

# 3.1

## SENIOR NURSING ASSISTANT ROLE

These are the specific core competencies relevant to the Senior Nursing Assistant role in General Practice, and have been developed with reference to the following:

- Standards for Nursing Assistants employed by HSC Trusts in Northern Ireland (DoH 2018);
- Induction and Development Pathway for Nursing Assistants Employed by HSC Trusts in Northern Ireland (DoH 2018);
- District Nursing and General Practice Nursing Service Education and Career Framework (HEE 2015);
- Healthcare Assistants (General Practice) Competency Framework (RCGP 2014) ;
- Q2020 Attributes Framework: Supporting Leadership for Quality Improvement and Safety (2014).

**The core competency domains have also been mapped to the relevant DoH (2018) Standards for Nursing Assistants which are:**

**STANDARD 1:**

Support the delivery of safe, person-centred and compassionate care to people who use our services.

**STANDARD 2:**

Communicate openly and honestly to promote the health and wellbeing of people who use our services.

**STANDARD 3:**

Maintain your knowledge, skills and experience to enable you to do your job properly, in order to improve the quality of care to people who use our services.

**STANDARD 4:**

Respect and protect at all times the right to confidentiality, privacy and dignity for people who use our services.

**CORE COMPETENCY DOMAIN:**

### CLINICAL PRACTICE

The Senior Nursing Assistant uses effective clinical and communication skills when carrying out safe, effective, person-centred-care which has been delegated by a registered practitioner, within the limits of their competence (DoH 2019).

**The Senior Nursing Assistant will:**

- Provide care in line with the relevant guidelines, protocols, policies and procedures.
- Document care in line with the NI Record Keeping Guidelines (NIPEC 2016) and the General Practice's IT system.
- Be aware of the Legal and Professional issues<sup>9</sup> pertinent to working as a Senior Nursing Assistant, including:
  - Accountability and delegation (DoH 2019)
  - Access to Health Records
  - Chaperoning
  - Consent
  - Mental Health and Capacity
  - Duty of Candour
  - Record keeping
  - Safeguarding children and adults
  - Female Genital Mutilation
  - Statutory child health procedures and local guidance
  - Indemnity insurance
  - Infection prevention control measures
  - COSHH regulations (HSE 2018)
  - Waste management.
- Measure the following as directed by a registered practitioner: vital signs (temperature, pulse, blood pressure, oxygen saturation, pain score); height; weight; and Malnutrition Universal Screening Tool (MUST).
- Undertake the following for patients as directed by a registered practitioner: urinalysis; venepuncture; ambulatory blood-pressure; and electrocardiogram.
- Follow the guidelines and protocols associated with the safe storage, cold chain, management of stock and disposal of all medications including vaccines.

## CORE COMPETENCY DOMAIN: EDUCATION & LEARNING

The Senior Nursing Assistant participates in relevant education and learning opportunities and is supported to improve knowledge, skills and behaviours.

### The Senior Nursing Assistant will:

- Undertake work-based induction and relevant education/training.
- Engage with line manager to identify professional education and development needs and undertake appropriate learning and development.
- Reflect on practice with line manager as part of appraisal and personal development planning.
- Undertake mandatory training and relevant professional updates including: Basic Life Support; Anaphylaxis; Safeguarding Adults; and Safeguarding Children and Young People.

## CORE COMPETENCY DOMAIN: RESEARCH AND EVIDENCE-BASED PRACTICE

The Senior Nursing Assistant follows relevant guidelines, protocols, policies and procedures and understands the need to provide evidence-based care.

### The Senior Nursing Assistant will:

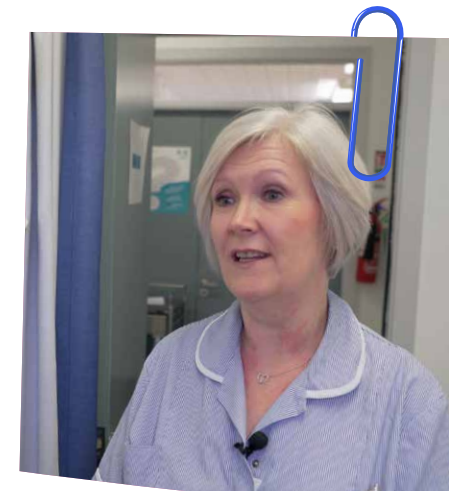
- Follow the direction of registered practitioners in accordance with the relevant evidence-based guidance.
- Participate in quality improvement activities and audits as directed by the registered practitioner.

## CORE COMPETENCY DOMAIN: LEADERSHIP AND MANAGEMENT

The Senior Nursing Assistant is a vital member of the primary care team and works with other Health Care Professionals and agencies to provide quality, patient-centred care and services.

### The Senior Nursing Assistant will:

- Understand their role within the Primary Care Team.
- Contribute as a member of the Primary Care Team and practise within the limits of their competence.
- Be able to manage their clinical workload and effectively prioritise delegated duties.



## SENIOR NURSING ASSISTANT EDUCATION REQUIREMENTS

An individual employed in the role of Senior Nursing Assistant in General Practice is required to complete the Senior Nursing Assistant Induction and Development Programme (six days) which has been designed to reflect the Regulations Qualifications Framework (RQF) Level 3 Certificate<sup>10</sup>. In order to undertake and successfully complete the Programme the Senior Nursing Assistant should be partnered with a Registered Nurse who will act as a supervisor.

<sup>10</sup> Level 3 RQF is a requirement for Senior Nursing Assistants employed in HSC Trusts and this programme is designed to reflect it without the external assessor component and RQF award