



Department
of Health &
Social Care



Enhanced care workers

Guidance on jobs in adult social care in England



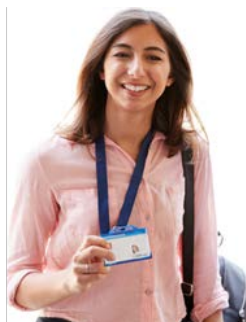
May 2025

This guidance is in Easy Read.

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Easy Read



This is the Easy Read booklet about **enhanced care worker** jobs.

The full guidance which is not in Easy Read is on our website.

www.gov.uk/government/publications/care-workforce-pathway-for-adult-social-care/enhanced-care-worker-role-category



This Easy Read booklet uses clear words and pictures.

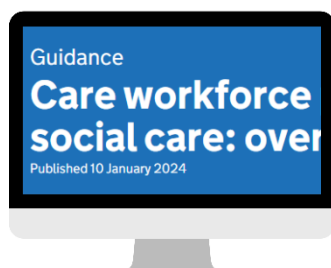
People might still want help to read it.

Bold word



Some words are **bold**.

We tell you what the words in bold mean.



Some words are [blue and underlined](#).

This means they are links to websites or email addresses.

You can click on these links on a computer.

Who we are



Department
of Health &
Social Care

We are the Department of Health and Social Care.

We are part of the UK government.

We help lead health and **adult social care** in the UK.



Adult social care means helping people who have disabilities or who are ill for a long time. For example, people with

- A mental health illness



- A physical disability

- A learning disability



- **Autism**

Autism means someone's brain works differently so they might think or feel in ways that are different to most people.



- **Dementia**

Dementia is an illness that makes it hard for people to remember and do everything things.

About this booklet



There are lots of different **roles** in adult social care in England.

A role is another word for a job.



We put these roles into different groups.

We call these groups **role categories**.



This booklet tells you about the **enhanced care worker** role category.

What enhanced care workers do



Staff doing jobs in this role category help people who use care to live their lives.

Enhanced care workers support people with healthcare needs.

For example, checking blood pressure.



Enhanced care workers must do training to get the healthcare skills they need to support people safely.

They do not manage or supervise staff.



Nurses and other healthcare staff will check that enhanced care workers are supporting people safely.



Enhanced care workers can do this work in different places like people's homes and care homes.



There are different jobs in this role category.

These jobs can have different names.

Values that enhanced care workers need



A **value** is an idea or belief that helps us to make choices and do things.

In this role category it is important to have these values.



- Being kind and understanding.
- Seeing the **whole person**.
This means not thinking of someone as just one thing, like being disabled.

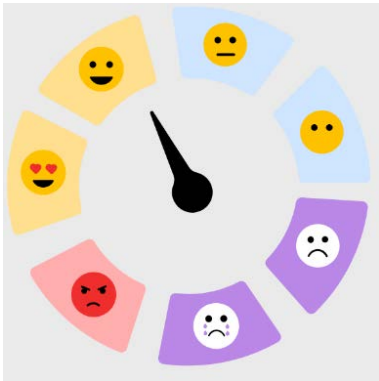


- Showing people respect.
- Being brave.
- Being honest.



- Being proud of good work.
- Being happy to change and learn.

Behaviours that enhanced care workers need



A **behaviour** is how someone acts or the way they do something.

Enhanced care workers should show behaviours from the care and support worker role category.

And these new behaviours



- Treat everyone fairly and with respect.
- Be organised and do things on time.



- Be open to new skills and training.
- Understand when they should get advice from others to work safely.



- Know their job and how their work fits in with the rest of the team.
- Help other staff who have less experience to reach their work goals.

Knowledge and skills for enhanced care workers



Knowledge means what someone needs to understand to do their job well.

Skills are how someone uses what they know to do their job well.



Enhanced care workers need to have knowledge and skills from the new to care role category.

Or the care and support worker role category.



Enhanced care workers also need other knowledge and skills.

We tell you about these below.



Understanding person-centred work

Person-centred means putting people first by listening to what they want or need.

Staff should understand how to work in a person-centred way.



Keep learning new skills

Staff should be happy to learn new skills.



Share skills

Staff should share knowledge and skills with other staff with less experience.

They should know why mentoring and coaching is important and how to do it.



Good communication

Staff should understand how to communicate in a clear way.



Support people to be happy

Staff should understand how to help people to be happy and healthy.

And show other staff how to do this.



Stand up for the people they support

Staff should use their skills help people get what they want when they cannot do it themselves.



Work well with others

Staff should understand what their job is and how to work well with other staff and organisations.



Be independent

Staff should be able to work on their own. But know when to ask for help and speak up when things do not feel right.



Know where to get support

Staff should understand ways to get support when work is hard.



Keep people safe

Staff should tell their manager about anything that might be dangerous.



Inclusive healthcare

Inclusive means being fair and not leaving people out.

Staff should understand what can stop people getting good health and care.

And know what to do to be inclusive.



Keep good notes

Staff should make sure they keep good notes for each person they support.



Enhanced care workers might need extra skills and knowledge to support some people.

For example in

- Autism
- Dementia
- Learning disabilities
- Mental health
- Drugs and alcohol.



Ways staff can learn and get more skills



Enhanced care workers can do training and get a certificate in

- Lead Adult Care Worker
- Lead Practitioner in Adult Social Care



They can do other courses to get the right skills for their workplace.

For example in

- Dementia
- End of life care
- Mental health
- Digital skills
- **Positive Behaviour Support** training
This means helping people to get new skills to make their lives better.
- Oliver McGowan Training to understand more about learning disabilities and autism.



Enhanced care workers must do extra healthcare training to get healthcare skills.

For example, on checking blood pressure.

Their work will be checked by a healthcare worker like a nurse.

Ashley's story



Ashley has worked as a care worker in a residential care home for 3 years.

He has a certificate in Adult Care and likes learning so he can give good care.



Other care workers in the home ask Ashley for help because he knows a lot.

Ashley is happy to share what he knows.



Ashley's boss thinks he would be a good senior carer.

She says a nurse would train him so he learns how to check blood pressure.



Ashley is happy to do this to support the resident with her healthcare.

The resident says this staff change is OK.



A nurse trains Ashley and checks he knows what to do.

He likes this new job and knows who to ask when he has questions.

Find out more



For news about this guidance you can follow the Department for Health and Social Care on Facebook.

www.facebook.com/DHSCgovuk

If you have any questions you can contact



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