



JOB DESCRIPTION

Job Title:	Clinical Band 7 Community Rapid Response	<i>HR use only</i> Job Reference Number
Report to:	Team Lead for Community Rapid Response	
Accountable to:	Associate Director of Nursing and AHPs	

Job Purpose

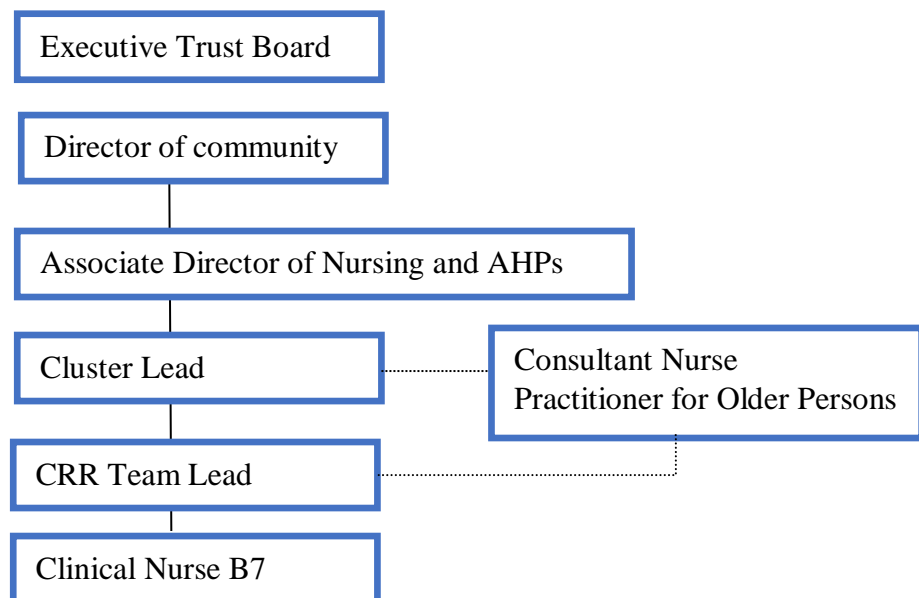
CRR is a community service which aims to provide rapid intervention for patients in need. The post holder will be expected to independently perform advanced assessment of patients with diverse presentations and complex physical and psychological needs. This supports diagnosis to enable development and delivery of an individualised treatment program.

Job Statement

- To plan and manage complete episodes of care; undertake independent comprehensive assessment and management of service users to incorporate pharmacological considerations; making complex clinical decisions regarding service user management and clinical outcomes.
- To provide highly specialist person centred care which always considers people's safety, privacy and dignity using clinical knowledge that is evidence based.
- To promote community care delivered at home, thus preventing unnecessary admissions to hospital and reduction in length of hospital inpatient stays.
- Monitor indicators of long-term conditions, anticipating possible decline and proactively managing this to enhance well-being and maintain independence.
- To actively support the use of Telehealth in order to promote self-management.
- Plan interventions on a basis of needs, preference, choices and expressed wishes, facilitating discussion with the family and significant others.
- To work as part of the In-Reach Service, developing good communication with the Acute sector to support early discharge and patient flow.
- Promote a positive image of community nursing
- Provide an educational role to staff and patients
- Take responsibility for holistic assessment of the needs of the patients in their care
- Liaise with General Practitioners and other members of the primary health care team and other health, social and voluntary agencies

- Provide information, support and advice to patients, families, carers and health care professionals about aspects of care
- Implement policies and protocols relevant to the service
- Provide leadership, when appropriate, to the multi-disciplinary team in caring for patients

Organisational Chart



1. Communication and Relationships

- Work in partnership to integrate seamless care delivery across all care settings, preventing duplication, fragmentation and delay occurring as patients move between care settings.
- Establish the dynamic process of understanding and reflecting, listening and checking understanding, thus developing a therapeutic relationship.
- Ensure effective communication systems are in place to support care programmes and care pathways.
- Enable and support integration of personal wishes into care planning for present and future care needs.
- Disseminate information throughout the multidisciplinary team, taking into account the need for confidentiality.
- Deliver and implement joint assessments and care plans.
- Participate as a key member of the multidisciplinary team through the development of collaborative and innovative practice.

