

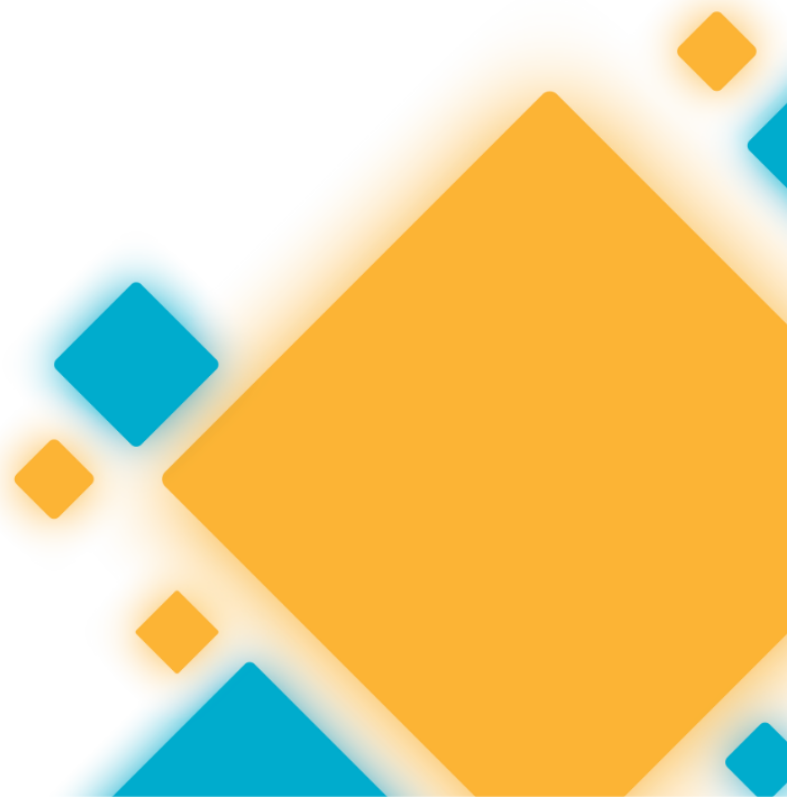
**With you, we're making the
difference.**

**Together, we can achieve
more.**

JOB DESCRIPTION AND PERSON SPECIFICATION

Community Staff Nurse (Night Nursing)

Leicester, Leicestershire and Rutland (LLR)



**For you.
For them.
With us.**

For you: we offer a fulfilling career, full of support, compassion, respect, fulfilment, and benefits.

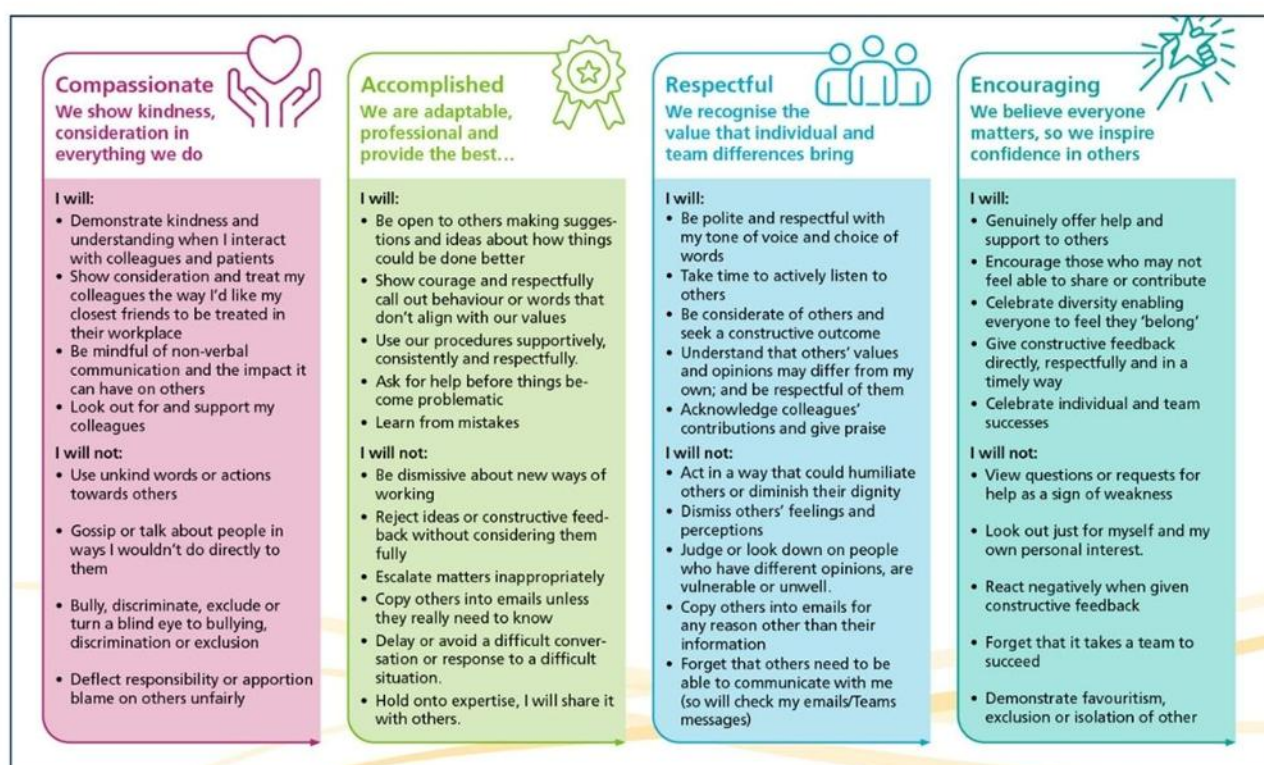
For them: we overcome challenges and achieve more for our patients and their outcomes.

