

Profile

Nursing: Clinical Support Worker Higher Level

Label:

Job Statement:

1. Undertakes a range of delegated clinical care duties in hospital, community or other settings
2. Records patient observations and changes to patient clinical conditions
3. Carries out limited clinical care duties

Factor	Relevant Job Information	JE Level	Score
1. Communication & Relationship Skills	Provide and receive routine information; barriers to understanding 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
2. Knowledge, Training & Experience	Range of work procedures and practices; base level of theoretical knowledge Knowledge of care and related procedures, clinical observations, relevant legislation; short courses to undertake patient and clinical care duties, completion of a competency based workbook or equivalent relevant experience to vocational qualification level 3	3	60
3. Analytical & Judgemental Skills	Judgements involving facts or situations, some requiring analysis Assess patient/client condition through observations/ test results, assess comfort of patient/client, instigate emergency procedures	2	15
4. Planning & Organisational Skills	Organise own day to day work tasks or activities; Plans own work activities:	1	6
5. Physical Skills	Physical skills obtained through practice/ Developed physical skills; manipulation of objects, people; narrow margins for error; Highly developed physical skills, accuracy important; manipulation of fine tools, materials Hand eye coordination required when using test equipment, e.g. blood glucose monitors, psychometric testing, manipulating wheelchairs, driving/Restraint of patients/clients; venepuncture, neonatal blood spot screening.	2-3ab	15-27
6. Responsibility for Patient/Client	Implement clinical care/ care packages Undertakes a limited range of delegated clinical care duties relevant to the services provided/work area; record patient observations , e.g. taking blood pressure, blood glucose monitoring, pregnancy testing, routine maternal and neonatal observations, observing patients for signs of agitation or distress, wound observations and simple wound dressings, removal of peripheral cannula, urinalysis, removal of catheter	4a	22
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	5
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; maintain stock control 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
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/ Day to day supervision Demonstrates own duties to new starters/ supervises work of students and junior staff	1-2	5-12
10. Responsibility for information Resources	Record personally generated information Contributes to updating patient records	1	4
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work Occasionally participates in audits, surveys, research and development activities	1	5
12. Freedom to Act	Standard operating procedures, someone available for reference Acts on own initiative when delivering patient/client care, supervision accessible	2	12

13. Physical Effort	Frequent moderate effort for several short periods/ Frequent moderate effort for several long periods; Occasional intense effort for several short periods	3c-4bc	12-18
	Turns, manoeuvres patients/clients for toileting, bathing using aids, restrains patients/clients, active participation in physical activities, e.g. sports activities; toileting, bathing without mechanical aids		
14. Mental Effort	Frequent concentration; work pattern predictable/unpredictable Concentration required for clinical and personal care procedures, predictable/ Unpredictable when responding to emergency situations, e.g. patient/client restraint	2a-3a	7-12
15. Emotional Effort	Occasional distressing or emotional circumstances/ Frequent distressing or emotional circumstances; Occasional highly distressing or emotional circumstances Care of patients/clients with chronic illness/conditions, terminally ill and deaths, challenging behaviour	2a-3ab	11-18
16. Working Conditions	Frequent unpleasant conditions; Occasional highly unpleasant conditions/ Some exposure to hazards; Frequent highly unpleasant conditions Foul linen, body fluids; physically aggressive behaviour	3ab-4ab	12-18
JE Score/Band	Band 3 = 216-270		217-267