- Work as part of the In-Reach Service, developing good communication with the acute sector to support early discharge and patient flow.
- Ensure accurate record keeping. Observe complete confidentiality of all information including awareness and adherence to the legal requirements of the Data Protection Act.
- Liaise with members of the Primary Healthcare Team, statutory and voluntary services, the patient, family and carers in assessment planning and implementation of nursing care.
- Ensure that contemporaneous patient records are maintained, all entries dated, timed and signed.
- Build and maintain good professional relationship with patients, their families and carers. Maintain an awareness of their psychological and emotional needs and take appropriate action when necessary.
- Ensure that all statistical data, work returns, claim forms and requested reports including quality and contractual monitoring are recorded accurately and dispatched within the time scales specified.

2. Analysis and Judgement

- Appropriately assess, examine, investigate, diagnose, plan, implement and evaluate treatment / interventions and care for individuals referred to you within scope of practice and competence. Refer to senior medical colleague or GP as required.
- Initiate pharmacological intervention, using non-medical prescribing or patient group directives and administer medications as prescribed by others in accordance with the NHS IOW Trust policies.
- Advise health and/or social care teams with regard to medical management plans taking into account all aspects of clinical governance to improve the outcomes of patient care.
- Recognise deteriorating individuals, implement early interventions, and escalate care where appropriate.
- To act at all times as an advocate for service users, carers and relatives.
- Be able to assess critically and re-evaluate the clinical situation as the patient's condition or needs change.
- Anticipate likely potential physical and psychological problems caused either by the condition or by treatment.
- To prevent inappropriate unplanned hospital admissions by undertaking comprehensive specialist holistic assessment of patients and carers where needs are highly complex. This will involve planning, implementing and evaluating the care delivery according to changing healthcare needs.
- Ensure all members of the nursing team carry out nursing care to agreed standards. Quality of care and equity should be reflected across the whole service.
- When a need for nursing aids or equipment is highlighted ensure where possible the required equipment is provided within available resources. Where this cannot be achieved notify the Locality Lead. Always ensure patients, families or carers are

instructed in safe use of equipment, who to contact if problems arise, and who to return it to when it is no longer required. Ensure instruction books are left with all equipment.

- Be an effective, cost-conscious, high-quality nurse prescriber, adhering to national and local policies, protocols and formularies.
- Participate in health needs assessment within a given locality, to identify health needs and adapt ways of working to be proactive to preventing ill health within the population.
- Take all possible steps to safeguard the welfare of staff, patients and carers and be aware of the requirements of the Health and Safety at Work Act. Report shortfalls to Locality Lead. Take appropriate steps to promote own personal safety and that of other staff, patients and carers.
- Accept appropriate referrals from GP's / other referring professionals where assessment is required.
- Empower individuals to manage their conditions as independently as possible.
- Apply developing knowledge to symptom control, recognition of dying and advanced care planning
- Maintain own clinical development by keeping abreast of new treatments and technologies within area of clinical expertise.

3. Planning and Organising

- Plan, prioritise and appropriately delegate patient care needs to reflect the levels of staffing available, ensuring that standards and quality of care are maintained. Report any shortfalls to the Locality Lead or Operational Manager/Head of Nursing and Quality.
- Prepare, arrange and lead team meetings for the giving and receiving of patient reports, Trust information and professional updating.
- Co-ordinate, facilitate and where appropriate assess educational placements for trained nurses undertaking community experience.
- Arrange induction programmes for new team members and where appropriate participate in induction of other staff including bank nurses.
- Arrange community experience packages for other professionals requiring insight into the role of the Community Nurse
- Arrange teaching sessions and packages for Residential Home staff as appropriate to meet patient needs.
- Build relationships across professional and organisational boundaries, breaking down barriers and smoothing the patient journey.
- Negotiate with other professionals in all settings to provide care in the most appropriate and least invasive manner.
- Take a lead role in advocating for the individual in order to obtain optimal care and symptom control, thereby improving quality of life.
- Play an active role in raising public awareness of the needs of patients with complex long term conditions.

