



Applicant Name: _____

Date: _____

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

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 Exceptional

2 - If you have had no formal experience in Care, what skills do you consider you could bring to the post?

(ONLY ASK IF APPLICANT HAS NO EXPERIENCE)

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 Exceptional

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

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 Exceptional

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

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 Exceptional

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

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 Exceptional

6 - Where do you think you find information about the Service User in your care?

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 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 Good
	4 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 Good
	4 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 Good
	4 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 Good
	4 Exceptional

11 – Can you provide an example of how you have contributed to effective team working?

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 Exceptional

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

Notes:	Score
	1 Poor
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	3 Good
	4 Exceptional

13 – What do you understand by the following conditions: Learning disabilities?

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 Exceptional





Version: 07

INTERVIEW ASSESSMENT QUESTIONNAIRE

Review Date: April 2026

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14 What would you do if you had a difference of opinion with a Service User?

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 Exceptional

15. If you were delivering personal care to a Service User, how would you maintain their dignity and respect?

Notes:	Score
	1 Poor
	2 Adequate
	3 Good
	4 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 totaled.

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:**