With us: we're united through purpose, teamwork, shared pride and fulfilment. Our values, behaviours and principles.

Our values, behaviours and principles

At DHU, how we work is just as important as what we do. Our Behavioural Framework (below) is rooted in our CARE values and sets out the behaviours we expect from everyone. Together, these behaviours shape a culture where every role and every person matters.

When you become part of DHU, you join an organisation where these values are lived every day by our people, for our patients, and within our communities.



Job Description and Person Specification

Position:	Community Staff Nurse (Night Nursing)
Division:	LLR
Location:	Anstey Frith House, Leicester Road, Glenfield, LE3 8RN
Reporting to:	Clinical Service Lead
Band:	DHU Band 5, £30,809 - £37,505 per annum (pro rata)
Last reviewed:	August 2026

Purpose of the role

The Community Staff Nurse provides high-quality, compassionate and person-centred nursing and palliative care to patients who require intensive community support overnight. Working both autonomously and as part of an integrated multi-professional team, the postholder assesses, plans, delivers and evaluates care, helping patients to remain safe, comfortable and supported in their own homes.

The role also supports the development of colleagues through advice, education and role modelling, contributing to safe, effective and responsive overnight care across Leicestershire. This role provides high-quality, compassionate care and advice to patients accessing urgent and out-of-hours services. Working as part of an integrated clinical team, the postholder plays a key role in ensuring safe, timely, and person-centred outcomes.

Performance Measures

- Delivers safe, effective and compassionate nursing and palliative care that meets individual patient needs and agreed care plans.
- Completes accurate, timely and appropriate clinical assessments, care planning, interventions, records and escalation of concerns.
- Works effectively with patients, carers, colleagues and partner services to support continuity of care and appropriate clinical decision-making.
- Demonstrates compliance with clinical governance, safeguarding, infection prevention and control, health and safety, information governance and other relevant DHU requirements.
- Contributes to supervision, education, induction and development of junior staff, students and colleagues within the scope of the role.
- Demonstrates DHU values through professional, compassionate, respectful and encouraging behaviours, including speaking up and identifying risks or opportunities for improvement.

Key areas of accountability and responsibility

Service Delivery and Clinical Care

- Assess, plan, implement and evaluate nursing interventions for designated patients, taking account of their physical, psychological, social and palliative care needs.
- Provide safe, evidence-based nursing care to patients requiring intensive community support overnight, promoting dignity, independence and choice wherever possible.
- Coordinate and prioritise the current caseload, responding appropriately to changing patient needs and escalating concerns to senior clinical or operational colleagues when required.
- Provide continuity of care in line with agreed care programmes and work collaboratively with primary nurses, specialist practitioners and other professionals to meet patient needs.
- Provide advice, support and practical demonstration to patients and carers on the safe use of equipment and aids, monitoring and reporting concerns regarding their effectiveness.

Clinical Governance, Quality and Safety

- Work within DHU policies, procedures, protocols, professional standards and clinical guidelines, maintaining awareness of individual responsibilities for clinical governance.
- Identify, report and appropriately escalate incidents, risks, safeguarding concerns and areas of poor practice, using Datix or the agreed alternative reporting route where required.
- Contribute to clinical audit, quality improvement and service development activity, including areas such as documentation, pressure ulcers and falls.

Education and Practice Development

- Participate in the clinical supervision framework and maintain an active commitment to continuing professional development.
- Provide appropriate advice and support to nurses and other professionals on care practices, delivery and service development within the scope of the role.
- Support pre-registration nursing students, observers and new colleagues by contributing to a positive learning environment, induction and evidence-based practice.

