

## Matched Job Report

Job Title	Generic Health Care Support Worker
Job ID	NWT/2018/0497
Score	243
Band	Band 3
Status	Profile Matched
Matched To	Clinical Support Worker Higher Level Nursing (Hospital)

### Job Statement

The post holder will be work as part of the nursing team delivering evidence based care high quality clinical care that focuses on the direct need of the patient.

The post holder will assist registered nursing staff in the day-to-day running of the clinical area and assist in the care of patients. The post holder will endeavour to provide for the holistic needs of the individual, in conjunction with other disciplines within the health care environment. The post holder will also execute a broad variety of duties and will be willing to expand their skill set to the needs of the service, i.e developing lead roles in subjects such as physical health monitoring or support for carer's etc. they will be expected to work independently and as part of the team, supervising patients and assisting them with future care plan. The post holder will also be required to offer assistance in induction of junior staff, students and agency employees.

The post holder will be able to deliver elements of health and social care by having the knowledge and assessed level of competence to undertake such a role- locally assessed

### 1. Communication & Relationship Skills

National Profile	3(a)	Profile	3
Factor Status	Matched	Score	21

#### Relevant Job Information

Records clinical observations and report to qualified nurse, contributes to the assessment of care needs, maintain smooth running of clinics. Respond to emergencies

The ability to communicate clearly and accurately.

Support patients who have received bad news. Deal with patients wishing to raise a concern

Chaperone and support patients ensuring any post op/ clinic instructions given

Maintain effective communications within the department.

Participate in regular meetings of the Department

Supporting nervous and anxious patients, relatives, those with special needs and those having received bad news

Daily

### 2. Knowledge, Training & Experience

National Profile	3	Profile	3
Factor Status	Matched	Score	60

#### Relevant Job Information

QCF Level 3

NVQ level 3 in Health & Social care related subjects

## Matched Job Report

Good knowledge of anatomy & physiology

Experience of working as a HCSW without direct supervision in the Outpatients department and being managed by a qualified practitioner.

Good understanding of risk assessment and management

### 3. Analytical & Judgemental Skills

National Profile	2	Profile	2
Factor Status	Matched	Score	15

#### Relevant Job Information

Records clinical observations and report to qualified nurse, contributes to the assessment of care needs, maintain smooth running of clinics. Respond to emergencies

To support qualified practitioners to carry out comprehensive assessments of patients, checking observations

### 4. Planning & Organisational Skills

National Profile	1	Profile	1
Factor Status	Matched	Score	6

#### Relevant Job Information

- Prioritise and evaluate work carried out by self

### 5. Physical Skills

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

#### Relevant Job Information

- Suture removal
- Dressing wounds ,
- Simple wound care
- Phlebotomy
- Blood sugar levels and BM monitoring calibrating Blood testing machine
- Urine testing
- Maintaining and ordering stock

### 6. Patient / Client Care

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National Profile	4(a)	Profile	4
Factor Status	Matched	Score	22

### Relevant Job Information

- Suture removal
- Dressing wounds ,
- Simple wound care
- Phlebotomy
- Blood sugar levels and BM monitoring calibrating Blood testing machine
- Urine testing

- Implement care for patients in Nursing and observe patient condition Records clinical observations and report to qualified nurse, contributes to the assessment of care needs, maintain smooth running of clinics. Respond to emergencies
- participate fully in the delivery of planned care without direct supervision.

## 7. Policy & Service

National Profile	1	Profile	1
Factor Status	Matched	Score	5

### Relevant Job Information

- Contribute to the implementation of change.

## 8. Financial & Physical

National Profile	1/2 ac	Profile	2
Factor Status	Matched	Score	12

### Relevant Job Information

- Ordering medicines
- | Ordering supplies
- Maintaining and ordering stock

## 9. Human Resources

National Profile	1/2b	Profile	1
Factor Status	Matched	Score	5

### Relevant Job Information

The post holder will also be required to offer assistance in induction of junior staff, students and agency employees  
Supervise Health Care Workers take an active role in student learning

Develop own skills and knowledge and contribute to the development by demonstrating skills to new staff/students and Bank nurses

## Matched Job Report

To ensure that mandatory training requirements are met on an annual basis. Assist in ensuring mandatory training up to date

### 10. Information Resources

National Profile	1	Profile	1
Factor Status	Matched	Score	4
Relevant Job Information			
Records clinical observations			

### 11. Research & Development

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

Assist with audits and service reviews and contribute towards the planning and development of the service.

To support the participation of the team in research and audit projects as required.

### 12. Freedom To Act

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

At the direction of the registered Nurse, participate fully in the delivery of planned care without direct supervision

### 13. Physical Effort

National Profile	3c4(b)	Profile	3
Factor Status	Matched	Score	12
Relevant Job Information			

Daily-

Using a computer.

Standing for long periods whilst performing clinical task

Safe transfer of patients from chair to couch

Lifting pushing, pulling objects and standing for most of the day

Knowledge and safe use of hoist and manual handling aids

## Matched Job Report

### 14. Mental Effort

National Profile	2(a)/3(a)	Profile	2
Factor Status	Matched	Score	7

#### Relevant Job Information

Daily-

To support qualified practitioners to carry out comprehensive assessments of patients, checking observations

To support qualified practitioners to manage the care of Patients Wound Care, Suture removal, ENT Decontamination, Phlebotomy Bladder scans

Recognising and detecting patients collapsing feeling unwell

### 15. Emotional Effort

National Profile	2(a)/3(a)	Profile	3
Factor Status	Matched	Score	18

#### Relevant Job Information

Daily

Supporting nervous and anxious patients, relatives, those with special needs and those having received bad news

Working closely with staff and Patients and can be frequently exposed to distressing or emotional circumstances

Dealing with staff that require extra training and support and working with support to deal with situations regarding patient emotional needs.

### 16. Working Conditions

National Profile	3ab4b	Profile	3
Factor Status	Matched	Score	12

#### Relevant Job Information

Daily-

Using a computer.

Contact with body fluids.

Dealing with patients and relatives who may have a complaint or concern

Dealing with patients who may become physically or verbally aggressive

