

APPENDIX 3: Clinical Roles: Specific Functions

Function A: Assessment											
Assistant Clinical Psychologist	Audiology	Associate Practitioners Programmes Mental Health and Learning disability ⁱ	Asst Theatre Practitioner	Cardiac ⁱⁱ	Continuing Care-Paediatrics	Dietician	Health Care Assistant Primary	Maternity Care Support worker	Mental Health Low Secure ⁱⁱⁱ	Reablement	Renal support
To undertake protocol based psychological assessments of clients applying psychological procedures, including psychometric tests, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews with clients, family members and others involved in	<p>Conduct health screening programmes</p> <p>Obtain a patient/client history</p> <p>Undertake assessment of an individual's hearing</p> <p>Undertake examination of the external ear</p> <p>Interpret the finding of healthcare investigations</p> <p>Agree courses of action following assessment to address</p>	<p>Participate and assist in the clinical review processes as required at the appropriate level</p> <p>Assist in the establishment and maintenance of effective systems of communication with all professions and agencies to ensure adequate reporting takes place on all aspects of care within ward/department</p> <p>To communicate appropriate information to</p>		<p>Plan assessment of an individual's health status</p> <p>Select assessment and investigative techniques/procedures to meet individuals needs</p> <p>Perform a resting electrocardiogram</p> <p>Perform a range of diagnostic procedures to investigate function, structure and performance of the cardiovascular system</p>		Analyse meals, dietary supplement intake and/or the nutritional intake of patients under supervision of the dietician		<p>Carry out screening and referral assessments</p> <p>Carry out assessments to identify and prioritise needs</p> <p>To make judgements around what may or may not be significant changes in a patient's condition, involving observation and engagement skills and whether or not to report any changes to a registered healthcare professional/u</p>	<p>Carry out screening and referral assessments relating to specific requirements within the unit such as mental health, psychological assessment, social assessment, risk assessment, assessment for substance misuse, daily living assessment</p>	<p>To determine and implement individual assessments and treatment pathways, following protocols, for patients in order to achieve specified health goals, requiring symptom management especially for pain, lack of pacing skills, lack of confidence, anxiety, reduced mobility,</p>	

<p>the client's care.</p> <p>To assist in the co-ordination and running of therapeutic groups.</p> <p>To work with other staff to assess inpatients or community patients and review their care in preparation for multi-disciplinary reviews.</p>	<p>health and well-being needs of individuals</p> <p>Performance of Otoscopy</p> <p>Puretone Audiometry as appropriate following BSA recommended procedures</p> <p>Measurement of middle ear function as appropriate in accordance with BSA recommended procedures.</p> <p>Assist the audiologist as required with more specialised areas of work.</p>	<p>patients relatives as agreed by the clinical team including arrangements in relation to patients discharge</p> <p>To ensure adequate reporting takes place on all aspects of care within the ward/department</p> <p>To work with other staff to assess inpatients or community patients and review their care in preparation for multi-disciplinary reviews.</p>		<p>Provide clinical interpretation on results of investigation</p>				<p>nit manager</p> <p>To recognise emergency situations and respond accordingly</p>		<p>swelling, inhibition of muscles, muscle weakness, joint stiffness and difficulties with Activities of Daily Living. .</p> <p>To assess, prescribe and fit equipment for patients with non complex functional problems. Able to assist qualified staff in assessing and fitting more complex equipment</p>	
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Function B:Health Intervention											
Assistant Clinical	Audiology	Associate	Asst	Cardiac	Continui	Dietician	Health	Maternity	Mental	Reablement	Renal

