

Matched Job Report

Job Title	Senior Health Care Support Worker
Job ID	RR6/2020/0087
Score	237
Band	Band 3
Status	Band Matched
Matched To	Clinical Support Worker, Higher Level

Job Statement

The HCSW role is designed to deliver evidenced based clinical care under the direction and support of a Registered Nurse by following the Health Board's protocols, policies, procedures, pathways and care plans.

The post-holder will be responsible for the delivery of a high standard of person centered, safe, individualised, efficient, cost effective care under the delegated authority of a registered nurse. Delegation is defined as the transfer, to a competent individual, of the authority to perform a specific task in a specified situation (NMC 2019)

The post-holder will communicate effectively at all times and in conjunction with other team members, contribute to and maintain the team philosophy.

The post-holder will practice in accordance with Health Board standards and statutory requirements and operate within the boundaries of the role and assessed competencies.

The post-holder will work with line manager to develop the role as required within the boundaries of the Knowledge & Skills Framework (KSF) post outline and agreed skills and competencies.

The post holder must identify areas where further training is required and attend in-service training sessions to ensure competency and maintain professional development.

When accepting delegated activities it is the post holder's responsibility to make sure that patient and public safety is not affected.

The post holder is expected to work within the limits of their competence, raising concerns immediately whenever they come across situations that put patients or public safety at risk.

The post holder must make a timely referral to another registered practitioner when any action, care or treatment is required.

The post holder must ensure they ask for help from a suitably qualified and experienced health and care professional to carry out any action or procedure that is beyond the limits of competence and/or scope of practice.

1. Communication & Relationship Skills

National Profile	3a	Profile	3
Factor Status	Matched	Score	21

Relevant Job Information

Communicate effectively with the ward and multidisciplinary team, patients / clients, relatives, carers, families, visitors, the public and their representatives, managers, colleagues, and staff from other agencies.

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Forms of communication will be primarily verbal, written and electronic.

Constructively manage barriers to effective communication.

The post-holder will communicate effectively at all times and in conjunction with other team members, contribute to and maintain the team philosophy.

Record and report back accurately and fully on the care delivered and risks identified

Promptly alert relevant persons when there are unexpected changes in a patient's/client's condition and take any necessary remedial action.

Give accurate and appropriate information to patients within own scope of practice and competence

2. Knowledge, Training & Experience

National Profile	3	Profile	3
Factor Status	Matched	Score	60

Relevant Job Information

Good level of general education

Have a good understanding of health and/or social care eg. Clinical observations etc.

NVQ 3 in a health care related subject or equivalent experience

Maintain a record of own personal development.

Recognises the need for lifelong learning

Demonstrates an understanding of the role and scope of practice of the HCSW and understands the principles of safe delegation of care

Recent and/or previous experience of working within a relevant health/ social care environment

3. Analytical & Judgemental Skills

National Profile	2	Profile	2
Factor Status	Matched	Score	15

Relevant Job Information

Contribute to health and well-being needs of patients/clients within scope of competence.

Respect people's dignity, wishes and beliefs, involve them in shared decision making and obtains consent for delegated procedures within scope of competence.

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Record and report back accurately and fully on the care delivered and risks identified.

Participate in delivering care as detailed in the care plan and to identify risks.

Support and monitor individuals throughout their care in an holistic and proactive manner, using knowledge and information of appropriate services, and obtaining relevant information to meet the patient's / client's needs.

Promptly alert relevant persons when there are unexpected changes in a patient's/client's condition and take any necessary remedial action.

4. Planning & Organisational Skills

National Profile	1	Profile	1
Factor Status	Matched	Score	6

Relevant Job Information

Discuss individuals' care plans and their health and well-being needs with the care team and understand own role in delivering care to meet those needs.

Perform duties and activities within the framework of a plan of care, as delegated and reviewed by a registered nurse at regular intervals.

Demonstrate the ability to manage own time effectively.

Participate in delivering care as detailed in the care plan and to identify risks.

The post holder must make a timely referral to another registered practitioner when any action, care or treatment is required.