4. Patient and Client Care

- Take a comprehensive history, perform a systematic physical examination and establish baseline data to inform the development of a care plan.
- Analyse signs and symptoms, laboratory tests and other measures of function, in formulating a diagnosis.
- Assess and identify health and social needs and ensure appropriate referral.
- Review patient's medication and utilise own prescribing skills to ensure effective medications management.
- If appropriately registered with NMC having undertaken the approved training programme (V300), the post holder can practice as an independent non-medical prescriber in accordance with local and national policies and protocols . The post holder should only prescribe within their designated areas of practice (as agreed with line manager and supervising medical practitioner) and within their personal scope of competence. Ensure evidence-based practice taking into account the financial implications of cost effective prescribing. Whilst undertaking such duties the post holder is responsible and accountable for the assessment of patients and any decisions regarding the clinical management required, including prescribing and should ensure appropriate contemporaneous records are kept in the patient record, identifying them as the independent prescriber.
- Plan interventions on a basis of need, preference, choice and expressed wishes, facilitating discussion with the family and significant others.
- Support patients with end of life care, in conjunction with other healthcare professionals.
- Support the planning and delivery of care provision in collaboration with members of the multidisciplinary team.
- Accept appropriate patient referrals and redirect inappropriate referrals.
- Assess patient needs, plan, implement and evaluate according to individualised patient needs.
- Encourage patients and their families to maximise their independence and well-being.
- Develop and implement quality and innovative based clinical practice. Be proactive in clinical decision making, underpinned by an advanced level of theoretical and practical knowledge and be able to demonstrate improved patient care outcomes.
- Support appropriate lengths of stay and prevent inappropriate unplanned hospital admissions by undertaking comprehensive specialist holistic assessment of patients and carers where needs are highly complex. This will involve planning, implementing and evaluating the care delivery according to changing health care needs.
- Demonstrate a high level of knowledge in relation to pattern of disease, markers of condition progression and range of treatment available at each stage of disease or condition.
- Undertake comprehensive specialist holistic assessment of patients and carers where needs are highly complex. This will involve planning, implementing and evaluating the care delivery according to changing healthcare needs.

- To work autonomously using advanced levels of history taking and examination
- Demonstrate a high level of knowledge in relation to pattern of disease, markers of condition progression and range of treatment available at each stage of disease or condition.
- Be able to assess critically and re-evaluate the clinical situation as the patient's condition changes
- Anticipate likely potential physical and psychological problems caused either by the condition or by treatment.
- Facilitate learning for patients and their carers in relation to their identified health needs.
- Have highly developed dexterity and physical skills relevant to the practice setting to ensure a high degree of precision and accuracy for example suturing, insertion of intravenous lines and catheters.
- To act at all times as an advocate for service users, carers and relatives.
- Promote the principles and philosophy of Care Closer to Home, rehabilitation and optimal self-care.
- Advise and communicate as appropriate with acute hospitals, primary and social care and community teams thus ensuring seamless continuity and transfer of care for patients between other relevant health, social and third sector agencies, professionals and other care settings.
- Collect, collate, evaluate and report information, maintaining accurate confidential patient records to a very high standard reflective of Advanced Clinical Practice.
- Contribute to the development, implementation and audit of protocols, guidelines and policies for the service. These will be shared with the multi-professional teams in all care settings.
- Maintain a professional portfolio and demonstrate that practice is up to date and evidence based.
- Maintain competency and ensure own compliance with mandatory training and revalidation requirements.
- Ensure own compliance with mandatory training, revalidation requirements and lifelong learning.
- Always ensure the safety of self and others and promote a safety culture through the effective management of risk in the working area.
- Contribute to investigation of incidents and complaints when required; participate in identifying lessons learnt and the sharing of learning across the organisation.
- Promote people's equality, diversity and rights.

5. Service and Policy Development

- Ensure the requirements of all Trust policies, protocols, clinical guidelines, care pathways and standing financial instructions are observed at all times. Assist with the introduction of new policies and amendments of existing ones.
- Review care pathways with colleagues to ensure continual quality improvement.
- Initiate the development of policies, procedures and guidelines, ensuring they are implemented and monitored.
- Undertake a lead role in key areas such as services develop
- Take a lead role with colleagues to identify clinical development needs within the service.

6. Managing Financial Resources

- Undertake or delegate requisitioning of supplies within the available financial resources.

7. People Management and Development

Managing Self

- Adhere to the NMC Code of Professional Conduct and be conversant with the other NMC advisory papers.
- Maintain a professional portfolio and be an up-to-date evidence based practitioner.
- Access personal clinical supervision and ensure a record of supervision is kept.
- Develop and review competencies as required to support clinical practice.
- Ensure all clinical records are kept in line with NMC guidelines.
- Continue to develop own expert clinical practice.
- Contribute to and participate in the one-to-one appraisal process, providing feedback on performance.
- Participate in clinical supervision in line with Trust procedure
- Participate in the Trust staff development, induction and appraisal process.
- Update own knowledge and experience by developing personal development plan.
- Work closely within the policies and guidelines set out by Isle of Wight NHS Trust and NMC Code of Professional Conduct and Scope of Professional Practice.