Professional Practice

- Maintain active registration with the Nursing and Midwifery Council on the part of the register relevant to the role and practice in accordance with the NMC Code and professional guidance.
- Maintain clinical and professional competence through continuing professional development, reflection, supervision and relevant learning opportunities.
- Maintain awareness of developments and priorities affecting community nursing and health and social care services locally and nationally.
- Act as a professional role model, demonstrating compassionate, respectful, encouraging and accomplished behaviours in all interactions.

Communication and Working Relationships

- Build effective working relationships with DHU colleagues and clinical and managerial teams across partner organisations and local health and social care services.
- Work collaboratively with primary and secondary care clinicians, out-of-hours services, social services, intermediate care services, ambulance services and other relevant agencies.
- Communicate clearly and sensitively with patients, relatives and carers, adapting communication to individual needs and supporting shared decision-making wherever appropriate.
- Respond flexibly to changing service requirements and undertake other reasonable duties consistent with the role and level of responsibility.

Person specification

Experience & Qualifications

Essential

- Registered Nurse (Adult) with relevant post-registration experience at Level 1
- Previous Community Nursing experience and/or experience of End-Of-Life or Palliative Care
- Evidence of maintaining professional competence and continuing professional development
- Full UK Driving Licence and ability to travel across Leicestershire as required

Desirable

- Recognised teaching/mentoring qualification
- Relevant academic or specialist qualifications

Knowledge & Skills

Essential

- Broad clinical knowledge and ability to assess, plan, implement and evaluate care
- Knowledge of Community nursing and the needs of patients receiving care in their own homes
- Ability to recognise deterioration, identify risk and escalate appropriately
- Ability to prioritise and manage a caseload effectively
- Evidence-based and reflective approach to practice
- Awareness of health and social care structures and local/national priorities

Desirable

- Knowledge of current developments in Community Nursing, Public Health or Integrated Care
- Experience contributing to audit or quality improvement

Personal Attributes

Essential

- Caring and compassionate approach, putting patients interests at the heart of care
- Professional, respectful and reliable
- Able to use initiative and make appropriate decisions within scope of practice
- Effective time management and ability to prioritise competing demands
- Commitment to lifelong learning and service development
- Flexible and able to work overnight, including weekends and bank holidays

Desirable

- Experience of leading or supporting service improvement initiatives

Communication & Teamworking

Essential

- Effective verbal and written communication skills
- Ability to communicate sensitively with patients, relatives, carers and professionals
- Ability to work effectively both autonomously and as part of a multi-professional team
- Ability to provide advice, support and education to colleagues

Circumstances / Role Requirements

- Able to work unsocial hours
- Flexible to meet service and rota requirements
- Able to travel across Leicestershire County to visit patients and attend meetings/trainings
- Able to work safely and effectively in patients' homes and community settings

Key policies and what we expect from each other

Belonging: At DHU, we want everyone to feel like they truly belong. We believe our team should be just as diverse as the people and communities we care for. Whoever you are, wherever you're from - you're welcome here. We're all about building a culture where everyone feels seen, heard, and valued.

Diversity: We're proud of the different backgrounds, experiences and perspectives our people bring. That's what makes us strong. We treat everyone fairly and respectfully, and we're committed to creating a workplace that celebrates what makes each of us unique. No one should ever feel left out, left behind, or treated differently.

Safeguarding: Keeping people safe is at the heart of what we do. Whether it's patients or colleagues, children or adults - we all share a responsibility to look out for one another and speak up if something doesn't feel right.

Health & safety: Everyone has a part to play in staying safe at work. Be mindful of how your actions affect others and follow our health and safety guidance. If you see something that's not safe, speak up.

Wellbeing: Look after your own health and wellbeing, and help create a positive, supportive workplace for everyone. Use the resources available, treat colleagues with respect, and speak up if something isn't right. Together, we can make DHU a place where everyone can thrive.

Engagement: Support and promote employee engagement by collaborating effectively, communicating openly, and contributing to a positive team culture.

Infection prevention and control: A clean and safe space is everyone's responsibility. Stick to our infection prevention guidance - it helps protect you, your team, and the people we care for.

Looking after our planet: We all have a part to play in protecting the environment. At DHU, we do our bit by using resources wisely and keeping waste to a minimum. That means recycling and sorting waste properly, switching off lights and equipment when we're not using them, reporting heating or cooling issues as soon as they happen, and cutting down on unnecessary travel. Small actions, big difference - especially when we all do them together.

Teamwork: As part of our DHU team, you might be asked to take on different tasks now and then to help us meet our goals. We all pitch in where we can, support each other, and stay flexible to keep things running smoothly.

Postholder acknowledgement

I acknowledge receipt and confirm my understanding and acceptance of the responsibilities specified in my Job Description.

Please Note: If you are unclear of any requirement in this document obtain clarification from your line manager.

First name:

Surname:

Signature:

Date: