
Experience <ul style="list-style-type: none"> Work experience with children within the 3 - 11 age-group 	App Form/ Interview	<ul style="list-style-type: none"> Work experience with children in a play setting 	App Form/ Interview
Knowledge and skills <ul style="list-style-type: none"> Good communication skills Basic numeracy, literacy and IT skills Ability to form positive relationships with children Willingness to engage with children in their play Ability to work constructively as part of a team Understanding of maintaining confidentiality 	App/ interview	<ul style="list-style-type: none"> Willingness to work within the 'Every Child Matters' framework: keeping children safe; keeping children healthy; supporting children to enjoy and achieve; supporting children to make a positive contribution 	App form/ interview
Special Requirements <ul style="list-style-type: none"> Ability to work flexibly to meet the needs of the service 	App form		

Employee Specification Form

These notes should be studied carefully before completing the form overleaf.

List the personal attributes required to fulfil the duties listed in the job description.

They must be:

- set at a level appropriate to the work to be done and *not* higher than necessary
- stated clearly and specifically
- entirely job related

Essential or Desirable

- Essential

Those requirements without which a candidate would be simply unable to do the job.

Any candidate who does not meet the essential requirements must be rejected.

Examples could be the possession of current driving licence or relevant qualification.

- Desirable

Those requirements which are desirable, but not essential.

A candidate should not be rejected for failing to meet any single desirable requirement.

Examples for certain jobs could be local government experience or knowledge of new technology.

Personal Attributes

- Qualifications

What qualifications, if any, should the postholder possess?

To what level

- Experience

What experience, if any, is relevant?

- Knowledge and Skills

Is there any knowledge (other than that covered by qualifications listed) or skills which are relevant? What should the postholder be able to do?

Do not list attributes which cannot be measured, eg "pleasant personality", "flexible outlook". Identify only what the postholder needs to do that requires him/her to be pleasant and flexible. Is it that the person needs to communicate effectively with callers (pleasant) or will need to work flexible hours (flexible).

Try to specify the levels of skills that are required, eg if numeracy is specified as a requirement, you should indicate the levels of skill, ie keeping records of petty cash or able to control and monitor substantial budgets.

- Special Requirements

Are there any conditions of service which differ from the norm and with which the postholder must comply? eg live-in requirements, flexible working hours, weekend working.

Stage Identified

Indicate at which stage in the selection process the personal attribute is to be identified, eg application form, interview, tests, references, etc

