

CAPITAL nurse
INTERNATIONAL RECRUITMENT

Community Nursing

Joanna Tuazon

CapitalNurse International Recruitment Community Lead

Outline

1. Elements of Community Nursing
2. Skills of a community nurse
3. Nursing culture in the UK
4. Myths and facts
5. Consortium trusts
6. Interview preparation
7. Next steps



1. Elements of community nursing



District Nursing Team

- A district nursing team is managed by a registered nurse with an additional NMC registration as a specialist community practitioner.
- District nursing care is mainly provided in patients' homes and sometimes clinics or in general practitioner surgeries.
- The team contributes to the wider multidisciplinary team that supports patients with care needs in the community.



District Nursing Team – cont'd...

District nurses work collaboratively with the following people:

1. Patients and their carers/relatives
2. GPs
3. Hospital consultants
4. Hospital nurses
5. Specialist nurses
6. Pharmacists
7. Podiatrists
8. Occupational therapists
9. Physiotherapists
10. Dieticians
11. Radiographers
12. Laboratory technologists
13. Psychologists



District Nursing Team – cont'd...

- Shift patterns may vary between trusts.

For example:

Early: 08:00-16:00, 08:30-16:30, 08:30-17:00, 09:00-17:00

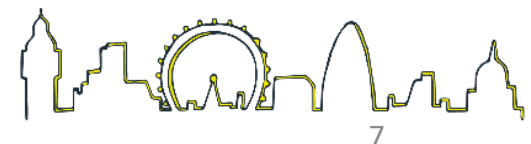
Late/ Twilight: 12:30-20:30, 13:00-21:00. 14:00-22:00

Long day: 08:00-20:30



Home Visiting

- Patients' homes are not set up for delivering nursing care and the challenge is to be able to adapt and provide this care safely and effectively both for you and your patient.
- Some patients may have pets such as cats and dogs and patients are requested to shut away pets when you are visiting as part of the risk assessment.
- The way in which medications are administered and managed is different in the community setting.



Home Visiting – cont'd...

- You will need to be comfortable with traveling to visit your patients, it may be better to use public transport, walk, or bicycle for inner city areas and a car outside the inner-city areas.
- Some patients' homes are located in multi-storey buildings and you may need to climb flights of stairs in case of lack of elevators. In addition, you need to be aware that you will have to carry your equipment that you need to treat your patients.
- You need to be able to cope with being out in a range of weather – rain, snow, wind and sun.



Patient Group

- The majority of the patients you will see will have long term conditions. These may include diabetes, cardiovascular disease, respiratory diseases such as COPD, cancer, neurologic diseases such as Parkinson's disease, multiple sclerosis, dementia care needs, renal/urological conditions and muscular skeletal conditions.
- Some patients in addition to their physical health needs may also have a learning disability or a chronic mental health problem.
- Another major area of care is the provision and support “palliative end of life care” at home.



Lone Working

- As a community nurse you will be working on your own without direct supervision.
- Though you are working alone, you will have contact for advice and support throughout your shift with the nurse in charge and other team members by a Trust provided mobile phone and the daily handover.
- You would be given training and support to become familiar the scope of the lone worker policy and how it will support your safety.



Lone Working – cont'd...

- Factors to consider in lone working

Patients	Time	Workload	Environment
<ul style="list-style-type: none">○ Difficult/ aggressive patients○ Complex patients	<ul style="list-style-type: none">○ No direct supervision	<ul style="list-style-type: none">○ Emergency situations○ Making clinical decisions independently	<ul style="list-style-type: none">○ Lack of nursing equipment○ Family members/ carers○ Pets○ Unfamiliar areas



2. Skills of a community nurse

- Foundation skills

Time management

Workload management

Ability to make clinical decisions independently

Ability to work under pressure & adapt to changes

Critical thinking

Teamwork

Communication & interpersonal skills

Resourcefulness

Can adapt to physical demands of tasks



2. Skills of a community nurse – cont'd...

- Transferable skills – examples:

Caring for a family member

Leadership skills

Customer service

Organisational skills

Liaison skills



2. Skills of a community nurse – cont'd...

- Clinical skills

Physiological observations and diagnostic tests

Assessment, care planning, implementation, and evaluation

Wound and leg ulcer assessment

Medicines

Palliative Care

Bladder and Bowel management

Venepuncture

Nutritional support



Clinical Skills Self-Assessment Checklist

Community Nursing

Candidate Skills and Experience Checklist

This checklist will be used to help determine your previous community nursing experience in your own country. The purpose of the checklist is to give you and your potential employer an indication of where you would be comfortable working and how they can support you in future skills development.

Please complete the following

Contact Details

Name:

Country:

Email Address:

Rate your confidence in delivering each skill area by ticking the relevant column

Skill area	Competencies	No previous experience	Some previous experience	Fully competent/practising currently
Recording Physiological Observations Competency	Blood pressure measurement using aneroid sphygmomanometer			
	Temperature measurement using a Tempa-Dot thermometer or tympanic thermometer			
	Assessment of circulation /peripheral pulses			
	Blood glucose monitoring			
	Respiratory measurement			
	Pulse oximetry			
Pathology (Core)	Venepuncture			