Managing Others

- Ensure each team member has access to a clinical supervisor and arrange time for staff to undertake Clinical Supervision, within available resources.
- Delegate appropriate tasks and roles to other members of the nursing team, ensuring they have the skills and knowledge to undertake them.
- Participate in recruitment and selection of team members.
- To act as a co-ordinator, facilitator, mentor and assessor of student placements within the Community Rehabilitation Team.
- Provide and create learning opportunities in the clinical setting that support the wider primary care team.
- Participate in the development of the team's knowledge about disease, disease processes and treatments.
- Participate in community experience packages for other professionals requiring insight into the role of the Community Matron.
- Ensure clinical competence of team members in light of evidence-based practice.
- Contribute to the recruitment and selection process.

8. Information System use and management

- To effectively use IT systems to record data in relation to patient treatment and care.

- Effectively and safely use IT systems as a communication tool.
- Develop data collection system to enable full analysis and audit of service, with particular focus on reduction of admission statistics.
- Support the use of SystmOne/electronic recording systems to enable the sharing of information, following consent, with other organisations.

9. Involvement in Surveys and Research

- Initiate and/or participate in nursing research, audit and other projects and specialist roles such as Link Nurse, Gold Standards Framework Co-ordinator and Representative for named groups/meetings, to enhance patient care, in conjunction with the Locality Lead/Operational Manager/Clinical Lead for Community Nursing, Research and Development Unit or Clinical Governance Unit.
- Participate in education audits as required by the University and Trust.
- Review and evaluate all educational support/packages offered before and after each encounter to ensure they are up-to-date and effective.
- Critically evaluate research and integrate theory into practice.
- Ensure adherence to Trust performance targets especially in relation to reducing hospital admission and length of stay. Reporting under/over activity to the Locality Manager

10. Freedom to Act and Autonomy

- Be responsible for following policies and procedures as defined by the Trust.

General compliance:

1. To comply with all Trust Policies and Procedure, with particular regard to
 - Risk Management
 - Health and Safety
 - Confidentiality
 - Data Quality
 - Freedom of Information
 - Equal and Diversity and Dignity at Work
 - Information and Security Management and Information Governance
 - Counter Fraud and Bribery
2. The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:
 - Understand duty to adhere to policies and protocols applicable to infection prevention and control.
 - Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
 - All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
 - All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
4. Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.
5. Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. **Our vision, values and behaviours** have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
6. Perform any other duties that may be required from time to time.
7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.
8. Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.
9. Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures

This job description may be altered to meet changing needs of the service, and will be reviewed in consultation with the post holder.

PERSON SPECIFICATION

Key Skills required undertaking this role.	On Appointment (Essential)	After 12 months in post	At 2 nd Gateway (Desirable on appointment)	How this will be measured.
Qualifications and role specific knowledge*	<ul style="list-style-type: none"> Registered nurse with current NMC registration Minimum of 3 years' experience at a Senior Nurse demonstrating Leadership and Management skills. Nurse Prescriber qualification or willingness to undertake. Physical Assessment/History Taking qualification – or willingness to work towards as priority Clinically up to date understanding of the political factors influencing the delivery of community nursing services. Understanding of the management of long term conditions Knowledge of the principles of manual handling, blood borne diseases. Demonstrate a commitment to further education at levels 3 and Masters Computer literacy in Word/Excel Demonstrate knowledge of local health and social care systems Facilitating networks of practitioners to learn from each other 	<ul style="list-style-type: none"> Work towards Extended prescribing/Physical assessment and history taking qualification Develop oneself and others in areas of practice Plan, deliver and review interventions to enable people to learn and develop Enable people to learn and develop Identifies new developments made by others that might be relevant to own area of work 	<ul style="list-style-type: none"> Completed Extended prescribing, Physical assessment and history taking Continuing education in relevant subject area Develop oneself and others in areas of practice Plan, deliver and review interventions to enable people to learn and develop Enable people to learn and develop Appraise concepts, models, methods, practices, products and equipment developed by others 	<ul style="list-style-type: none"> Review at annual appraisal, more frequently if required

