

**This is a collection of questions suitable for care/support workers please choose or amend to your organisation.**

1 - Please detail relevant experience and your reason for applying for this particular post.

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

2 - If you've had no formal experience, what skills do you consider you could bring to the post?

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

3 – Why is Confidentiality so important for this type of work?

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

4 – Are there any circumstances where you think you would have to break confidentiality?

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

5 – Define the types of abuse which you might come across when caring for vulnerable adults

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

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6 – Where do you think you find information about the service users in your care?

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

7 – What would you do if you were asked to carry out tasks which were not detailed in the care plan?

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

8 – How would you ensure that the correct dosage and types of medication are given to the service user and where would you expect to record that information?

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

9 – If a service user was distressed and anxious after a visit from a relative, A: would you think this was your business? And B: what would you do with the information?

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

10 – What would you do if you felt that the service user was deteriorating and becoming more vulnerable?

|        |               |
|--------|---------------|
| Notes: | Score         |
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

**Below are a selection of scenarios. Please choose or amend as appropriate.**

1 – You have been visiting a client for quite some time, but this particular morning you cannot gain access, what would you do?

| Notes: | Score         |
|--------|---------------|
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

2 – A service user with a known drink problem asks you to buy alcohol, what would you do?

| Notes: | Score         |
|--------|---------------|
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

3 – You are going to assist another carer and the other carer asks you to complete a manoeuvre that you know is not safe, what would you do?

| Notes: | Score         |
|--------|---------------|
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

4 – Whilst escorting a service user with dementia, you become separated, what steps would you take immediately?

| Notes: | Score         |
|--------|---------------|
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

5 – What would you do if you had a difference of opinion with a service user?

| Notes: | Score         |
|--------|---------------|
|        | 1 Poor        |
|        | 2 Adequate    |
|        | 3 Exceptional |

## Interview Assessment Form

Name of Applicant:

Interview Date:

Interviewer(s):

Overall Interview Score:

Note: To calculate this score, it is required that scores from all questions asked in the interview are totalled. Select 7 questions and 3 scenarios

### Candidate bandings

|                            |               |               |
|----------------------------|---------------|---------------|
| Exceeds requirements       | Score 40      | Appointable   |
| Meets all requirements     | Score 30 – 39 | Appointable   |
| Meets most requirements    | Score 20- 29  | Appointable*  |
| Does not meet requirements | Score 10 – 19 | Unsuccessful. |

Note: The “Meets most requirements” category will require monitoring and support if appointed.

Agreed start date:

Induction date:

Completed by: