

Matched Job Report

Job Title Community Health Care Support Worker
Job ID RR6/2019/0243
Score 236
Band Band 3
Status Profile Matched
Matched To Clinical Support Worker, Higher Level

Job Statement

As a senior healthcare support worker you will:

Be responsible for the delivery of a high standard of cost effective nursing care, as part of a nursing team, in support of and under the guidance and delegation of the Senior Sister or designated representative.

Ensure that patients/clients receive safe, individualised and effective standards of care by following care plans and treatment interventions as delegated by the registered nurse.

Under delegation of the nurse in charge of the caseload, work competently and without direct supervision, within a framework that has been agreed by the Senior Sister.

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

Communicate effectively at all times and in conjunction with other team members, contributing to and maintaining the team philosophy.

Act as a role model for other health care support workers and student nurses.

1. Communication & Relationship Skills

National Profile	3a	Profile	3
Factor Status	Matched	Score	21

Relevant Job Information

Communicate effectively with the registered nurse, other members of the nursing team and members of the multi-disciplinary team as appropriate.

Report immediately to Senior Sister any accidents/incidents sustained on duty, or any complaints received.

Provide relevant information to support qualified nurses in their role.

Work as a member of the Primary Health Team, recognising and respecting the roles of other members.

Communicate effectively at all times with patients and their carers in conjunction with other team members, contributing to and maintaining the team philosophy.

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Assist patients/clients to achieve physical and emotional well-being and comfort through effective communication which will require tact, empathy and reassurance.

Ensure that patients/clients receive safe, individualised and effective standards of care by following care plans and treatment interventions as delegated by the registered nurse overcoming barriers to understanding as they present.

2. Knowledge, Training & Experience

National Profile	3	Profile	3
Factor Status	Matched	Score	60

Relevant Job Information

NVQ Level 3 in Health and Social Care or working towards with equivalent level of experience.

Good literacy and numerical skills

Experience of working in a Health or Social care environment.

3. Analytical & Judgemental Skills

National Profile	2	Profile	2
Factor Status	Matched	Score	15

Relevant Job Information

Implement and monitor the care packages as planned on the nursing care plan by the registered nurse/multi-disciplinary team, and report any changes immediately. Minor changes to the care plans can be made as necessary, whilst reporting to the Senior Sister at the earliest opportunity.

Ensure that any changes in the patient's/client's condition or circumstance are reported to the appropriate person/nurse in charge without delay.

Make accurate observations of the physical, psychological, social and environmental situations, and communicating these observations with the registered nurse.

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Recognising and reporting abnormalities.

Enable patients to maintain their physical hygiene and note/report any changes in skin Condition

4. Planning & Organisational Skills

National Profile	1	Profile	1
Factor Status	Matched	Score	6

Relevant Job Information

Be responsible for providing planned care within the home environment and have sound knowledge base of continuing NHS healthcare criteria.

Implement and monitor the care packages as planned on the nursing care plan.

Responsible for time management of self on an allocated shift and management of delegated tasks.

5. Physical Skills

National Profile	2-3ab	Profile	3
Factor Status	Matched	Score	27

Relevant Job Information

Following Training and assessment, as part of a plan of care, undertake delegated clinical interventions including:

- Non-complex wounds
- Pressure damage prevention and treatment
- Venepuncture
- ANTT
- Physiological Observations
- Medicines Management
- Catheter Care
- Care of PEG/RIG

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- Complex stoma care
- End of life/Palliative care

Make accurate observations of the physical, psychological, social and environmental situations, and communicating these observations with the registered nurse.

Accurately record patient's vital signs, e.g. temperature, blood pressure, pulse and respiratory rate.

Obtaining specimens for diagnostic analysis, e.g. urine, venepuncture.

6. Patient / Client Care

National Profile	4a	Profile	4
Factor Status	Matched	Score	22

Relevant Job Information

Be responsible for the delivery of a high standard of cost effective nursing care, as part of a nursing team, in support of and under the guidance and delegation of the Senior Sister or designated representative.

Ensure that patients/clients receive safe, individualised and effective standards of care by following care plans and treatment interventions as delegated by the registered nurse overcoming barriers to understanding as they present.

Under delegation of the nurse in charge of the caseload, work competently and without direct supervision, within a framework that has been agreed by the Senior Sister.

Make accurate observations of the physical, psychological, social and environmental situations, and communicating these observations with the registered nurse.

Accurately record patient's vital signs, e.g. temperature, blood pressure, pulse and respiratory rate.

Recognising and reporting abnormalities.

7. Policy & Service

National Profile	1	Profile	1
Factor Status	Matched	Score	5

Relevant Job Information

The post holder will have no responsibility for service/departmental policy development but may be required to comment on policies, procedures or possible developments and contribute to implementation

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Be guided by precedent and clearly defined occupational policies.

8. Financial & Physical

National Profile	1-2abc	Profile	2
Factor Status	Matched	Score	12

Relevant Job Information

Responsible for maintaining stocks levels generating non stock requisitions for stores.

Participate in the delivery of care within agreed budgets developing an awareness of cost implications.

Be aware of cost implications of education / staff development and the need to link this to the training and development plan.

9. Human Resources

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

Relevant Job Information

Act as a role model for other health care support workers and student nurses.

10. Information Resources

National Profile	1	Profile	1
Factor Status	Matched	Score	4

Relevant Job Information

Accurately record patient's vital signs, e.g. temperature, blood pressure, pulse and respiratory rate.

Maintain all patient data/information accurately and completely.

Contribute to the safe keeping of patient medical records, investigation results and information in line with health board record keeping policy.

11. Research & Development

National Profile	1	Profile	1
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Factor Status	Matched	Score	5
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Relevant Job Information

Follow Hywel Dda University Health Board Service Improvement in own role.

Contributes constructively to the audit and evaluation processes of the service when required.

Participates in the contribution of constructive views and ideas on improving services for users and the public.

12. Freedom To Act

National Profile	2	Profile	2
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Factor Status	Matched	Score	12
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Relevant Job Information

Responsible for the delivery of a high standard of cost effective nursing care, as part of a nursing team, in support of and under the guidance and delegation of the Senior Sister or designated representative.

Ensure that patients/clients receive safe, individualised and effective standards of care by following care plans and treatment interventions as delegated by the registered nurse.

Work autonomously and without direct supervision. Understand and comply with the Lone Worker Policy.

Under delegation of the nurse in charge of the caseload, work competently and without direct supervision, within a framework that has been agreed by the Senior Sister.

13. Physical Effort

National Profile	3c-4bc	Profile	3
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Factor Status	Matched	Score	12
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Relevant Job Information

Push patient trolleys/beds/chairs.

Use of hoist to support patient including steady hoist.

14. Mental Effort

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

Relevant Job Information

Periods of intense concentration needed for carrying out some clinical interventions.

15. Emotional Effort

National Profile	2a-3ab	Profile	2
Factor Status	Matched	Score	11

Relevant Job Information

May be exposed to sudden violent threatening behaviours by patients, relatives, carers and/or public especially in emotive situations.

16. Working Conditions

National Profile	3ab-4ab	Profile	3
Factor Status	Matched	Score	12

Relevant Job Information

Patients' home environments cannot always be controlled.

Direct contact with uncontained body fluids, foul linen, fleas, lice and noxious fumes.

Hazards of driving in the community when undertaking home visits in inclement weather conditions.