

# Combined nursing profiles

**Profile Label:**            **Nursing: Clinical Support Worker**

**Job Statement:**        1. Undertakes personal care duties for patients in the community, in hospital or other settings  
 2. Supports patients / clients with toileting, bathing, dressing and meals  
 3.. Records patient information

Factor	Relevant Job Information	JE Level	Score
<b>1. Communication &amp; Relationship Skills</b>	<b>Provide and receive routine information requiring tact or persuasive skills; barriers to understanding</b> Exchanges factual information with patients using persuasion, reassurance, tact, empathy; may overcome barriers to understanding, e.g. patient/client has physical impairment, mental health condition or learning disabilities	3a	21
<b>2. Knowledge, Training &amp; Experience</b>	<b>Range of routine work procedures, requiring job training</b> Knowledge of personal care and related procedures, vocational qualification at level 2 or equivalent relevant experience	2	36
<b>3. Analytical &amp; Judgemental Skills</b>	<b>Judgements involving facts or situations, some requiring analysis</b> Assesses patient's health, safety and wellbeing while undertaking personal care, deciding whether to refer to other staff as appropriate	2	15
<b>4. Planning &amp; Organisational Skills</b>	<b>Organises own day to day work tasks or activities</b> Prioritises own work activities	1	6
<b>5. Physical Skills</b>	<b>Physical skills obtained through practice</b> Hand eye co-ordination for manoeuvring wheelchairs, bathing patients/clients, using hoists; standard driving	2	15
<b>6. Responsibility for Patient/Client</b>	<b>Provides personal care to patients/clients</b> Undertakes personal care duties, e.g. bathing, toileting, dressing, support with meals and assisting patients with their appearance	3(a)	15
<b>7. Responsibility for Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Follows policies, may participate in discussions on proposed changes to procedures	1	5
<b>8. Responsibility for Financial &amp; Physical Resources</b>	<b>Personal duty of care in relation to equipment, resources/Handle cash, valuables; safe use of equipment other than equipment used personally; maintain stock control</b> Careful use of equipment/handles patient/client valuables; ensure equipment used by others, e.g. hoists, is safe and properly used; orders supplies	1-2abc	5-12
<b>9. Responsibility for Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees</b> Demonstrates own duties to new starters	1	5
<b>10. Responsibility for information Resources</b>	<b>Record personally generated information</b> Contributes to updating patient records eg,by recording basic patient information such as fluid balance (intake and output) and nutrition, height, weight and age	1	4
<b>11. Responsibility for Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Occasionally participates in audits, surveys, research and development activities	1	5
<b>12. Freedom to Act</b>	<b>Well-established procedures, supervision close by/Standard operating procedures, someone available for reference</b> Carries out routine personal care duties, supervision available/ Acts on own initiative when delivering personal care, supervision accessible	1-2	5-12
<b>13. Physical Effort</b>	<b>Frequent moderate effort for several short periods/ frequent moderate effort for several long periods; occasional intense effort for several short periods</b>	3c-4bc	12-18

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	Turns, manoeuvres patients/clients for toileting, bathing using aids; toileting, bathing without mechanical aids		
<b>14. Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Concentration for personal care procedures, standard driving. Follows routine	2a	7
<b>15. Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances</b> Care of patients/clients with chronic illness/conditions, terminally ill and deaths	2a-3a	11-18
<b>16. Working Conditions</b>	<b>Occasional highly unpleasant conditions/ frequent highly unpleasant conditions</b> Foul linen, body fluids	3b-4b	12-18
<b>JE Score/Band</b>		<b>Band 2</b>	179-212

Profiles used:

Nursing Services: Clinical Support Worker Nursing (Hospital)  
Community Services: Clinical Support Worker Nursing (Community)

## Band 3

### Nursing: Clinical Support Worker Higher Level

Nursing Services: Clinical Support Worker Higher Level Nursing (Mental Health)

Nursing Services: Clinical Support Worker Higher Level Nursing (Hospital)

Community Services: Clinical Support Worker Higher Level Nursing (Community)