PERSON SPECIFICATION

	<ul style="list-style-type: none"> • Demonstrate knowledge of current issues in the NHS and how these relate to their area 									
Safeguarding Children **	1	<u>2</u>	3	1	2	3	1	2	3	
Physical Skills	<ul style="list-style-type: none"> • Physically capable of performing the role and responsibilities expected of the post holder, e.g. car driver, lone working • Car driver with clean licence • Awareness of personal safety 			<ul style="list-style-type: none"> • Develop oneself and others in areas of practice • Plan, deliver and review interventions to enable people to learn and develop • Enable people to learn and develop • Identifies new developments made by others that might be relevant to own area of work 			<ul style="list-style-type: none"> • Able to identify and manage the risks of the potential emotional and physical impact on self and others 			<ul style="list-style-type: none"> • Review at annual appraisal, more frequently if required
Aptitudes	<ul style="list-style-type: none"> • Have the ability to: • Understand professional and personal accountability in line with standards laid out in the NMC Code of Professional Conduct • Demonstrate ability to prioritise and organise own workload • Work as a member of a multi-professional team • Self motivated, able to work independently and able to demonstrate ability to make decisions • Support and challenge 			<ul style="list-style-type: none"> • Contribute to improving quality • Ability to maintain quality in own work and motivate others to do so as well • Promote equality and value diversity 			<ul style="list-style-type: none"> • Develop a culture that improves quality • Develop a culture that promotes equality and values diversity 			<ul style="list-style-type: none"> • Review at annual appraisal, more frequently if required

PERSON SPECIFICATION

	<p>traditional views/work practices in a credible and non-threatening way</p> <ul style="list-style-type: none"> • Flexible approach • Use initiative and be able to manage difficult situations • Have an analytic and problem solving approach • Have excellent time management skills • Adapt to change within working situation • Maintain effectiveness under pressure • Act personally in a way that supports equality, fairness and values diversity. • Prioritise own work and others • Work under pressure • Demonstrate effective and efficient use of resources • Be self motivated • Audit and evaluation skills • 			
Abilities	<ul style="list-style-type: none"> • Evidence of commitment to personal development and training. • Long term (chronic) disease management experience • Experience of implementing evidence based practice • Team leadership abilities and experience • Experience in caseload management • Health promotion experience • Proven ability to work 	<ul style="list-style-type: none"> • Able to promote, monitor and maintain best practice in health, safety and security • Contribute to the improvement of services • Contribute to promoting health and wellbeing and preventing adverse effects on health and wellbeing • Assess complex health and wellbeing needs and develop, monitor and 	<ul style="list-style-type: none"> • Able to promote, monitor and maintain best practice in health, safety and security • Appraise, interpret and apply suggestions, recommendations and directives to improve services • Plan, develop, implement and evaluate programmes to promote health and wellbeing and prevent adverse effects on health and wellbeing • Assess complex health and 	<ul style="list-style-type: none"> • Review at annual appraisal, more frequently if required

PERSON SPECIFICATION

	<p>effectively without close supervision</p> <ul style="list-style-type: none"> • Ability to develop and maintain therapeutic professional relationship with individuals and carers • Demonstrates knowledge of current issues in health and social care in relation to long term disease management • Be able to offer innovative ideas to improve patient care/working practices • Ability to demonstrate effective and dynamic leadership skills by gaining the commitment of health care professionals and empowering them to effect change • • 	<p>review care plans to meet those needs</p> <ul style="list-style-type: none"> • Plan, deliver and evaluate care to address people's complex health and wellbeing needs • Assess physiological and/or psychological functioning and development, monitor and review related treatment plans. • Supervise people's work. 	<p>wellbeing needs and develop, monitor and review care plans to meet those needs</p> <ul style="list-style-type: none"> • Plan, deliver, and evaluate care to address people's complex health and wellbeing needs. • Assess physiological and/or psychological functioning when there are complex and/ or undifferentiated abnormalities, disease and disorders and develop, monitor and review related treatments. • Plan, allocate and supervise the work of a team. 	
Communication Skills	<ul style="list-style-type: none"> • Demonstrate excellent communication and interpersonal skills and an ability to relate positively with a wide range of professional and non-professional staff and to manage conflict and difficult situations positively • Ability to empathise • Experience of inter-agency working • 	<ul style="list-style-type: none"> • Develop and maintain communication with people on complex matters, issues and ideas and/or in complex situations • Communicates clearly and effectively, deploying a range of different techniques. • Listens and demonstrates understanding of other's viewpoints. • Listens sympathetically. 	<ul style="list-style-type: none"> • Develop and maintain communication with people on complex matters, issues and ideas and/or in complex situations • Communicates clearly and effectively, deploying a range of different techniques. • Listens and demonstrates understanding of other's viewpoints. • Listens sympathetically. 	<ul style="list-style-type: none"> • Review at annual appraisal, more frequently if required

* = State knowledge required in terms of level of competence NOT X years' experience, as this is age discriminatory.

PERSON SPECIFICATION

** indicate the level of mandatory Safeguarding Children Training this post needs 1,2 or 3.

When submitting a job description for evaluation, it must be accompanied by a Job Description Risk Assessment form

JOB DESCRIPTION – RISK ASSESSMENT

Post Title: Band 7 Clinical Nurse for Community Rapid Response

Date Completed: 08/12/2023

1. General Information about the post.

Location	%	Location	%	Location	%
Office based	15	Home		Outpatients Clinic	
Laboratory		Kitchen		Community based	80
Ward area		Stores		Workshop	
In a vehicle	5			Theatre environment	

Indicate below if any of these apply

Location	%	Location	%	Location	%
Isolated locations		Outdoors		Works on their own	
Works with patients in isolation e.g. in their own home	80	Works with patients – assistance is accessible.		Required to be in a building on their own for periods of time	
Working hours					
Full time	√	Part time			
Office hours		Hours worked as a shift	100	Hours worked at night	
Concentration and Levels of Interruptions					
Required to concentrate for long periods of time	√	Required to concentrate for short periods of time			
Interruptions throughout the day		Constant √		Occasional	

All criteria require an indication of whether the post holder will be expected to work in or be directly exposed to the following factors. Please use the comments box to provide details including frequency (e.g. how many times per shift)

2. Working Conditions	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Working in bad weather e.g. when it is windy or/and raining.	x				
Excessive temperatures			x		
Unpleasant smells/odours		x			
Noxious fumes					x
Excessive noise &/or vibration			x		
Use of VDU more or less continuously			x		
Unpleasant substances/non-household waste		x			
Infectious Material/Foul Linen		x			
Body fluids, faeces, vomit, blood		x			
Dust/dirt		x			
Humidity		x			
Contaminated equipment or work areas		x			
Driving/being driven in normal situations		x			
Driving/being driven in emergency situations					x
Fleas or lice				x	

Exposure to dangerous chemicals/ substances in/not in containers					x
Exposure to aggressive verbal behaviour where there is little/no support			x		
Exposure to aggressive physical behaviour where there is little/no support			x		
Exposure to risks that could result in an acute traumatic injury					x
Undertaking exposure prone procedures					x
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
3. Emotional Effort	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Processing (e.g. typing/transmitting) news of highly distressing events		√			
Giving unwelcome news to patients/ clients/carers/staff		√			
Caring for the terminally ill	√				
Dealing with difficult situations/ circumstances		√			
Designated to provide emotional support to front line staff	√				
Communicating life changing events		√			
Dealing with people with challenging behaviour		√			
Arriving at the scene of an accident					√
Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)					
4. Physical Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Working in uncomfortable/ unpleasant physical conditions				√	
Working in physically cramped conditions			√		
Lifting weights, equipment or patients using mechanical aids			√		
Lifting weights/ equipment or patients without mechanical aids				√	
Making repetitive movements					√
Climbing or crawling					√
Manipulating objects					√

Manual digging					√
Running					√
Standing/sitting with limited scope for movement for long periods					√
Kneeling, crouching, twisting, bending or stretching		√			
Standing/walking for substantial periods of time			√		
Heavy duty cleaning					√
Pushing/pulling trolleys or similar				√	
Working at heights					√
The job requires to be trained in control and restraint.					√

Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)

x

5. Mental Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Carry out formal student/trainee assessments	√				
Carry out clinical/social care interventions	√				
Analyse statistics		√			
Operate equipment machinery				√	
for more than ½ a shift					
for less than a shift					
Give evidence in a court/tribunal/ formal hearings			√		
Attend meetings (describe types of meeting and post holders role)	√				
Carry out screening tests/microscope work					√
Prepare detailed reports	√				
Check documents		√			
Carry out calculations					√
Carry out clinical diagnosis					√
Carry out non-clinical fault finding					√

Signed by post holder*: _____

Date

Signed by line manager:

Date:

* In the case of new jobs this will have to be an 'estimate' of the demands of the role.