

Profile label:

Clinical Support Worker Higher Level Nursing (Community)

Job Statement:

1. Undertakes a range of delegated patient duties in the community
2. Records patient information

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and 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 work procedures and practices, base level of theoretical knowledge Knowledge of care and related procedures, clinical observations, NVQ3 or equivalent experience	3
3.Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Assess patient's condition through basic test results, assess comfort of patients, instigate emergency procedures	2
4.Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans home visits	2
5.Physical Skills	Physical skills obtained through practice/ highly developed physical skills, accuracy important; manipulation of fine tools, materials Hand eye co-ordination required when using test equipment manipulating wheelchairs, driving/ takes bloods, carries out venepuncture	2/3 (b)
6.Responsibility for Patient/Client Care	Implement clinical care/ care packages Undertakes a range of range of clinical care duties, record patient observations, collect specimens	4 (a)
7.Responsibility for Policy/Service Development	Follow 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	Personal duty of care in relation to equipment/ handle cash, valuables/ safe use of equipment other than equipment used personally Careful use of equipment/ handles patients personal possessions; ensure equipment used by patients e.g. hoists is safe and properly used	1/2 (a)(b)
9.Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees Demonstrates duties to new starters, agency staff	1
10.Responsibility for Information Resources	Record personally generated observations Contributes to updating 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	Standard operating procedures, some available for reference Acts on own initiative in delivering patient care in the community, supervision available	2
13.Physical Effort	Frequent moderate/ occasional intense effort for several short periods Manoeuvre patients using hoists and wheelchairs/ bathe patients	3 (c)/4 (c)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration is required when carrying out clinical and personal care procedures, driving, follows routine	2 (a)
15.Emotional Effort	Occasional/ frequent distressing or emotional circumstances Care of the terminally ill, chronically sick or disabled patients	2(a) 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: 226-264	Band 3