

Care Workforce Pathway: role category characteristics

Our one-page overview brings the Care Workforce Pathway to life, at a glance showing a summary of the core tasks for each role category so providers, managers, and teams can instantly see the shape of their workforce and where roles might fit. The table below is designed to act as a quick reference guide for Pathway role categories.

You can view the full role categories here www.gov.uk/government/publications/care-workforce-pathway-for-adult-social-care

| New to care | Care/Support Worker | Personal Assistant | Enhanced Care Worker | Supervisor/ Leader | Practice leader | Deputy manager | Registered manager |
|---|---|--|---|--|--|---|--|
| Entry point for individuals with no prior experience in social care. | Provides direct care and support to individuals. | Provides support and is directly employed by the person being supported or their representative. | Delivers more complex care, including delegated healthcare tasks. | Leads a team and supports care delivery. | Leads on specialist practice and supports others to improve. | Supports the registered manager in running the service. | Leads the service and ensures regulatory and legal compliance. |
| Key duties: <ul style="list-style-type: none"> ▪ Focused on learning and induction ▪ Shadowing and basic support tasks ▪ No independent responsibilities ▪ Ideal for probation or onboarding phase | Key duties: <ul style="list-style-type: none"> ▪ Personal care (washing, dressing, toileting) ▪ Assistance with eating and mobility ▪ Supporting access to activities and community ▪ Promoting independence and wellbeing ▪ May require clinical oversight depending on duties | Key duties: <ul style="list-style-type: none"> ▪ One-to-one, person-directed support across daily living, social, employment, and health-related tasks ▪ Flexible, personalised care based on individual preferences and routines ▪ No formal leadership responsibilities ▪ Works independently under the direction of the person drawing on care | Key duties: <ul style="list-style-type: none"> ▪ Condition-specific or specialist support ▪ Delegated healthcare tasks from professionals (e.g. Nurses, OTs) ▪ Requires additional, auditable training ▪ Requires ongoing competency assessments ▪ No leadership responsibilities | Key duties: <ul style="list-style-type: none"> ▪ Supervises care staff ▪ Supports staff development ▪ May manage rotas or shift planning ▪ Acts as a point of escalation ▪ Explores career progression into practice or management | Key duties: <ul style="list-style-type: none"> ▪ Develops and maintains a specialism ▪ Coaches and mentors others ▪ Leads on best practice in a specific area ▪ Stays up-to-date with sector developments ▪ Drives quality improvement in practice | Key duties: <ul style="list-style-type: none"> ▪ People management and staff development ▪ Supports decision-making and service delivery ▪ Acts as manager in the registered managers absence ▪ Helps ensure regulatory compliance ▪ May be preparing for a registered manager role | Key duties: <ul style="list-style-type: none"> ▪ Strategic and operational leadership ▪ Ensures safe, person-centred care ▪ Staff training, recognition, and support ▪ Regulatory compliance and inspections ▪ Makes informed decisions about service delivery |