5. Physical Skills

National Profile	2-3ab	Profile	3
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Factor Status	Matched	Score	27
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Relevant Job Information

Pushing trolleys or manoeuvring wheelchairs taking patients to theatre etc

Use manual techniques and devices to take and record vital signs including temperature, pulse, respiration (TPR), blood pressure (BP) and pulse oximetry in order to identify signs of improvement, deterioration or concern

Undertake venepuncture and/or cannulation

Measure, record and report blood glucose levels

6. Patient / Client Care

National Profile	4a	Profile	4
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Factor Status	Matched	Score	22
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Relevant Job Information

The HCSW role is designed to deliver evidenced based clinical care under the direction and support of a Registered Nurse by following the Health Board's protocols, policies, procedures, pathways and care plans.

Undertake identified duties in relation to the care environment and the direct care of the patient/client as identified and delegated by a registered nurse in accordance with the Health Board policies and procedures.

Perform duties and activities within the framework of a plan of care, as delegated and reviewed by a registered nurse at regular intervals.

Support and monitor individuals throughout their care in an holistic and proactive manner, using knowledge and information of appropriate services, and obtaining relevant information to meet the patient's / client's needs.

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Give accurate and appropriate information to patients within own scope of practice and competence.

Discuss individuals' care plans and their health and well-being needs with the care team and understand own role in delivering care to meet those needs.

7. Policy & Service

National Profile	1	Profile	1
Factor Status	Matched	Score	5

Relevant Job Information

Make constructive suggestions as to how services can be improved for patients, service users, the workforce and the public.

Participate in discussions on implementing changes to work practices.

8. Financial & Physical

National Profile	1-2abc	Profile	1
Factor Status	Matched	Score	5

Relevant Job Information

Use and maintain resources efficiently and effectively and encourage others to do so.

9. Human Resources

National Profile	1-2	Profile	1
Factor Status	Matched	Score	5

Relevant Job Information

Understand and recognise own role, limitations, responsibility and accountability as an HCSW

10. Information Resources

National Profile	1	Profile	1
Factor Status	Matched	Score	4

Relevant Job Information

Keep accurate, legible and complete records consistent with legislation, national standards, policies and procedures.

Develop the knowledge and skills required to use the relevant IT systems required in the clinical area e.g. Myrddin, patient dependency, Oracle, Welsh Clinical Portal etc

Maintain all patient data/information accurately and completely.

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Store nursing data/information safely and correctly and maintain confidentiality of information at all times.

11. Research & Development

National Profile	1	Profile	1
Factor Status	Matched	Score	5

Relevant Job Information

Reflect on and monitor the quality of work in own area and alert other team members to issues of quality and risk in the care of patients.

Have a understanding of relevant clinical standards and audit e.g. fundamentals of care, environment, infection control etc and participate as required in audit

12. Freedom To Act

National Profile	2	Profile	2
Factor Status	Matched	Score	12

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Support and monitor individuals throughout their care in an holistic and proactive manner, using knowledge and information of appropriate services, and obtaining relevant information to meet the patient's / client's needs.

13. Physical Effort

National Profile	3c-4bc	Profile	2
Factor Status	Variation	Score	7

Relevant Job Information

Rarely lifts single packs of paper, moving a monitor, Bags of fluid up to 3 liters' etc

Pushing trolleys or manoeuvring wheelchairs taking patients to theatre etc

14. Mental Effort

National Profile	2a-3a	Profile	2
Factor Status	Matched	Score	7

Relevant Job Information

Checks patients notes and supporting documents, carry out calculations related to patients weight, adding up MEWS score etc

Non clinical fault finding such as why a BP manometer, tympanic thermometer, electric bed etc isn't working before sending for repair

15. Emotional Effort

National Profile	2a-3ab	Profile	3
Factor Status	Matched	Score	18

Relevant Job Information

May care for the terminally ill depending on work area or deal with a patient with challenging behaviour etc

16. Working Conditions

National Profile	3ab-4ab	Profile	4
Factor Status	Matched	Score	18

Relevant Job Information

May be in contact with unpleasant smells, Health and Safety requirements will be an integral part of the role, as there will be frequent exposure to infections, body fluids and blood.