Psychologist		Practitioner Programmes Mental Health and Learning disability	Theatre Practitioner		ng Care- Paediatrics		Care Assistant Primary	Care Support worker	Health Secure		support
<p>To assist in the development of a psychologically based framework of understanding and care to the benefit of all clients of the service, across all settings where care takes place.</p> <p>To assist in the formulation and delivery of care plans involving the psychological/therapeutic treatment and/or management of a client's problems, under the supervision of a qualified clinical psychologist, in both community and in-patient/residential settings.</p>	<p>As part of the treatment plan, undertake interventions to include:</p> <p>Taking ear impressions</p> <p>Undertake ear mould fitting and modification</p> <p>Select and program hearing aids for routine patients.</p> <p>Verify hearing aid performance and selection</p> <p>Evaluate patient performance with hearing aids, making</p>	<p>To contribute and assist in the process of ensuring carer support is offered and implemented</p> <p>Escort patients or small groups of patients in the community</p> <p>To make judgements around what may or may not be significant changes in a patient's condition, involving observation and engagement skills and whether or not to report any</p>	<p>Safely checking, handling, recording and dispatching specimens .</p> <p>Disposing of clinical waste safely in line with best practice / local policy.</p> <p>Under the direct supervision of a registered perioperative practitioner, the ATP will provide skilled assistance to the surgeon in</p>	<p>Prepare patient for cardiac procedure</p> <p>Obtain informed consent for interventions or investigations</p> <p>Assist with diagnostic and therapeutic interventions</p> <p>Provide intermediate life support</p> <p>Support individuals who are distressed</p>	<p>Effectively prepare and undertake activities for the holistic development of the individual</p>	<p>Understand and follow a nutritional care plan recommended by the dietician and review and discuss it with the patient, reporting back to the supervising dietician</p> <p>Monitor clinical data as requested by the supervising dietician e.g. food diaries, food record charts, weight charts, nutritional screening tools, nutrition and nursing care plans,</p>		<p>Undertakes care activities to meet the health and well-being needs of individuals with a greater degree of dependency.</p> <p>Ability to provide a wide range of parent education appropriate to service need</p> <p>To provide care that ensures the care, dignity and comfort of women</p> <p>Implement packages of care with families, which include providing assistance/a</p>	<p>Plan, agree and implement development activities to meet individual needs</p> <p>Support individuals to continue therapies</p> <p>Counsel individuals about their substance use using recognized theoretical models</p> <p>Counsel groups of individuals about their substance use using recognized</p>	<p>Make on the spot decisions, motivating, encouraging and supporting the patient throughout.</p> <p>To support individuals during and after clinical/therapeutic activities.</p> <p>To prepare individuals for clinical/therapeutic activities.</p>	<p>To prepare, monitor and terminate dialysis as per unit protocol. To recognise the significance of observations pre, during and post dialysis. Vascular access management and care</p> <p>Phlebotomy and blood sampling</p> <p>Administration of Intravenous (IV: Heparin; Sodium Chloride</p>

	<p>modification s according to client needs</p> <p>Undertake hearing aid reprogramming, maintenance, repairs, adjustments and aural care</p> <p>For routine adult patients, select and fit from a range of digital hearing instruments , using appropriate fitting software and in accordance with current protocols.</p> <p>Perform real ear measurement tests to verify the best fit of the instrument chosen, ensuring correct and accurate</p>	<p>changes to a registered healthcare professional /unit manager</p> <p>To recognise emergency situations and respond accordingly</p>	<p>the operating theatre scrub role for procedures in which they have been assessed as competent, from a narrow focus of minor elective procedures in the agreed scope of practice. Assist in the safe transferring and movement of patients throughout the department</p> <p>Supporting and making observation of the patient throughout the operation</p> <p>Prepare sterile</p>			<p>highlighting any changes in condition that will impact on dietary intake. Obtain anthropometric measurements such as weight, height, demi-span, sitting knee height, ulna measurements, and waist circumference in order to calculate and assess nutritional status as requested by the dietician</p>		<p>regarding feeding, hygiene, safety and support the establishment of parenting skills.</p> <p>Assist and advise the mother on infant care to enable her to ensure optimum progress of the newborn infant.</p> <p>Maintain clear, accurate, legible and timely written documentation in women's maternity records, observing and reporting any changes in a woman's condition to the Midwife.</p> <p>Make referrals to other agencies as appropriate following consultation</p>	<p>theoretical models Plan, implement pre and evaluate agreed therapeutic activities</p> <p>Specialist input following training in particular interventions, under the supervision of a psychologist.</p>	<p>0.9%; Lignocaine 2% per prescription, as part of the delivery of dialysis treatment. Administration of Calcitriol IV per prescription, as part of dialysis treatment</p>
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	placement of probe microphones into adult ears, in accordance with current protocols.		trolleys and ensure all instrumentation is correct and accounted for, pre, intra and post operative procedure as per Trust policy. Undertake surgical scrubbing, gowning and gloving procedures aseptically, in accordance with guidance. Assisting in skin preparation and draping of the surgical field. Working alongside the surgeon, safely passing the correct surgical instruments and					with the designated midwife			
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			materials within and maintaining the sterile field in order to ensure safe and efficient completion of surgical procedures. Support and observe the patient.								
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Function C: Health Promotion and Protection											
Assistant Clinical Psychologist	Audiology	Associate Practitioners Programs Mental Health and Learning disability	Asst Theatre Practitioner	Cardiac	Continuing Care-Paediatrics	Dietician	Health Care Assistant Primary	Maternity Care Support worker	Mental Health Low Secure	Reablement	Renal support
		To actively promote a healthy lifestyle Discuss with patients, issues relevant to		Enable learning through demonstration and instructions	Reports any suspicion of risk to the appropriate people and/or organization	Able to review patterns of dietary intake, assess nutritional knowledge, and	Promote the benefits of activities to improve physical health and well-being Assist patients and where	Select and implement appropriate brief health behaviour change techniques with	Select and implement appropriate brief health behaviour change techniques with		To work within the renal unit standards of practice-maintaining evidence base

