

# Transferable Role Template

## Career Framework Level 3

Nursing assistant with enhanced skills in dementia care

Published : 04-03-2014

### Developers

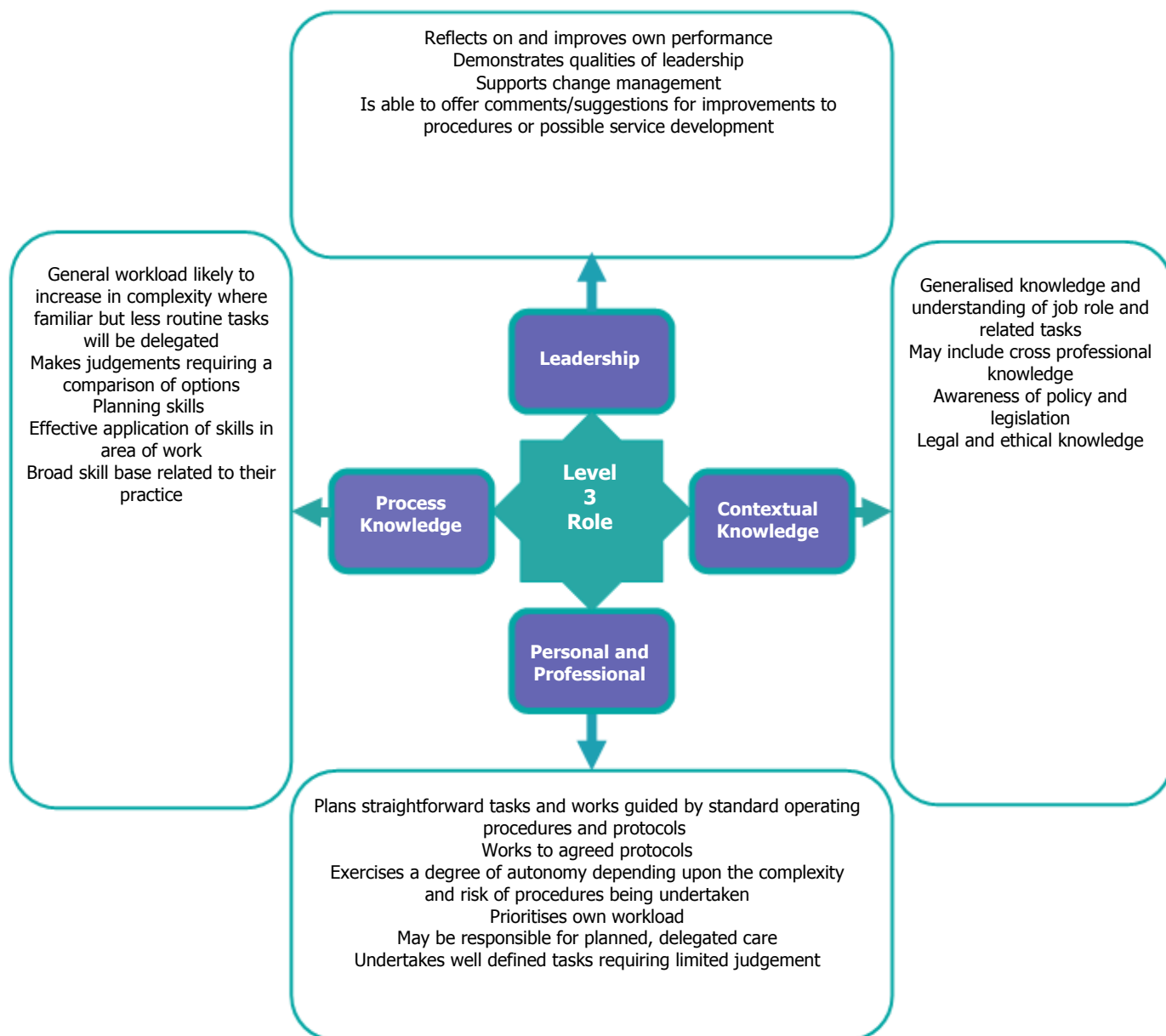
Skills for Health and University Hospital of North Staffordshire, Acute Trust

Kate Hackett  
Senior Nurse Education & Workforce  
Trust HQ  
UHNS  
Newcastle  
ST4 6QN  
Tel 01782 675472  
Kate.hackett@uhns.nhs.uk

Carole Goodwin  
Project Nurse for Dementia  
Trust HQ  
UHNS  
Newcastle  
ST4 6QN  
Tel 01782 675472  
carole.goodwin@uhns.nhs.uk

## Level Descriptors

### Key characteristics of a Level 3 Role



### Definition of the Level 3 Role

People at level 3 require knowledge of facts, principles, processes and general concepts in a field of work. They may carry out a wider range of duties than the person working at level 2 and will have more responsibility with guidance and supervision available when needed. They will contribute to service development and are responsible for self-development.

