

Matched Job Report

Job Title	Senior Healthcare Assistant (Core)
Job ID	RVC/2019/0084
Score	262
Band	Band 3
Status	Profile Matched
Matched To	Clinical Support Worker Higher Level Nursing (Hospital)
Job Statement	

The Senior Healthcare Assistant (Level 3) has a greater degree of autonomy than the Healthcare Assistant and undertakes a broader range of health and care in accordance with policy and procedures. The post holder will work on their own initiative, undertaking delegated tasks with appropriate supervision in place from a registered practitioner/assistant practitioner.

The post holder contributes to assessment and assists in the development, implementation and evaluation of individualised care plans. They will supervise other staff and promote the delivery of high quality care.

1. Communication & Relationship Skills

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

Relevant Job Information

Communicates effectively with patients and relatives and overcomes barriers to effective communication in a manner which is sensitive to patient's, carers and relatives needs. This includes communicating effectively with patients who may have a degree of sensory impairment, speech and language difficulties, memory and cognitive impairment, learning difficulties and challenging behaviour.

2. Knowledge, Training & Experience

National Profile	3	Profile	3
Factor Status	Matched	Score	60

Relevant Job Information

Minimum of Qualification Credit Framework – QCF Level 3 (formerly NVO Level 3) in Health or willingness to complete in agreed timeframe
Evidence of maintaining their personal development
Demonstrates an understanding of the scope of the role in the context of the nursing 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
Understanding of basic physiology, e.g. normal vital signs, fluid balance, nutritional requirements
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

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Understanding of the Health Board's Values and Behaviour Framework
Significant experience of working as a Healthcare Assistant

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.

Under direction of the Registered Practitioner/Assistant Practitioner, supports appropriate individualised, clinical/risk assessments providing accurate feedback as necessary.

Identify and take action by raising concerns when own or others' behaviour undermines equality and diversity.

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	2-3b	Profile	3
Factor Status	Matched	Score	27

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.

19/6/2019 - Added following comments from the matching panel:

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:

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

6. Patient / Client Care

National Profile	4(a)	Profile	4
Factor Status	Matched	Score	22

Relevant Job Information

The post holder will work on their own initiative, undertaking delegated tasks with appropriate supervision in place from a registered practitioner/assistant practitioner.

The post holder contributes to assessment and assists in the development, implementation and evaluation of individualised care plans. They will supervise other staff and promote the delivery of high quality care.

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

Under direction of the Registered Practitioner/Assistant Practitioner, supports appropriate individualised, clinical/risk assessments providing accurate feedback as necessary. Deliver safe, high quality, compassionate care following individualised care plans and treatment interventions determined by the Registered Practitioner. This will include supporting patients with all aspects of the fundamentals of care including activities of daily living, providing feedback on progress against the plans.

7. Policy & Service

National Profile	1	Profile	1
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 at all times.

8. Financial & Physical

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

Relevant Job Information

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Exercise personal duty of care in the safe use and storage of equipment.

19/6/2019 - Added following comments from panel:

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	1/2b	Profile	2
Factor Status	Matched	Score	12

Relevant Job Information

They will supervise other staff and promote the delivery of high quality care.

10. Information Resources

National Profile	1	Profile	1
Factor Status	Matched	Score	4

Relevant Job Information

Maintains clear and accurate patient records relating to patient care and interventions utilising both digital and paper based records.

11. Research & Development

National Profile	1	Profile	1
Factor Status	Matched	Score	5

Relevant Job Information

No evidence

12. Freedom To Act

National Profile	2	Profile	2
Factor Status	Matched	Score	12

Relevant Job Information

The post holder will work on their own initiative, undertaking delegated tasks with appropriate supervision in place from a registered practitioner/assistant practitioner.

13. Physical Effort

National Profile	3c4(b)	Profile	4
Factor Status	Matched	Score	18

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Relevant Job Information

Working in confined spaces – daily – patients' rooms. /	Daily – occasionally 5-10 mins
Transporting equipment.	Weekly – occasionally 10 minutes
The physical effort of mobilising / moving a patient (e.g. getting a stroke, orthopaedic patient from lying to sitting) and while assisting with specific interventions.	Frequently daily 5-10 minutes

14. Mental Effort

National Profile	2(a)/3(a)	Profile	2
Factor Status	Matched	Score	7

Relevant Job Information

Carrying out clinical care interventions, checking observations	Frequently daily 5-10 minutes
Organising activity programs for patients within the unit	Occasionally Daily 15 – 20 minutes
Coordinating activity programs	Frequently – weekly 30 minutes

15. Emotional Effort

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

Relevant Job Information

Dealing with complex circumstances relating to patient care (e.g. terminally ill, pain, cognitive impairment)	Frequently daily 10 minutes per interaction
Communicating with patients who have difficulty in processing or understanding information	Frequently daily
Dealing with difficult situations / circumstances, providing support to other staff with regards to de-escalating behaviour within cognitively impaired patients	Occasionally weekly 30 minutes

16. Working Conditions

National Profile	3ab4b	Profile	4
Factor Status	Matched	Score	18

Relevant Job Information

Exposed to unpleasant substances such as infectious material / foul linen, body fluids, vomit, faeces etc.	Frequently – Daily 5 – 10 minutes
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