### Title of Post: Band 3 Senior Nursing Assistant

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<tr>
<th>KSF Dimensions</th>
<th>Indicators</th>
<th>Level for Post</th>
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| **C1. Communication** | a) communicates with a limited range of people on day-to-day matters in a form that is appropriate to them and the situation  
b) reduces barriers to effective communication  
c) presents a positive image of her/himself and the service  
d) accurately reports and/or records work activities according to organisational procedures  
e) communicates information only to those people who have the right and need to know it consistent with legislation, policies and procedures. | Level 1 |
| **C2. Personal and People Development** | a) with the help of others, identifies: whether s/he can carry out the tasks within own job what s/he needs to learn to do current job better – when s/he needs help  
b) reviews his/her work against the KSF outline for his/her post with his/her reviewer and identifies own learning needs and interests  
c) produces with his/her reviewer a personal development plan | Level 1 |
| Knowledge & Skills Framework for Senior Nursing Assistant Band 3  
| Foundation  
| February 2018  

| C3. Health, Safety and Security | d) takes an active part in agreed learning activities and keeps a record of them  
e) evaluates the effectiveness of learning activities for own development and the job.  

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| C3. Health, Safety and Security | a) acts in ways that are consistent with legislation, policies and procedures for maintaining own and others’ health, safety and security  
b) assists in maintaining a healthy, safe and secure working environment for everyone who is in contact with the organisation  
c) works in a way that minimises risks to health, safety and security  
d) summons immediate help for any emergency and takes the appropriate action to contain it  
e) reports any issues at work that may put health, safety and security at risk.  

| Level 1  

| C4. Service Improvement | a) discusses with line manager/work team the changes that need to be made in own practice and the reasons for them  
b) adapts own practice as agreed and to time seeking support if necessary  
c) effectively carries out tasks related to evaluating services when asked  
d) passes on to the appropriate person constructive views and ideas on improving services for users and the public  
e) alerts line manager/work team when direction, policies and strategies are adversely affecting users of services or the public  

| Level 1  

| C5. Quality | a) complies with legislation, policies, procedures and other quality approaches relevant to the work being undertaken  
b) works within the limits of own competence and responsibility and refers issues beyond these limits to relevant people  
c) acts responsibly as a team member and seeks help if necessary  
d) uses and maintains resources efficiently and effectively  
e) reports problems as they arise, solving them if possible.  

| Level 1  

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## C6. Equality and Diversity

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| a) acts in ways that are in accordance with legislation, policies, procedures and good practice  
  b) treats everyone with whom s/he comes into contact with dignity and respect  
  c) acknowledges others’ different perspectives  
  d) recognises that people are different and makes sure they do not discriminate against other people  
  e) recognises and reports behaviour that undermines equality and diversity |

## HWB5. Provision of Care to meet Health and Wellbeing Needs

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| a) discusses individuals’ care plans and their health and wellbeing needs with the care team and understands his/her own role in delivering care to meet those needs  
  b) respects people’s dignity, wishes and beliefs; involves them in shared decision making; and obtains their consent for the care to be undertaken  
  c) prepares appropriately for the care activities to be undertaken  
  d) encourages individuals to do as much for themselves as they are able  
  e) undertakes and records care activities as delegated and consistent with legislation, policies and procedures  
  f) promptly alerts the relevant person when there are changes in individuals’ health and wellbeing or any possible risks. |