



## JOB DESCRIPTION

<b>Job Title:</b>	Community Staff Nurse
<b>Band:</b>	5
<b>Responsible to:</b>	Team Leader
<b>Accountable for:</b>	North West IDT

### Our Vision

“We will work closely with our health and social care partners to give patients more control over their own care and find necessary treatments more readily available. We will support people with multiple health conditions, not just single diseases, and deliver care as locally and conveniently as possible for our patients. We will develop our current and future workforce and introduce innovative ways to use technology.”

### JOB PURPOSE

**The Community Staff nurse will take responsibility for the delivery of comprehensive skilled and evidence-based nursing care to patients in their own homes of a designated caseload of patients supported by the Band 6 caseload holder and Team Leader.**

### COMPETENCY BASED KEY RESULT AREAS

#### Vision

- To have a clear understanding of the vision of the Trust and be able to translate this into a local context for day to day administrative and operational implementation within a Community setting
- To assist the Caseload holders and Team Leader in promoting the vision and contributing to the establishment of an ethos of modern, customer orientated services and translates that into a culture of effective patient/user centred delivery.
- To work with the Caseload holders and Team Leader within the community setting to proactively support the development and redesign of care pathways embracing the concept of care closer to home and expanding/enhancing multidisciplinary/multi agency working.

## Delivery

- Promotes a 'can do' attitude and determination to develop and sustain a dynamic and responsive administrative and operational service within a community setting which delivers best practice.
- Able to assess, plan, implement and evaluate interventions, liaising with colleagues and partners to ensure an integrated approach to the needs of the service user.
- To organise and deliver skilled clinical support work without direct supervision. This will include individual in a variety of settings.
- Gain valid informed consent and work within legal frameworks with patients.
- To liaise with senior clinicians with regard to patient care, highlighting any variations to expected outcomes from agreed treatment programmes.
- To provide basic verbal and written clinical reports and document patient interventions/findings in case notes in line with professional body and Trust standards.
- To instruct and educate patients, carers and families on a range of therapeutic activities.
- To use effective communication skills/tools to communicate appropriately and effectively with patients who frequently will have complex emotional, physical and psychological conditions or where English is not the first language.
- To manage clinical risk within delegated patient caseload, referring to the supervising clinician for support and supervision
- To actively participate in the clinical decision-making process and ensure the aims and objectives of intervention are integrated with those of the service user where possible.
- Attend multi-disciplinary and departmental team meetings to discuss organisational and team planning/liaison needs and assist in the development and enhancement of patient care.

## Understanding and Managing in Context

- To take responsibility for maximising opportunities to improve the use of resources
- To act as role model to colleagues seeking to maintain the highest standards

## Relationship building

- To communicate with all team members and other relevant health, social care e.g. social workers, specialist practitioners, GPs and practice staff, consultants, and any other statutory, voluntary and independent sector professional.

## Team and People Development

- Behaves consistently with the values and beliefs of the organisation and promotes these on day to day basis.

## Emotional Intelligence

- Behaves consistently with the values and beliefs of the organisation and promotes these on day to day basis.
- Behaves consistently with the NHS Code of Conduct for Managers.
- Maintains emotional resilience and maturity with the occasional exposure to highly distressing or highly emotional circumstances for example in the conduct of serious disciplinary cases.

## PERSONAL DEVELOPMENT

- To take responsibility for keeping up to date and reviewing your personal development needs and objectives on a regular basis with your caseload holder and participating in reviews with your manager on at least a 12 monthly basis.

## CORPORATE RESPONSIBILITIES

- To ensure that your actions and behaviours are in line with, and consistent with, our values
- Matters of a confidential nature, regarding both staff and patients may be available to the post holder; divulgence of information or even of the knowledge of such information must only occur in the proper exercise of the above duties.
- All members of staff must ensure that information security is maintained at all times, taking personal responsibility to be aware of and ensure that their actions and behaviours are in line with, the Trust's information governance policies.
- The post holder will be required to comply with regulations relating to the Health and Safety at Work
- The post holder will be required to comply with regulations relating to Infection Prevention and Control (IPC) including adherence with IPC policies challenge poor IPC practices of others and to report any breaches, using appropriate Trust mechanisms e.g. incident reporting policy
- The post holder will be required to comply with policies and procedures issued by and on behalf of the Trust.
- The Trust is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults and families in their care. Staff are required to comply with Trust policies on Safeguarding.
- This job description will be subject to review and amendment, in consultation with the post holder, to meet the changing needs of the service and the organisation.

Post Holder's Name:

Post Holder's Signature:

Date:

Manager's Name: Jayne Carter

Manager's Signature:

Date:

## Person Specification

**JOB TITLE: Community Staff Nurse**  
**BAND : 5**

	ESSENTIAL
<b>TRAINING AND QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• RGN</li> <li>• NMC Registered</li> <li>• Ability to demonstrate a level of English language and grammar</li> <li>• commensurate with writing in service user case notes</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Previous community experience</li> <li>• Post registration general experience</li> <li>• Previous NHS experience</li> <li>• Experience of working in a multi disciplinary / multi agency health/social care environment.</li> <li>• Experience and knowledge of basic administration systems including Microsoft office</li> <li>• Experience of successful partnership working arrangements with other service</li> </ul>
<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>• I T skills</li> <li>• Up to date with Mandatory Training</li> <li>• Uses evidence-based practice</li> <li>• Works within own defined competencies</li> <li>• Awareness of changing healthcare factors influencing change</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrates tact and diplomacy</li> <li>• Well refined communication (verbal and written), interpersonal</li> <li>• skills – ability to gain rapport at all levels.</li> <li>• Engaging and empowering approach that seeks to work with others and deliver outcomes in a successful and well informed</li> </ul>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Self awareness, self management and self belief – has some</li> <li>• insight into own reactions and impacts on others and has</li> <li>• coping strategies and techniques.</li> <li>• Team worker</li> <li>• Values and promotes diversity</li> </ul>
<b>EMOTIONAL EFFORT</b>	<ul style="list-style-type: none"> <li>• Demonstrate and empathic, understanding and non – judgemental character.</li> <li>• Flexible working to meet the needs of the service – able to work</li> <li>• between 0800 – 1800 on a rota basis – we are a 7 day service</li> </ul>
<b>MENTAL EFFORT</b>	<ul style="list-style-type: none"> <li>• Ability to deal with frequent interruptions requiring</li> <li>• break/change in task and focus.</li> <li>• Prepare information for discussion with the patient and/or carer/family</li> <li>• Occasional requirements for prolonged periods of concentration where there are competing workloads.</li> </ul>
<b>PHYSICAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Regular use of keyboard</li> <li>• Ability to attend clinical and/or domestic settings throughout Shropshire and Telford and Wrekin</li> </ul>
<b>REQUIREMENTS DUE TO WORKING ENVIRONMENT</b>	<ul style="list-style-type: none"> <li>• Must be able to meet the transport requirements of the post</li> </ul>
<b>OTHER</b>	

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