

All Wales Validation of Skill Set - Wales Nursing or Maternity Support Worker

Health Board/ Trust		Job Title	
Dept / Ward / Area		Staff Number	
Full Name		Date commenced in role	

The following questions are designed to help validate the staff member's skill set regardless of formal qualification.

1. Responsibility for Patient/Client Implement clinical care / care packages

Undertakes a limited range of delegated clinical care duties relevant to the work area. For example, record patient observations, (*taking blood pressure, blood glucose monitoring, pregnancy testing, routine maternal and neonatal observations, observing patients for signs of agitation or distress, wound observations*), undertaking simple wound dressings, removal of peripheral cannula, urinalysis, removal of catheter.

*It is important that the relevant job description is used to help the staff member and manager identify examples that are relevant to the area of work.

Does the HCSW undertake any of the above tasks – please list the skills that the job holder undertakes which are relevant to the post.

2. Physical Skills

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, for example blood glucose monitors, psychometric testing, manipulating wheelchairs, driving / Restraint of patients/clients; venepuncture, neonatal blood spot screening

*It is important that the relevant job description is used to help the staff member and manager identify examples that are relevant to the area of work.

Does the HCSW undertake any of the above tasks – Please list the skills that the job holder undertakes which are relevant to the role.

3. 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.

EXPERIENCE - Does the HCSW have 2 or more years' relevant experience within the current role?

YES

NO

3.1 Does the HCSW have equivalent relevant experience to a Level 3 vocational qualification which can be evidenced by work-based competency?

For example, competency workbook that can demonstrate theoretical knowledge and ability to undertake clinical care duties relevant to role, evidence of work-based training and / or attendance at short courses / study days

Comments

AND/OR

3.2 Knowledge and Training – To help understand what knowledge and training the staff member has undertaken:

Does the staff member have a relevant Level 3 vocational qualification?

For example, Diploma in Clinical Healthcare/ Health and Social Care/Access to Healthcare?

IF YES - Name of qualification/s

VALIDATION OF SKILL SET OUTCOME

FULLY MEETS VALIDATION CRITERIA	MEETS VALIDATION CRITERIA TO SOME EXTENT	DOES NOT MEET VALIDATION CRITERIA
The HCSW has been undertaking a range of limited clinical duties relevant to the Band 3 role and Has equivalent relevant experience which can be demonstrated by evidence of work-based competency relevant to the Band 3 role and / or has a relevant Level 3 Vocational Qualification	The HCSW has been undertaking a range of limited clinical care duties relevant to the Band 3 role however The HCSW worker carrying out these duties requires support to evidence work-based competency	The HCSW does not have evidence of undertaking a range of limited clinical care duties relevant to the Band 3 role
May require a mutually agreed development plan to achieve additional clinical skills required for the role and a relevant Level 3 vocational qualification or equivalent	In partnership with job holder support the HCSW to develop evidence of work-based competency for which they have been undertaking May also require a mutually agreed development plan to achieve additional clinical skills required for the role and a relevant Level 3 vocational qualification or equivalent	Explore if a relevant career development could be mutually agreed as an option
Transition to Band 3 Wales Nursing Support Worker with Wales Band 3 Job Description	Transition to Band 3 Wales Nursing Support Worker with Band 3 Job Description	Remain as Band 2 Wales Health Care Support Worker and transition onto Wales Band 2 Job Description

Any other further comments

Name & Job Title of Validator

Name & Job Title of Lead Nurse

Date