

Career Pathway for District Nursing Roles

Community Staff Nurse

Competence Assessment Tool

COMMUNITY STAFF NURSE: CORE COMPETENCIES

The Community Staff Nurse is a member of the District Nursing Team led by the District Nurse who has overall accountability for the caseload. They deliver person and family centred care in the person's home or in the community and assist people make autonomous decisions about their care. The Community Staff Nurse uses a population health-based approach and works with GPs, other health and social care professionals, as well as individuals, families, carers and voluntary agencies

The Community Staff Nurse provides care and supports individuals who have a wide range of conditions and complex care needs, including palliative and end of life care. They enable people including those living with long term conditions to be cared for safely in their home and where possible reduce unnecessary hospital attendances or admissions. The Community Staff Nurse also promotes self-care and independence, mental and physical health and well-being and prevention of ill health. The Community Staff Nurse works in a self-organised District Nursing team using collective leadership skills and participates in quality improvement activities within the team.

The Community Staff Nurse role is supported by a set of four core competency domains which reflect the Nursing and Midwifery Council's Standards of Proficiency for Registered Nurses (NMC 2018a):

- Clinical Practice
- Education and Learning
- Research and Evidence Based Practice
- Leadership and Management

The four core competency domains offer specific learning outcomes and are presented on pages 3 – 7. The competence statements are mapped against the four themes of the NMC Code (2018b) and the Knowledge and Skills Framework's core dimensions (DoH, 2004). The core competencies have been developed with reference to a number of other relevant frameworks, see Box 1.

Box 1

- *Q2020 Attributes Framework* (DHSSPS 2014)
- *Delivering Care Phase 3 District Nursing* (DH 2017)
- *Diabetes Competence Assessment Tool for District Nursing* (PHA 2017)
- *Transforming Nursing, Midwifery and Health Professions' (NMaHP) Roles* (Scottish Government 2017)
- *Enabling Professionalism Framework* (NMC 2017)
- *A District Nursing Framework 2018-2026* (DH 2018)
- *Neighbourhood District Nursing Teams: Delivering Together Framework* (2018)
- *Outstanding models of District Nursing* (QNI & RCN 2019)
- *Deciding to Delegate: A decision support framework for Nursing and Midwifery* (NIPEC 2019)
- *The United Kingdom General Data Protection Regulation* (UK-GDPR 2020)

COMMUNITY STAFF NURSE COMPETENCE ASSESSMENT TOOL

A rating scale has been developed to be used with the competencies identified within each of the four domains to enable Community Staff Nurses to identify the learning and development requirements for the role. Follow the information below to complete the Competence Assessment Tool.

How to use the self-assessment tool

You should use the following rating scale to assess your learning and development needs against each of the competence statements:

Rating Scale:

LD I need a lot of development

SD I need some development

WD I feel I am well developed

It generally takes about 30 minutes to assess yourself against the learning outcomes.

Place a ✓ to rate the statement which is applicable to your individual learning and development. When you have finished, review the number of LDs, SDs, and WDs. You can then plan, with your line manager, the learning and development activities needed for you to develop in your role.

Practice Tips

Before starting your assessment, you may find it helpful to discuss the statements with one of your peers. Be honest with yourself when thinking about your role and your learning and development needs and rate them realistically. For you to get most benefit from your self-assessment you should discuss your results with your line manager. This can be as part of your annual appraisal and/or personal development plan and can be used to agree an action plan, addressing your specific learning and development needs. Your self-assessment and personal development plan may form part of your evidence for NMC revalidation. The Competence Assessment Tool can also enable you to focus on areas for career development and, where relevant, support your preparation for job interviews.

CORE COMPETENCY DOMAIN: CLINICAL PRACTICE

The Community Staff Nurse uses effective clinical and communication skills in the assessment and management of patients ensuring care is planned in partnership with them, their families and carers and relevant Health Care Professionals. The Community Staff Nurse will also deliver anticipatory and preventative care to meet the patient’s health and social care needs, in line with public health priorities.

NMC Code Theme: Practise Effectively, Preserve Safety, Promote Professionalism and Trust.

KSF Core Dimensions: Personal and People Development, Health and Safety, Quality.

The Community Staff Nurse will:	LD	SD	WD
<ul style="list-style-type: none"> • Demonstrate effective communication skills to develop a therapeutic relationship with patients and articulate clearly the rationale for care and treatment to patients and their families/carers. • Demonstrate holistic person-centred assessment skills to determine patient needs utilising a range of evidence-based tools. • Co-produce care plans with patients families and/or carers, develop therapeutic relationships and promote self-management and independence. • Deliver safe, effective person-centred care and/or treatment ensuring regular monitoring and evaluation of care • Understand symptom management for patients identified as palliative/end of life, intervening promptly and liaising with the District Nurse and other Healthcare professionals as necessary. • Recognise and manage the signs of a patient’s deteriorating health and/or social care status, referring to other health and social care professionals/agencies as necessary. • Demonstrate personal accountability and responsibility to monitor and evaluate the provision of safe, effective, person-centred care against local governance arrangements and escalate concerns immediately. • Undertake risk assessment and initiate measures to manage and reduce the level of risk; report and record findings and actions to the District Nurse • Maintain clear, accurate and contemporaneous records, in accordance with HSC Trust policies and professional standards. • Communicate effectively with other health and social care professionals involved in the patient’s care. • Participate in evidenced–based public health initiatives to enable people to maximise their health and well-being to “make every contact count” and recognise opportunities for anticipatory and preventative care e.g. elderly and frail population. 			

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<ul style="list-style-type: none">• Understand approaches to influence behaviour change taking account of patients' health beliefs and use brief intervention techniques to reduce health damaging behaviours.• Know when to liaise with relevant specialist services for people presenting with signs of mental ill health.• Develop digital literacy skills to enable effective use of a range of information technology applications and systems to support patient care.			
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CORE COMPETENCY DOMAIN: EDUCATION AND LEARNING

The Community Staff Nurse will act as a positive role model and is able to recognise personal development needs and also facilitate learning for patients, carers, other staff and students. The Community Staff Nurse participates in education and learning opportunities and is supported to improve knowledge, skills and behaviours and maintain requirements for NMC revalidation.

NMC Code Theme: Prioritise People, Practise Effectively, Promote Professionalism and Trust.

KSF Core Dimension: Communication, Personal and People Development.

The Community Staff Nurse will:	LD	SD	W D
<ul style="list-style-type: none"> • Accept responsibility for own professional development and the maintenance of professional competence and NMC revalidation. • Engage in a range of learning activities and reflective supervision to improve care and practice. • Participate in appraisal and the development and implementation of Personal Development Plan to ensure continuous professional development. • Contribute to the development of learning materials in various formats for patients, their families/carers and students. • Facilitate students and other members of the District Nursing Team, to develop their knowledge, skills and experience, encouraging a supportive learning environment. • Learn from shared incident reporting to facilitate the delivery of safe, effective person centred care and services. • Participate and contribute to local professional fora and meetings. • Act as a supervisor /assessor for students and staff to facilitate learning. 			

<p>CORE COMPETENCY DOMAIN: RESEARCH AND EVIDENCE-BASED PRACTICE The Community Staff Nurse has an enquiring approach to practice and updated knowledge and skills to promote and deliver safe, effective, person-centred care.</p> <p>NMC Code Theme: Practise Effectively, Preserve Safety. KSF Core Dimension: Quality</p>			
The Community Staff Nurse will:	LD	SD	WD
<ul style="list-style-type: none"> • Critically appraise research and available evidence to enhance the quality, safety, and effectiveness of person-centred care. • Contribute to the audit of District Nursing quality indicators to improve patient care. • Engage in and actively contribute to quality improvement, quality assurance processes and service development/improvement initiatives and involve service users to improve patient outcomes. • Understand ethical implications when participating in audit, research, clinical trials or quality improvement activities. 			

CORE COMPETENCY DOMAIN: LEADERSHIP & MANAGEMENT

The Community Staff Nurse will work as a member of the Multi-disciplinary Team and with other agencies to provide a person-centred, co-ordinated and prevention-focussed district nursing service to the local community using a collective leadership approach.

NMC Code Theme: Prioritise People, Preserve Safety, Promote Professionalism and Trust.

KSF Core Dimension: Communication, Service Improvement, Equality and Diversity.

The Community Staff Nurse will:	LD	SD	WD
<ul style="list-style-type: none"> • Have knowledge of the political, social and economic strategies/policies that impact on district nursing services and be able to demonstrate the value and unique contribution of the District Nursing Service. • Develop a personal leadership role and resilience skills supported by effective team working. • Demonstrate the ability to prioritise a delegated workload, manage time and work effectively within the team, using information systems. • Delegate clearly using the principles that underpin delegation (NIPEC 2019)¹³ including assessment of clinical risk and ongoing evaluation of delegated care. • Demonstrate the ability to recognise and challenge poor practice/performance and know how to raise and escalate concerns according to HSC Trust policies and professional guidance. • Contribute to Population Health Community Profiling and community health needs assessment to prioritise service delivery for health improvement. • Demonstrate an understanding of effective resource management. 			

REFERENCES

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UK General Data Protection Regulation (2020) [General data protection regulation - Keeling schedule \(publishing.service.gov.uk\)](https://www.gov.uk/government/consultations/general-data-protection-regulation-2018)

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