

Matched Job Report

Job Title	Healthcare Assistant
Job ID	RVC/2019/0083
Score	205
Band	Band 2
Status	Profile Matched
Matched To	Clinical Support Worker Nursing (Hospital)

Job Statement

The Healthcare Assistant (Level 2) will work at all times under the delegation of a registered practitioner or assistant practitioner in the delivery of person centred care.

The post holder will be responsible for following care plans and recording all personally generated observations and documenting care given in individual's notes.

1. Communication & Relationship Skills

National Profile	3(a)	Profile	3
Factor Status	Matched	Score	21

Relevant Job Information

Communicates effectively with patients/relatives and carers and all members of the multi-disciplinary team.

Ensure all patient related information is treated sensitively and adhere to the principals of confidentiality at all times

Maintains clear and accurate patient records relating to patient care and interventions utilising both digital and paper based records as directed by the Registered Practitioner/Assistant Practitioner.

Report to the Registered Practitioner any untoward incidents/complaints as soon possible.

2. Knowledge, Training & Experience

National Profile	2	Profile	2
Factor Status	Matched	Score	36

Relevant Job Information

Minimum of Qualification Credit Framework - QCF Level 2 (formally NVQ Level 2) in Health/ or willingness to complete QCF qualification within agreed timeframe

Willing to undertake further learning specific to role

Evidence of maintaining their personal development

Demonstrates an understanding of the scope of the role within a team

Knowledge and understanding of the Code of Conduct for Healthcare Support Workers in Wales

Knowledge of the fundamentals aspects of care and the importance of the promotion of health and wellbeing

Understands the principles of confidentiality

Understands the principles of consent prior to undertaking care

Understands the principles of Safeguarding adults/children to keep patients within their care safe

Understanding of when to seek advice and escalate to the appropriate registered professional for expert help and advice

Understanding of the Health Board's Values and Behaviour

Matched Job Report

Experience of working/caring in a health or social care environment

3. Analytical & Judgemental Skills

National Profile	2	Profile	2
Factor Status	Matched	Score	15

Relevant Job Information

Assist the Registered Practitioner/Assistant Practitioner in the assessment, on-going assessment, planning, management and evaluation of care.

- Performing patient observations: temperature, blood pressure, pulse, oxygen saturation, blood glucose and urinalysis.

Reports observations and any perceived changes noted in the patient's condition to the nurse in charge without delay.

4. Planning & Organisational Skills

National Profile	1	Profile	1
Factor Status	Matched	Score	6

Relevant Job Information

Assist the Registered Practitioner/Assistant Practitioner in the assessment, on-going assessment, planning, management and evaluation of care.

5. Physical Skills

National Profile	2	Profile	2
Factor Status	Matched	Score	15

Relevant Job Information

- Performing patient observations: temperature, blood pressure, pulse, oxygen saturation, blood glucose and urinalysis.

Lifting weights/equipment with mechanical aids - hoists (from effort factor)

6. Patient / Client Care

National Profile	3(a)	Profile	3
Factor Status	Matched	Score	15

Relevant Job Information

Carry out specific delegated clinical and care tasks and responsibilities to a high standard and competency, under the direction and supervision of a Registered Practitioner/Assistant Practitioner, This will include:

- Performing patient observations: temperature, blood pressure, pulse, oxygen saturation, blood glucose and urinalysis.

7. Policy & Service

National Profile	1	Profile	1
------------------	---	---------	---

Matched Job Report

Factor Status	Matched	Score	5
---------------	---------	-------	---

Relevant Job Information

Demonstrates integrity and acts in line with the Code of Conduct for Healthcare Support Workers in Wales working in accordance health policies, protocols and guidelines

8. Financial & Physical

National Profile	1-2 ac	Profile	2
Factor Status	Matched	Score	12

Relevant Job Information

No evidence - Careful use of ward equipment

19/6/2019 - Following comments from the matching panel, the manager has added the following to the JD

Exercise personal duty of care in the safe use and storage of equipment and management of patient property.
Be environmentally aware and financially prudent in use of resources and energy.
Maintain ward stock levels.

9. Human Resources

National Profile	1	Profile	1
Factor Status	Matched	Score	5

Relevant Job Information

Provides support and guidance to new Healthcare Assistants.

10. Information Resources

National Profile	1	Profile	1
Factor Status	Matched	Score	4

Relevant Job Information

The post holder will be responsible for following care plans and recording all personally generated observations and documenting care given in individual's notes.

11. Research & Development

National Profile	1	Profile	1
Factor Status	Matched	Score	5

Relevant Job Information

No evidence

12. Freedom To Act

Matched Job Report

National Profile	1	Profile	1
Factor Status	Matched	Score	5

Relevant Job Information

The Healthcare Assistant (Level 2) will work at all times under the delegation of a registered practitioner or assistant practitioner in the delivery of person centred care.

13. Physical Effort

National Profile	3(c)-4(b)	Profile	4
Factor Status	Matched	Score	18

Relevant Job Information

Lifting weights/equipment with mechanical aids - daily - Hoists

Pushing/pulling trolleys or similar - daily - Pushing wheelchairs, trolleys, beds

14. Mental Effort

National Profile	2(a)	Profile	2
Factor Status	Matched	Score	7

Relevant Job Information

Carry out clinical/social care interventions - Daily - Direct clinical care delivery

Operate equipment/machinery - Daily - Hoist

15. Emotional Effort

National Profile	2-3(a)	Profile	3
Factor Status	Matched	Score	18

Relevant Job Information

Dealing with people with challenging behaviour - Daily

Caring for the terminally ill - Variable, care of the elderly

16. Working Conditions

National Profile	3b-4b	Profile	4
Factor Status	Matched	Score	18

Relevant Job Information

Unpleasant smells/odours - Daily - Direct care delivery in the care of the older person

Body fluids, faeces, vomit - Daily - Daily exposure expected