### Example of Role at Level 3

Senior Healthcare Assistant:

Senior healthcare assistants or technicians support the work of practitioners at all levels and may work as part of a team. They demonstrate an ability to carry out tasks, solving straightforward problems and making some judgements, with guidance and supervision available. They have skills in specific focussed aspects of service delivery.

These characteristics have been developed by Skills for Health working with employers and other stakeholders.

### Basic Information:

Named Role	<b>Nursing Assistant With Enhanced Skills In Dementia Care</b>
Area of work	Community NHS Or Local Authority Or Independent, Hospital NHS Or Independent, Long Term Conditions
Role Family	Nursing
Experience required	NVQ level 2 Health & Social Care Basic understanding of dementia Worked/working with people suffering with dementia
Career Framework Level	3

## Summary of Role

Provide direct delivery of care to patients with dementia through enhanced skills, either on a 1 to 1 basis or group of patients.

## Scope of the Role

This role is based in acute care and enhances the service offered to patients with dementia. The role is an extension to the work of the nursing assistant and this template outlines the competences and learning and development required to successfully fulfil the requirements of the role.

The role will:

Provide direct delivery of care to patients with dementia through enhanced skills, either on a 1 to 1 basis or group of patients.

Provide a point of contact for staff relating to the care of patients with dementia/dementia related information.

Be a point of contact/support for patients newly assessed for the likelihood of dementia and their family/carers, to include appropriate information and signposting to other organisations providing dementia-specific support.

Enhance the patient and carer experience.

In addition:

The post holder will be required to record information in the appropriate documentation and to report changes etc in an efficient manner.

The post holder will be expected to have a disposition that compliments caring for confused patients who may display challenging behaviour.

All level 3 roles will have the following common/core competences.

All competences are national occupational standards (NOS)

Specific competences to the role have then been identified. Any additional competences specific to the locality should then be identified locally using the competence tools and the health functional map and added to the template using the same format.

### Level 3 Core Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
<b>1. COMMUNICATION</b>	1.2	Communicate effectively	GEN97 Communicate effectively in a healthcare environment <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3001">http://tools.skillsforhealth.org.uk/competence/show/html/id/3001</a>
<b>2. PERSONAL &amp; PEOPLE DEVELOPMENT</b>	2.1.1	Develop your own practice	SCDHSC0023 Develop your own knowledge and practice <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3517">http://tools.skillsforhealth.org.uk/competence/show/html/id/3517</a>
	2.1.2	Reflect on your own practice	GEN23 Monitor your own work practices <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/2051">http://tools.skillsforhealth.org.uk/competence/show/html/id/2051</a>
<b>3. HEALTH SAFETY &amp; SECURITY</b>	3.5.1	Ensure your own actions reduce risks to health and safety	IPC2.2012 Perform hand hygiene to prevent the spread of infection <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3309">http://tools.skillsforhealth.org.uk/competence/show/html/id/3309</a>
			PROHSS1 Make sure your own actions reduce risks to health and safety <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3327">http://tools.skillsforhealth.org.uk/competence/show/html/id/3327</a>
			PMWRV1 Make sure your actions contribute to a positive and safe working culture <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/4027">http://tools.skillsforhealth.org.uk/competence/show/html/id/4027</a>
	3.5.2	Protect individuals from abuse	SCDHSC0024 Support the safeguarding of individuals <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3518">http://tools.skillsforhealth.org.uk/competence/show/html/id/3518</a>
<b>5. QUALITY</b>	5.1.1	Act within the limits of your competence and authority	GEN63 Act within the limits of your competence and authority <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/85">http://tools.skillsforhealth.org.uk/competence/show/html/id/85</a>
	5.1.2	Manage and organise your own time and activities	HT4 Manage and organise your own time and activities <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/2501">http://tools.skillsforhealth.org.uk/competence/show/html/id/2501</a>
<b>6. EQUALITY &amp; DIVERSITY</b>	6.1	Ensure your own actions support equality of opportunity and diversity	SCDHSC0234 Uphold the rights of individuals <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3506">http://tools.skillsforhealth.org.uk/competence/show/html/id/3506</a>
<b>B. HEALTH INTERVENTION</b>	B2.1	Obtain information from individuals about their health status and needs	CHS169 Comply with legal requirements for maintaining confidentiality in healthcare <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/2820">http://tools.skillsforhealth.org.uk/competence/show/html/id/2820</a>
<b>D. INFORMATION MANAGEMENT / INFORMATION AND COMMUNICATION TECHNOLOGY</b>	D2.4	Maintain information / record systems	CFA_BAD332 Store and retrieve information using a filing system <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/4104">http://tools.skillsforhealth.org.uk/competence/show/html/id/4104</a>

<b>H. MANAGEMENT &amp; ADMINISTRATION</b>	H1.3.1	Contribute to the effectiveness of teams	SCDHSC0241 Contribute to the effectiveness of teams <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3509">http://tools.skillsforhealth.org.uk/competence/show/html/id/3509</a>
	H2.6	Receive and pass on messages and information	ESKITU020 Use digital communications <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/4150">http://tools.skillsforhealth.org.uk/competence/show/html/id/4150</a>

### Role Specific Competences / National Occupational Standards:

Underpinning Principle	Reference Function		Competence
<b>1. COMMUNICATION</b>	1.2	Communicate effectively	OP1 Communicate with older people and their carers <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/612">http://tools.skillsforhealth.org.uk/competence/show/html/id/612</a>
	1.3	Support individuals to communicate	GEN98 Promote effective communication in a healthcare environment <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3284">http://tools.skillsforhealth.org.uk/competence/show/html/id/3284</a>
			SCDHSC0021 Support effective communication <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3515">http://tools.skillsforhealth.org.uk/competence/show/html/id/3515</a>
	1.4	Develop relationships with individuals	CHS100 Develop relationships with individuals with long term conditions <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/2263">http://tools.skillsforhealth.org.uk/competence/show/html/id/2263</a>
<b>2. PERSONAL &amp; PEOPLE DEVELOPMENT</b>	2.1.1	Develop your own practice	GEN13 Synthesise new knowledge into the development of your own practice <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/376">http://tools.skillsforhealth.org.uk/competence/show/html/id/376</a>
<b>3. HEALTH SAFETY &amp; SECURITY</b>	3.5.1	Ensure your own actions reduce risks to health and safety	GEN1 Ensure personal fitness for work <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/372">http://tools.skillsforhealth.org.uk/competence/show/html/id/372</a>
	3.5.2	Protect individuals from abuse	SS09 Minimise and deal with aggressive and abusive behaviour <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/2161">http://tools.skillsforhealth.org.uk/competence/show/html/id/2161</a>
<b>C. HEALTH PROMOTION &amp; PROTECTION</b>	C2.2	Provide information to individuals, groups and communities about promoting health	PE2 Manage information and materials for access by patients and carers <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/2102">http://tools.skillsforhealth.org.uk/competence/show/html/id/2102</a>
			LSILARIMS07 Help users to access information <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3337">http://tools.skillsforhealth.org.uk/competence/show/html/id/3337</a>
<b>F. EDUCATION LEARNING &amp; RESEARCH</b>	F4.4	Enable individuals to develop the knowledge and skills to manage their own health needs	PE5 Develop relationships with individuals that support them in addressing their health needs <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/2105">http://tools.skillsforhealth.org.uk/competence/show/html/id/2105</a>

<b>H. MANAGEMENT &amp; ADMINISTRATION</b>	H1.3.1	Contribute to the effectiveness of teams	SCDHSC3100 Participate in inter-disciplinary team working to support individuals <a href="http://tools.skillsforhealth.org.uk/competence/show/html/id/3420">http://tools.skillsforhealth.org.uk/competence/show/html/id/3420</a>
---	--------	--	--

**Facets of Role (National Occupational Standards):**

Underpinning Principle	Reference Function		Competence
		None Assigned	



**Locality Specific Competences / National Occupational Standards:**

Underpinning Principle	Reference Function		Competence
		None Assigned	

### Indicative Learning and Development

<b>Transferable role</b>	<b>Nursing assistant with enhanced skills in dementia care</b>
<b>Formal endorsed learning</b>	
<b>Informal learning</b>	
<b>Summary of learning and development including aims and objectives</b>	
<b>Duration</b>	
<b>National Occupational Standards used</b>	
<b>Credits (including framework used)</b>	
<b>Accreditation</b>	
<b>APEL and progression</b>	
<b>Programme structure</b>	
<b>Continuous Professional Development</b>	Not specified
<b>Resources required, e.g. placement learning, preceptors, accredited assessors etc</b>	
<b>Quality Assurance</b>	
<b>Policies included in learning programme documentation</b>	
<b>Funding</b>	

<p><b>Leading to registration or membership with:</b></p>	
---	--

**References & Further Information:**

2008 NHS Education for Scotland, A Guide to Health Care Support Worker Education and Role Development Consultation Document

2010 Skills for Health Summary of Attributes and Definitions for Career Framework Levels