Band 1-4 Profiles

Summary Of Work From Bands 3-4 Project Working Group
PHT Education Preparation and Career Opportunities

for Nursing Support Staff Bands 1-4

Assistant Practitioner Band 4
Foundation Degree (or equivalent)

Apprentice
Level 2 Apprenticeship Programme

Senior HCSW Band 3
Diploma (NVQ) in Health Level 3 & Key Skills

HCSW Band 2
Diploma (NVQ) in Health Level 2/3 & Key Skills

PHT Generic and Specialist Competency Framework
Apprentice Role

Under supervision assists the healthcare team with the provision of clinical care

Maintain Patient safety
Ensure positive patient experience

Skills and Experience:-
Good literacy and numeracy skills
Team worker
IT literate
Enthusiastic
Motivated
Adaptable
Apprentice Role

Louise joined the apprentice programme to acquire the skills and experience needed to become a HCSW.

Louise works in the Ophthalmology OPD team and her role includes basic vision testing, preparing patients for visual field assessment, recording of observations and assisting with HCSW duties within the OPD under supervision.

Louise’s role is supported by an educational programme that leads to a Level 2 QCF Diploma in Clinical Healthcare Support.

Aliss joined the apprentice programme to gain an insight into caring for patients in hospital.

Aliss works on the Head & Neck ward and her role includes assisting patients with hygiene needs, helping prepare patients for theatre and assisting with the day to day needs of surgical patients under supervision within the ward environment.

Aliss’s role is supported by an educational programme that leads to a Level 2 QCF Diploma in Clinical Healthcare Support.
Band 2 Health Care Support Worker Role

Delivery of clinical care under Supervision within field of competence

Assists in the orientation/induction of new HCSW’s

Skills and Experience:-

Health related NVQ/Equivalent Team worker
IT Literate
Minimum skill set competencies

Acute hospital experience e.g. Paediatrics, Adult, Theatre, Ward.


Band 2 Health Care Support Workers

Marian Dean has worked on the Head & Neck ward for 5 years as a Band 2 HCSW.
Under the supervision of a registered nurse, Marian’s role includes observations, recording and reporting of changes in patient’s condition.

Marian provides physical care to patients helping them complete daily living activities.

Marian also acts as the SPS IPROC lead on the ward maintaining stock levels. She also provides ‘Vitalpac’ training for staff.
Marian’s role is supported by her NVQ level 2&3 qualification. She has received in house training that provided her with skills and knowledge to carry out different aspects of her role.

Tina Edwards has 6 years experience as a Band 2 HSCW in the day surgery unit. Under the supervision of a registered nurse Tina’s role includes assisting the qualified staff in the routine daily planning and organisation of the unit for surgical procedures and participating in the departments’ administration as required.

Tina also assists the day surgery services team in the delivery of care undertaking activities and providing care within the limits of her training.

Tina’s role required NVQ level 2 which she has successfully completed. Tina has also achieved her NVQ level 3 and received in house training that helps support her perform day surgery specific tasks.
Band 3 Senior Health Care Support Worker Role

Provide care to a caseload of patients using own initiative under supervision e.g.
Run and support consultant clinics
Work in community implementing plans of care for women

Extended skills or duties relevant to clinical area e.g.
Scrub for minor procedures
Manage specialist equipment
Cannulate fistulas
Assist in educating patients in their care

Providing support for HCSWs e.g.
Support new starters working alongside them in practice
Band 3 Senior Health Care Support Workers

Ina Fryer has 20 years experience as a HCSW and works in Dermatology at Band 3. Ina’s role includes running dermatology clinics, she undertakes patch testing and draws around the test to show allergy responses. She assists in minor surgery, undertakes the lontophresis procedure for patients with skin and scalp problems and is part of a team who do complex dressings.

Ina’s role requires achievement of NVQ Level 3 which she has completed. She has also undertaken a comprehensive dermatology education programme underpinned with clinical competencies. This provides preparation and evidence of competence to undertake her role.

Angela Glasby has 10 years experience as a HCSW and works in Diagnostic Imaging as a Band 3. Angela’s role includes running the Day Case Clinic, preparing patients for procedures and monitoring patients, post procedure. She also scrubs as an assistant for minor interventional procedures and ensures stock levels of specialist equipment are maintained.

Angela’s role requires achievement of NVQ Level 3 which she has completed. She undertook in-house training to perform her additional roles and this forms part of her KSF requirements. Angela is also a Learning Champion and provides information and support to other HCSWs.
Band 4 Assistant Practitioner Role

Working in an interdisciplinary team to provide stroke rehabilitation in the community:-
- Carry own caseload, including a key worker role
- Work closely with all disciplines
- Implement and progress therapy plans

Support all members of the interdisciplinary team

Extended skills:-
- Skills and knowledge across many areas of stroke rehabilitation
- Participate in all team discussions and communicate with outside agencies
- Holistic patient focused therapy to promote independence
- Provide advice and education
- Flexible and innovative
Band 4 Assistant Practitioner Role

Ali Harrison has 20 years experience of community nursing and joined CSRT in 2008. Ali brings her nursing skills to her work as an Assistant Practitioner, and these have been enhanced by specialist core stroke competencies. Ali is studying on a healthcare foundation degree, leading onto BSc (hons) Health and Social Care.

Michele Hatch has 9 years experience of enrolled nursing and is now working as a band 4 Assistant Practitioner within the Community Stroke Rehabilitation Team. Using transferable skills, Michele's role involves working closely with Physiotherapist's, Occupational Therapist's, Nurses and Speech and Language Therapists within the team as a key worker. Early Supported Discharge enables stroke patients to be rehabilitated within the community with the support of an interdisciplinary team.