

Profile label:

Clinical Support Worker Nursing (Hospital)

Job Statement:

1. Undertakes personal care duties for patients in hospital or similar setting
2. Reports patient condition to qualified staff

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide & receive routine information requiring tact or persuasive skills; barriers to understanding Exchanges factual information with patients using persuasion, reassurance, tact, empathy; may overcome barriers to understanding e.g. patient has physical or mental disabilities	3(a)
2.Knowledge, Training & Experience	Range of routine work procedures requiring job training Knowledge of personal care and related procedures, NVQ2 training or equivalent experience	2
3.Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Prioritise which duties to respond to first, report patient condition	2
4.Planning & Organisational Skills	Organises own day to day work tasks or activities Plans own work	1
5.Physical Skills	Physical skills obtained through practice Hand eye co-ordination for manoeuvring wheelchairs, bathing patients, using hoists	2
6.Responsibility for Patient/Client Care	Provides personal care to patients/clients Undertakes personal care duties e.g. bathing, toileting	3(a)
7.Responsibility for Policy/Service Development	Follows policies in own role, may be required to comment Follows policies, may participate in discussions on proposed changes to procedures	1
8.Responsibility for Financial & Physical Resources	Duty of personal care in relation to equipment, resources/ handle cash, valuables; maintain stock control Careful use of ward equipment/ handles patient valuables; orders ward supplies	1-2 (a)(c)
9.Responsibility for Human Resources	Demonstrate own duties to new or less experienced employees Demonstrates own duties to new starters, agency staff	1
10.Responsibility for Information Resources	Records personally generated information Contributes to updating of patient records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Occasionally participates in audits, surveys, research and development activities	1
12.Freedom to Act	Well established procedures, supervision close by Carries out routine personal care duties, supervisor available	1
13.Physical Effort	Frequent moderate effort for several short / long periods Turns, manoeuvres patients for toileting, bathing using aids	3(c)- 4(b)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration for personal care duties, follows routine	2(a)
15.Emotional Effort	Occasional/ frequent distressing or emotional circumstances Care of terminally ill, patient deaths	2- 3(a)
16.Working Conditions	Occasional/frequent highly unpleasant conditions Smell, noise, dust/ body fluids, faeces, vomit, emptying bed pans and urinals, catheter bags	3(b)- 4(b)
JE Score/Band	JE Score: 179-205	Band 2