

Profile label:

Clinical Support Worker Nursing (Community)

Job Statement:

1. Undertakes personal care duties for patients 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 requiring job training Knowledge of personal care and related procedures, NVQ2 or equivalent experience	2
3.Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Make judgements on patient's condition and take appropriate action	2
4.Planning & Organisational Skills	Organise own day to day work tasks or activities Plans own work activities	1
5.Physical Skills	Physical skills obtained through practice Hand eye co-ordination for using test equipment, manoeuvring wheelchairs, bathing patients using hoists, driving	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	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, resources/ 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 duties to new or less experienced employees Demonstrates own duties to new staff, agency staff	1
10.Responsibility for Information Resources	Record 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	Standard operating procedures, someone 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 Turns, manoeuvres patients using aids/ bathes patients	3 (c)/4 (c)
14.Mental Effort	Frequent concentration, work pattern predictable Concentration is required when carrying out personal care procedures, driving, follows routine	2 (a)
15.Emotional Effort	Occasional/ frequent distressing or emotional circumstances Care of the terminally ill, chronically sick, disabled patients, patient deaths	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: 186-212	Band 2