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

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

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

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| 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. |

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| 1. **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. |

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| 1. **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** |
| * 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** | |
| * 1. **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 | |

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| **VALIDATION OF SKILL SET OUTCOME** |

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| **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** |

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| **Any other further comments** |

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| **Name & Job Title of Validator** |  |
| **Name & Job Title of Lead Nurse** |  |
| **Date** |  |