

**AGENDA FOR CHANGE
NHS JOB EVALUATION SCHEME**



JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: Community Staff Nurse - Band 5

Responsible to: District Nurse

Department(s): Lochaber Community Nursing

Directorate: Community

Job Reference: MDLOCHCOMMNURS14

No of Job Holders: 15

Last Update: February 2026

2. JOB PURPOSE

1. To contribute to the work of the District Nursing Team in providing the highest quality of health care and participate in the ongoing assessment process of health needs and the implementation of planned care.
2. Manage and organise a defined caseload in the absence of the District Nurse caseholder.

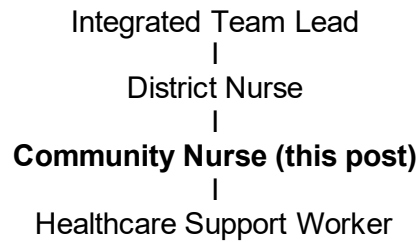
3. DIMENSIONS

To include:

- Staff Management/Supervisory responsibilities, including numbers and levels
- Budgetary Responsibilities (supplies ordering)

Based in Health Centre and working with the District Nurse team, attached to GP Practice, to meet the nursing care needs of the practice population.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

1. To provide healthcare and medical services within the community through a series of Health Centres, Clinics and domiciliary care.
2. To promote an excellent nursing service to patients throughout the locality by co-ordinating a highly trained professional nursing team
3. Provides a wide range of healthcare options to the practice population, to ensure the highest standard of care given, which complies with current clinical guidelines and legislation.
4. To promote a healthy lifestyle by taking every opportunity to provide health education.
5. Support public health agenda

6. KEY RESULT AREAS

1. Assessment, implementation and monitoring of health care for patients and informal carers
2. Support patients, relatives and carers in order to achieve optimum health and independence
3. To participate in health education activities and promote healthy lifestyles and safety in the home
4. To advise and teach nursing procedures/ care to student nurses and unqualified staff, patients and informal carers
5. To supervise the safe use and care of home equipment by staff and patients
6. To function in accordance with Divisional Policy and Procedures
7. To act in accordance with the NMC Code of Professional Conduct and ensure that the highest standard of professional conduct is maintained
8. Be aware of current best practice and relevant research, participating in projects as required, using research findings appropriately
9. Be responsible for continued professional education and update of knowledge

10. To participate in the promotion of good working relationships with the Primary Health Care Team
11. To assist the caseload manager maintain a health profile of the community and in reviewing provision of services to aid planning and achieving change as necessary.
12. To assist in the induction and orientation of new staff

7. EQUIPMENT AND MACHINERY

1. Mechanical hoists
2. Tracking hoists
3. Bathing equipment
4. Syringe drivers
5. Wheelchairs
6. Therapeutic mattresses

8. SYSTEMS

1. Required to record patient related information on CIS
2. Required to record patient related information in case notes / care plans / SSA
3. Maintain accurate up to date clinical records
4. Incident reporting

9. ASSIGNMENT AND REVIEW OF WORK

1. Work as an autonomous practitioner, workload being generated via Multidisciplinary and public demand.
2. Objectives will be set through annual appraisal and formation of personal development plan.
3. Work is managed rather than supervised.

10. DECISIONS AND JUDGEMENTS

1. Required to assess the current care needs of individual patients and make relevant changes to patient care/management as required.
2. Co-ordinates and supervises other team members (nursing assistant and student nurse) and takes remedial action.
3. remedial action.
4. Determining when to refer to other health care professionals and statutory and voluntary services.

11. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

1. Being able to deliver high quality care in a range of settings and balance conflicting priorities.
2. Lone working when dealing with complex, sensitive or contentious situations.
3. Managing the caseload alone and working in isolation.
4. Having to cover periods of sickness, annual leave and on-call rota at short notice.
5. On occasions having to cover additional caseload.
6. On call requirement for palliative care
7. Working and living within a remote rural area i.e., working within ones own community.
8. Fair amount of driving on roads in poor conditions i.e. single track roads which can be frustrating during the tourist season.
9. Seasonal influx of temporary residents
10. Having to deal with aggressive patients within patients own homes.

12. COMMUNICATIONS AND RELATIONSHIPS

Internal:

District Nurses – re workload issues/patient care

Admin Staff – re clerical support requirements

GP's – re patient care

Practice Nurses – re patient care/caseload issues

Locality Manager – workload, personal development

Patients – condition and care applying reassurance, empathy and advice on financial issues

Carers- support, reassurance and advice on financial issues

External:

Local and regional hospitals – care packages for patients

Social Work – care packages for patients

Voluntary Sector

13. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical Skills:

1. Driving skills
2. Administer intravenous and subcutaneous injections.
3. Administration of syringe drivers
4. Wound care/dressings
5. Monitoring and recording of observations
6. Removal of sutures and staples

7. Bandaging ,i.e. 4 layer compression
8. Cathertisation male/female
9. Phlebotomy

Physical Demands:

1. Driving on unfamiliar roads
2. Patient movement with use of mechanical aides, manoeuvre patients
3. Stand/walking for the majority of shift.
4. Frequent sitting or standing in a restricted position
5. Frequent, moderate occasional intense effort for several short periods
6. Kneels and crouches to dress wounds, manoeuvres patients, lifts equipment and bathe patients.
7. Working at inappropriate height levels due to patients' inappropriate furniture i.e. having to catheterise patients in low level beds, moving patients in double beds.

Mental Demands:

1. High levels of concentration needed while driving.
2. Concentration required on checking of medication; prescribed and controlled drugs
3. Concentration required when checking documents/patient notes, works to schedule of visits
4. Concentration required to provide a high standard of patient care

Emotional Demands:

1. Communicating with distressed/anxious/worried patients/relatives.
2. Caring for the terminally ill patient.
3. Caring for patients following receipt of bad news.
4. Unable to discuss emotional issues with other colleagues due to working alone.

Working Conditions:

1. Exposure to body fluids/vomit/faeces/smell/noise/dust
2. High exposure to communicable diseases
3. Infected wounds
4. At risk from aggressive domestic pets

14. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

1. RGN with minimum of 2 years Post Registration experience
2. Evidence of CPD
3. Driving Licence
4. Good communication and interpersonal skills
5. IT skills
6. Ability to work well under pressure.
7. Ability to work flexibly as part of a team.
8. Problem solving skills
9. Good time management skills
10. To be able to work on ones own initiative.

15. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: