

Transferable Role Template

Career Framework Level 3

Hospice Care Assistant

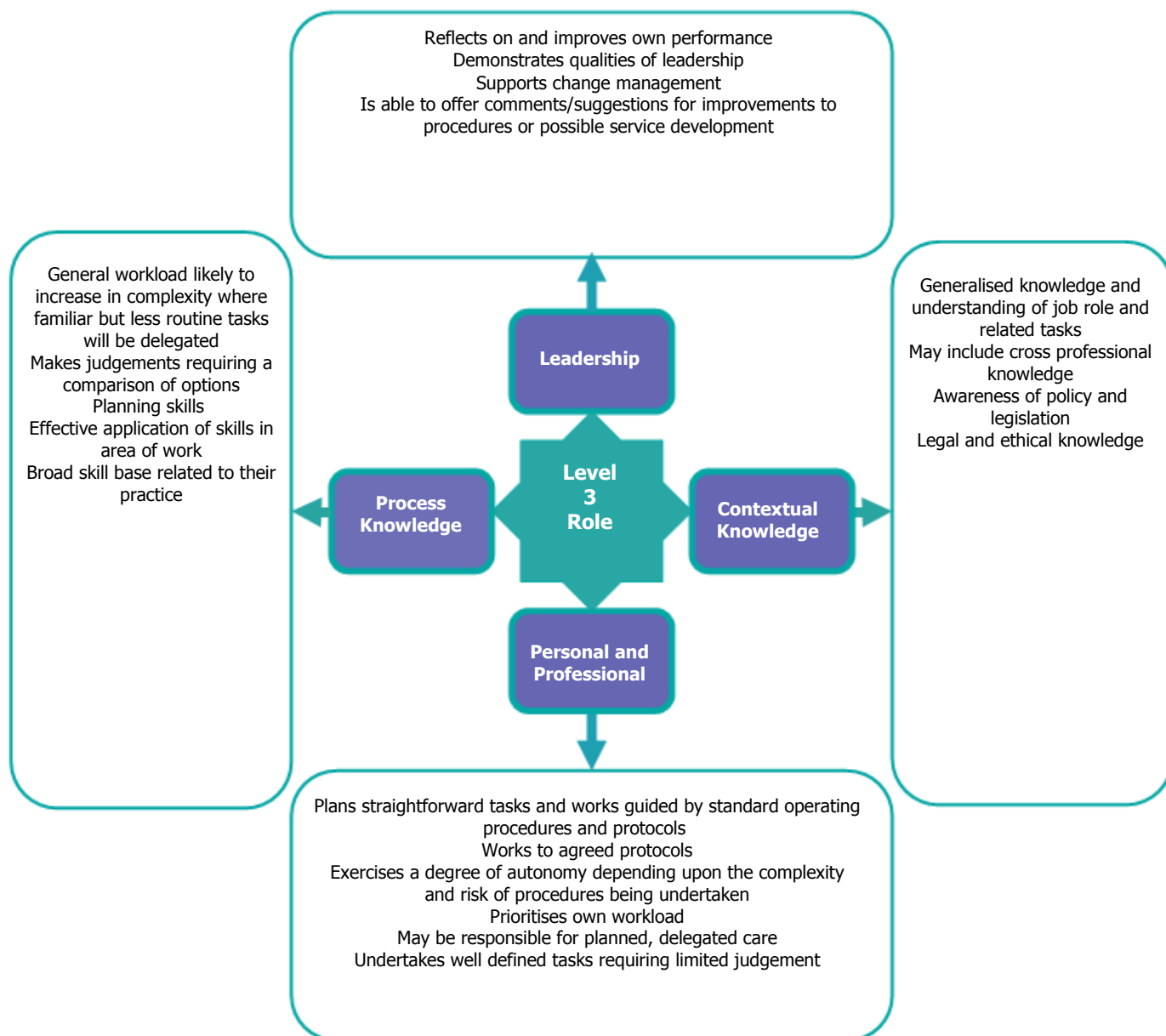
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Developers

Skills for Health
Help the Hospices
St Nicholas Hospice Care, Bury St Edmunds

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:

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| Named Role | Hospice Care Assistant |
| Area of work | Chemotherapy, Oncology And Palliative Care |
| Role Family | Nursing |
| Experience required | In hospice care or similar |
| Career Framework Level | 3 |

Summary of Role

The practitioner will work across all clinical areas in the directorate including in-house services and community/outreach.

