Job Title	Community Support Registered Nurse		
Department	Health & Social Services	Section	Community Support Team
Reports to	Community Support Manager		
FIG Pay Grade	E1	Job Code	TBC

Purpose of the Role

Working as part of a multi-disciplinary team, the post holder will provide professional, skilled and effective person centred, evidence-based nursing care to service users and continuously develop areas of community nursing expertise to improve the service user's experience.

Main Accountabilities

Day to day clinical accountabilities

- Act as part of a multi-agency team focusing on promoting a comprehensive care approach, planning care management and safeguarding service users' needs. Collaborative efforts should emphasise integration, communication and a person-centred mind-set.

- Ensure that the needs of service users are assessed, and care is planned and delivered in accordance with their individual needs. This includes continuously monitoring and evaluating the effectiveness of care, adjusting as needed to maintain the high standards required.

- Assess, implement, evaluate, and monitor care for a defined caseload, prioritising referrals and coordinating complex care packages as required.

- Communicate effectively with service users, family members, Carers and other stakeholders regarding care assessments and provision.

- Undertake all duties, tasks and responsibilities in line with the UK's Nursing and Midwifery Council standards and competencies and continuously demonstrate the necessary expertise to act as a role model for other staff.

- Support and educate non registered staff, ancillary staff and patients in promoting independence and rehabilitation in timely manner using the case management model of working.

Day to day operational accountabilities

- Assess the shift workload and allocate staff accordingly, liaising on a day-to-day basis with other nursing areas on overall staffing needs and effectively manage the team's duty rosters, adjusting as necessary to meet service user's needs.

- Comply with all locally agreed policies, procedures, and standards in the workplace and ensure all confidentiality requirements are adhered to.

- Work in different areas of the community support team and cover staff absences as needed and work over the geographical area of Stanley, including the extra care facility Tussac House as required.

- Maintain accurate written and electronic records.

Job Title	Community Support Registered Nurse		
Department	Health & Social Services	Section	Community Support Team

| **Main Accountabilities continued** | | | |

Day to day operational accountabilities continued

- Support the effective managing of resources within the Community Support Team in delivering required care.

- Actively engage with KEMH colleagues and other stakeholders to ensure that the Community Support Team works in an integrated approach in delivering and developing services to meet the needs of the local population.

Health, Safety and Wellbeing

- Prevent unsafe/unacceptable nursing and care practices by identifying and then taking/proposing appropriate proactive action.

- Ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

- Report all clinical and non-clinical accidents, incidents or near-misses promptly and when requested to co-operate with any investigations undertaken.

- Maintain an up to date knowledge of, and adhere to, all relevant Safeguarding Policies and procedures and the process for raising concerns.

- Ensure that Clinical governance standards are met at all times.

Learning and Development

- Participate in the development of the nursing care provision in the Community Support Team, including promoting educational standards and research strategies to maintain and improve the quality and range of nursing care.

- Provide ancillary staff within the community support team with leadership and support to identify and resolve issues in a timely manner, and teach and coach new and/or less experienced nursing staff as necessary.

- Lead and actively participate in staff appraisals by helping staff identify strengths and development opportunities and acting as mentor/assessor/preceptor and role model.

- Promote an atmosphere conducive to learning.

The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.

Criminal Records Checks *(this post is regarded as sensitive)*

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Additional Information

The Community Support Team provides person-centered care across a variety of settings including service users home address, residential support units and a 24-hour care facility.

The Community Support Staff Nurse plays a crucial role in the organisation, management, and oversight of the Community Support Team. This position requires a blend of clinical, operational and supervisory skills, ensuring the delivery of high-quality, evidence-based care to service users while fostering a supportive and collaborative working environment. As a Community Staff Nurse you are accountable for the care you deliver.

The ideal candidate will foster a culture of continuous improvement within the Community Support Team, ensuring that all team members are empowered to deliver exceptional care. They will contribute to a Person-centered approach, enhancing the community's overall health and well-being while ensuring compliance with established policies and standards. Visit service users primarily in their homes or another place of residence, ensuring their ongoing care and support.

The successful candidates will be expected to participate in an 'On call' rota/working pattern. The post will also involve regularly working unsocial hours as required. Where required and in times of crisis management Community Nursing Sisters may be required to work at the main Hospital.

Person Specification	Community Support Registered Nurse			
Criteria		**Essential**	**Desirable**	**Assessment Method**
Education and qualifications				
Degree or equivalent work experience allowing registration as an Adult Nurse		✓		A
UK Nursing and Midwifery Council (NMC) Registration (or equivalent determined as acceptable by FIG)		✓		A
Evidence of continuing professional development enabling revalidation		✓		A/I/R
A valid, full clean manual driving licence		✓		A
Counselling or other relevant training/Certification			✓	A
Knowledge, Skills & Experience				
2 years' post qualification experience in a relevant Health or Community Care setting		✓		A/I
Excellent communication skills including the ability to write and speak English fluently		✓		A/I/R
Excellent interpersonal and observational skills		✓		I/R
Good organisational, time management and prioritisation skills; able to effectively organise own and others workloads and work to movable deadlines		✓		I/R
Able to respond to changing needs of service users and prioritise workload effectively		✓		I/R
Possess sound knowledge base of medication and effects on conditions		✓		I/R
Ability to deal sensitively with distressing, emotional situations		✓		I/R
Effectively works towards aiding the service user and work colleagues in achieving their optimum performance		✓		I/R
Sound clinical decision-making capabilities – ability to demonstrate critical thinking and good problem solving skills		✓		I/R
Able to use computers competently, including electronic patient record systems and Microsoft software packages such as Outlook, Word, Excel etc		✓		A/I/R
Able to strictly adhere to confidentiality, safeguarding, and other relevant KEMH and FIG policy and procedural requirements		✓		I/R
Able to work effectively as part of a team, independently and on occasions as a team leader		✓		I/R
Understanding of reflective practice and its application		✓		I/R
Demonstrate interest in and ability to support, coach and mentor others		✓		I/R

Person Specification	Community Support Registered Nurse			
Criteria		Essential	Desirable	Assessment Method
Education and qualifications				
Experience of working and living in a remote/rural area			✓	A/I
Experience of working with adults who are living with a dementia, learning difficulty or neurodivergence			✓	A/I
Person Specification	Community Support Registered Nurse			
Criteria		Essential	Desirable	Assessment Method
Personal Attributes continued				
Capacity to cope physically and mentally with a daily patient caseload and with the physical demands of the post e.g. manual handling, prolonged standing, moving and use of equipment.		✓		I/R
'Can do' style that reflects needs of the role to be flexible, show appropriate initiative, fits into, and contributes to the team as well as the ability to act decisively		✓		I/R
Inspires confidence and respect from colleagues, friendly and approachable, yet professional		✓		I/R
Calm and works well under pressure		✓		I/R
Sensitive and empathetic to the spoken and unspoken needs of patients, families, and colleagues		✓		I/R
Self-awareness and appreciation of limitations		✓		I/R
High level of dexterity and co-ordination		✓		I/R
Aligns with FIGs Core Values – Diverse, Professional, Resilient & Resourceful		✓		A/I/R
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.				

Method of Assessment: **A** – Application Form **I** – Selection Interview **R** – Reference