

**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. |

|  |
| --- |
| 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. |

|  |
| --- |
| 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 |

|  |
| --- |
| **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 roleandHas 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 rolehoweverThe 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 undertakingMay 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** |  |