Scope of the Role

The practitioner will work across all clinical areas in the directorate including in-house services and community/outreach. Elements of the role will involve lone-working.

The hospice care assistant will work independently providing safe, competent, and ethical palliative care to clients and their families under the guidance of registered healthcare professionals. They will use established protocols and procedures and report accordingly to the appropriate professional.

This role includes carrying out tasks involving direct patient care and support to patients and families. The hospice care assistant will undertake assessments of patient/carer needs and include coaching carers, patients families and volunteers.

They will co-ordinate patient discharge plans from the hospice in-patient unit.

In addition they will work with registered healthcare professionals to plan and deliver rehabilitation programmes for patients.

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

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| H. MANAGEMENT & ADMINISTRATION | H1.3.1 | Contribute to the effectiveness of teams | SCDHSC0241 Contribute to the effectiveness of teams http://tools.skillsforhealth.org.uk/competence/show/html/id/3509 |
| | H2.6 | Receive and pass on messages and information | ESKITU020 Use digital communications http://tools.skillsforhealth.org.uk/competence/show/html/id/4150 |

Role Specific Competences / National Occupational Standards:

| Underpinning Principle | Reference Function | | Competence |
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| 1. COMMUNICATION | 1.2 | Communicate effectively | SCDHSC0031 Promote effective communication http://tools.skillsforhealth.org.uk/competence/show/html/id/3413 |
| | 1.3 | Support individuals to communicate | SCDHSC0370 Support the use of technological aids to promote independence http://tools.skillsforhealth.org.uk/competence/show/html/id/3464 |
| 2. PERSONAL & PEOPLE DEVELOPMENT | 2.1.1 | Develop your own practice | GEN12 Reflect on and evaluate your own values, priorities, interests and effectiveness http://tools.skillsforhealth.org.uk/competence/show/html/id/375 |
| 3. HEALTH SAFETY & SECURITY | 3.5.1 | Ensure your own actions reduce risks to health and safety | GEN1 Ensure personal fitness for work http://tools.skillsforhealth.org.uk/competence/show/html/id/372 |
| | | | IPC4.2012 Minimise the risk of spreading infection by cleaning, disinfection and storing care equipment http://tools.skillsforhealth.org.uk/competence/show/html/id/3363 |
| A. ASSESSMENT | A2.3 | Assess an individual with a suspected health condition | CHS168 Obtain a patient/client history http://tools.skillsforhealth.org.uk/competence/show/html/id/2819 |
| | A2.4 | Assess an individual's needs arising from their health status | GEN75 Collaborate in the assessment of the need for, and the provision of, environmental and social support in the community http://tools.skillsforhealth.org.uk/competence/show/html/id/2752 |
| B. HEALTH INTERVENTION | B3.3.2 | Prepare individuals for health care actions | GEN4 Prepare individuals for healthcare activities http://tools.skillsforhealth.org.uk/competence/show/html/id/386 |
| | B3.3.3 | Move and position individuals | SCDHSC0223 Contribute to moving and positioning individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3528 |
| | B3.3.4 | Prepare environments and resources for use in health care activities | GEN6.2012 Manage environments and resources for use during healthcare activities http://tools.skillsforhealth.org.uk/competence/show/html/id/3381 |

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| | B3.3.5 | Monitor and manage the environment and resources during and after health care actions | GEN7 Monitor and manage the environment and resources during and after clinical/therapeutic activities http://tools.skillsforhealth.org.uk/competence/show/html/id/388 |
| | B3.3.6 | Support others in providing health care actions | GEN8 Assist the practitioner to implement healthcare activities http://tools.skillsforhealth.org.uk/competence/show/html/id/389 |
| | B3.5.2 | Carry out actions from a discharge plan | GEN17 Contribute to the discharge of an individual into the care of another service http://tools.skillsforhealth.org.uk/competence/show/html/id/380 |
| | B4.3 | Evaluate treatment plans with individuals and those involved in their care | CHS233 Contribute to the assessment of needs and the planning, evaluation and review of individualised programmes of care for individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3860 |
| | B11.1 | Insert and secure medical devices to enable administration or drainage of fluids/air/other substances | CC02 Insert and secure urethral catheters http://tools.skillsforhealth.org.uk/competence/show/html/id/1008 |
| | B14.2 | Implement care plans/programmes | CHS135 Implement programmes and treatments with individuals who have restricted movement / mobility http://tools.skillsforhealth.org.uk/competence/show/html/id/445 |
| | | | CHS138 Assist in the implementation of mobility and movement programmes for individuals to restore optimum movement and functional independence http://tools.skillsforhealth.org.uk/competence/show/html/id/2732 |
| | B14.3 | Deliver therapeutic activities | SCDHSC0393 Promote participation in agreed therapeutic group activities http://tools.skillsforhealth.org.uk/competence/show/html/id/3475 |
| | | | CHS232 Implement, monitor and evaluate therapeutic interventions within an overall care programme http://tools.skillsforhealth.org.uk/competence/show/html/id/3859 |
| | B14.4 | Undertake personal care for individuals | CHS11 Undertake personal hygiene for individuals unable to care for themselves http://tools.skillsforhealth.org.uk/competence/show/html/id/340 |

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| | B16.1 | Support individuals during and after clinical/therapeutic activities | GEN5 Support individuals undergoing healthcare activities http://tools.skillsforhealth.org.uk/competence/show/html/id/312 |
| | B16.2 | Support individuals who are distressed | SCDHSC0226 Support Individuals who are distressed http://tools.skillsforhealth.org.uk/competence/show/html/id/3531 |
| | B16.3 | Assist individuals in undertaking activities | SCDHSC0215 Help individuals to maintain mobility http://tools.skillsforhealth.org.uk/competence/show/html/id/3524 |
| | | | MH38.2013 Enable people with mental health needs to choose and participate in activities that are meaningful to them http://tools.skillsforhealth.org.uk/competence/show/html/id/3830 |
| | B16.4 | Support individuals to retain, regain and develop the skills to manage their lives and environment | GEN43 Monitor and review the rehabilitation process with the individual, their family, carers and other professionals http://tools.skillsforhealth.org.uk/competence/show/html/id/2220 |
| | | | CHS239 Enable individuals to use assistive devices and assistive technology http://tools.skillsforhealth.org.uk/competence/show/html/id/3912 |
| | B16.5 | Support individuals and carers to cope with the emotional and psychological aspects of healthcare activities | SCDHSC0350 Support the spiritual well-being of individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3454 |
| | B17 | Work in collaboration with carers in the caring role | GEN20 Enable carers to support individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/384 |
| F. EDUCATION LEARNING & RESEARCH | F4.4 | Enable individuals to develop the knowledge and skills to manage their own health needs | PE8 Enable individuals to manage their defined health condition http://tools.skillsforhealth.org.uk/competence/show/html/id/2108 |
| H. MANAGEMENT & ADMINISTRATION | H1.3.1 | Contribute to the effectiveness of teams | SCDHSC3100 Participate in inter-disciplinary team working to support individuals http://tools.skillsforhealth.org.uk/competence/show/html/id/3420 |

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| | H3.4 | Obtain additional finance for the organisation | GEN55 Obtain and monitor the use of the funds required to implement plans to meet local needs for health care services http://tools.skillsforhealth.org.uk/competence/show/html/id/2306 |
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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

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| Transferable role | Hospice Care Assistant |
| Formal endorsed learning | |
| Informal learning | |
| Summary of learning and development including aims and objectives | |
| Duration | |
| National Occupational Standards used | |
| Credits (including framework used) | |
| Accreditation | |
| APEL and progression | |
| Programme structure | |
| Continuous Professional Development | Not specified |
| Resources required, e.g. placement learning, preceptors, accredited assessors etc | |
| Quality Assurance | |
| Policies included in learning programme documentation | |
| Funding | |
| Leading to registration or membership with: | |

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