		their health and social care needs based on health promotion and good social care practice			n consistent with legislation, policies and procedures . Identify signs that people are at risk and that there might be a need for protective measures	negotiate acceptable food changes	appropriate encourage self care and self management of limiting conditions through health promotion	individuals Participate in health promotion activities including smoking cessation, diet, breast feeding and parenting skills.	individuals Provide frameworks to help individuals manage challenging behaviour		practice
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Function D: Information management ICT											
Assistant Clinical Psychologist	Audiology	Associate Practitioners Programmes Mental Health and Learning disability	Asst Theatre Practitioner	Cardiac	Continuing Care- Paediatrics	Dietician	Health Care Assistant Primary	Maternity Care Support worker	Mental Health Low Secure	Reablement	Renal support
	To input electronically or record manually full and accurate clinical records in a manner consistent with recognised professional and Trust					Have the ability to use computerised dietary analysis programmes ie Comp-Eat 5, Microdiet, Diet Plan, to enter information for dietary analysis					

	standards in accordance with local, national and legal requirements. To include test results and assessment findings.										
	Record evidence of clinical interpretation that justify outcomes.										

Function F Education Learning and Research											
Assistant Clinical Psychologist	Audiology	Associate Practitioners Programmes	Asst Theatre Practitioner	Cardiac	Continuing Care-Paediatrics	Dietician	Health Care Assistant Primary	Maternity Care Support worker	Mental Health Low Secure	Reablement	Renal support
	Thorough knowledge of anatomy and physiology of hearing Mhas hearing aid	Specific knowledge relating to mental health and associated therapeutic methods					Assist in the preparation and delivery of educational group sessions for clients and patients		Specific knowledge relating to mental health and associated therapeutic methods Counselling, CBT, DBT, behavioural techniques, addiction	To develop, through formal and informal training, a good knowledge of the reasons for,	Level III NVQ in Dialysis Support

	software programmes and fitting strategies and protocols					Actively participate in the development of materials and resources used within educational sessions, including practical food demonstrations			and substance misuse dependence, motivational interviewing, relapse prevention, anger management, anxiety management, mindfulness, music therapy, art psychotherapy, clinical support/consultation to MDT, relaxation techniques, family therapy, concordance/adherence therapy and training, able to deliver treatment and interventions to individuals	and the surgical procedures used in, joint replacement surgery, plus aspects of acute rehabilitation on the ward, in order to give greater depth to their intervention and discussions with patients and carers	
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Function G Medical devices products										
Assistant Clinical Psychologist	Audiology	Associate Practitioners Programmes Mental Health and Learning disability	Asst Theatre Practitioner	Continuing Care-Paediatrics	Dietician	Health Care Assistant Primary	Maternity Care Support worker	Mental Health Low Secure	Reablement	Renal support
	To use medical, physical, social and audiological assessments information to		Preparation of clinical environment ensuring relevant equipment is available.				report defects in buildings and equipment to Midwife-in-Charge or other		High degree of technical proficiency	

	select the appropriate ear mould configuration and material. To undertake fault finding and analysis, routine hearing aid repair and adjustments as required		Ensure all equipment is in date and in correct working order. Ensure up to date in use of all equipment having received appropriate training.				relevant personnel			
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Function H Management and Administration										
Assistant Clinical Psychologist	Audiology	Associate Practitioners Programmes Mental Health and Learning disability	Asst Theatre Practitioner	Continuing Care- Paediatrics	Dietician	Health Care Assistant Primary	Maternity Care Support worker	Mental Health Secure	Reablement	Renal support
	-						Preparation of booking information for women.			

ⁱ For the purpose of this exercise the mental health and disability competences have been integrated although context specific developments may be required

ⁱⁱ The Cardiac role is an NTR from Skills for Health and has been detailed here as an illustration. All other NTR roles as described by the Skills for Health website correspond with locally determined job descriptions for similar roles i.e. audiology, theatre, orthopaedic. See Skills for Health: Rethinking roles and services. National Transferable roles: assistant practitioners <http://www.skillsforhealth.org.uk/rethinking-roles-and-services/national-transferable-roles/assistant-practitioner.aspx>

ⁱⁱⁱ In line with Trust requirements, specific competences for working in a low secure unit have been identified here but as with 1 above these will be bespoke to the setting and learners may require specific development relating to the context. There are overlapping competences for all people working in the mental health field as the work of University of Hull has demonstrated