	Obtaining a mid-stream specimen of urine			
	Obtaining a catheter specimen of urine			
	Taking a pathology swab			
Medication administration	Administration of transdermal patches			
	Administration of nebulisers			
	Administration of creams and ointments (corticosteroids, barrier creams and skin preparations)			
	Administration of eye drops			
	Administration of pressurised metered dose inhalers			
	Administration of bowel care related suppositories			
	Administration of bowel care related enemas			
	Administration of oral tablets from standard packaging			
	Administration of medication via enteral feeding tubes			
Wound Care	Administration of intra-muscular injections			
	Administration of subcutaneous injections			
	Pressure ulcer awareness and prevention strategies			



3. Nursing culture in the UK

- The NMC Code



3. Nursing culture in the UK – cont'd...

- Values of the NHS Constitution



4. Myths and facts

Myths

- Less pay and no enhancements
- No career progression
- Travelling is difficult

Facts

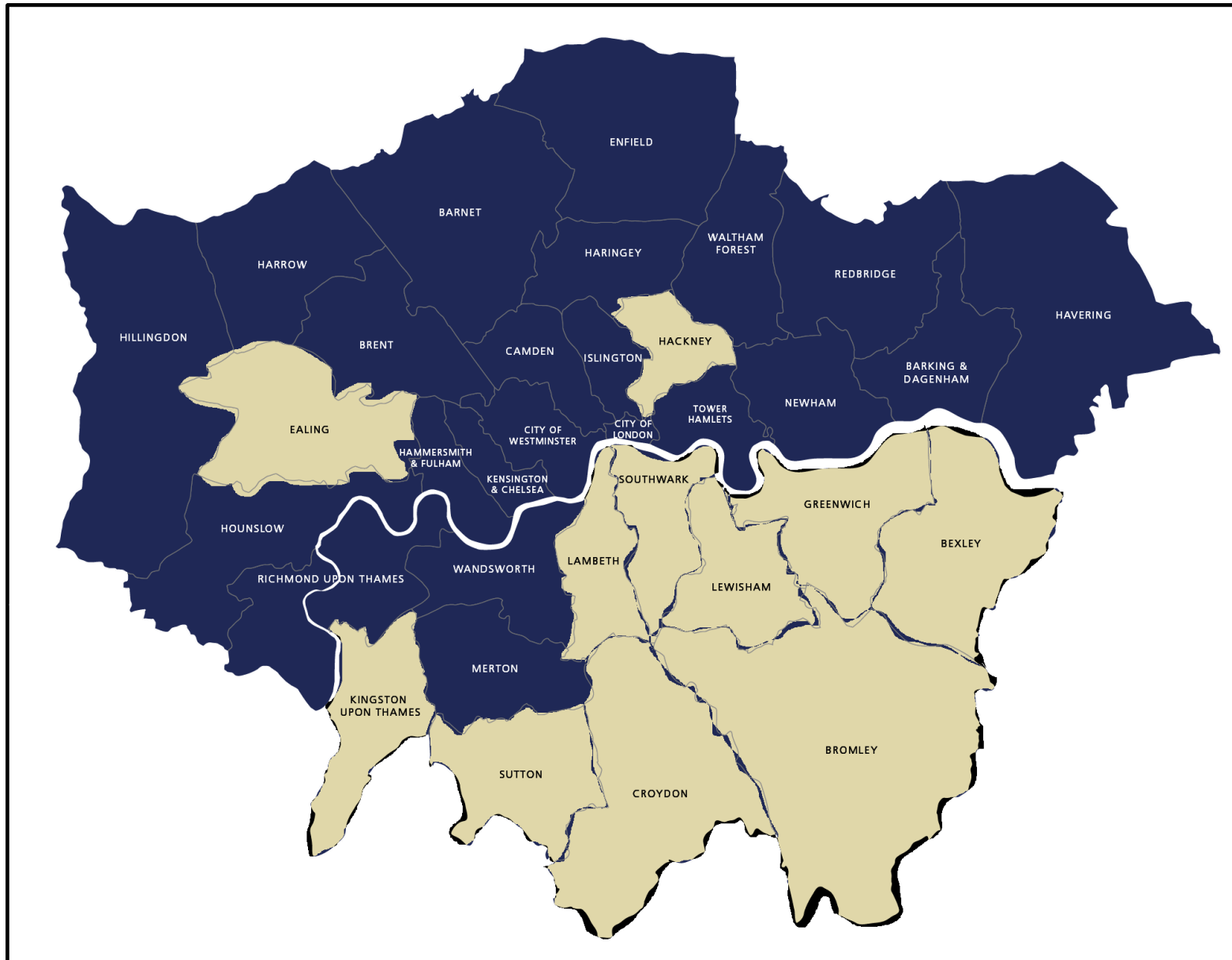
- High Cost Area Supplement in London and fringe areas
- Opportunities for late and weekend shifts + bank shifts
- Lots of opportunities for professional growth in the community with broad experience
- London has great transport links



5. Consortium Trusts

- Barnet, Enfield and Haringey Mental Health NHS Trust – Enfield
- Central London Community Healthcare – Barnet, Brent, Ealing (child services), H&F, K&C, Westminster, Harrow, Hertfordshire, Lambeth, Merton, Wandsworth
- Central & North West London NHS Foundation Trust – Camden, Hillingdon, Milton Keynes
- East London NHS Foundation Trust – Bedfordshire, Newham, Tower Hamlets
- Hounslow & Richmond Community NHS Trust – Hounslow, Richmond
- North East London NHS Foundation Trust – Barking & Dagenham, Basildon, Brentwood, Havering, Kent, Redbridge, Thurrock, Waltham Forest
- Whittington Health NHS Trust – Haringey, Islington



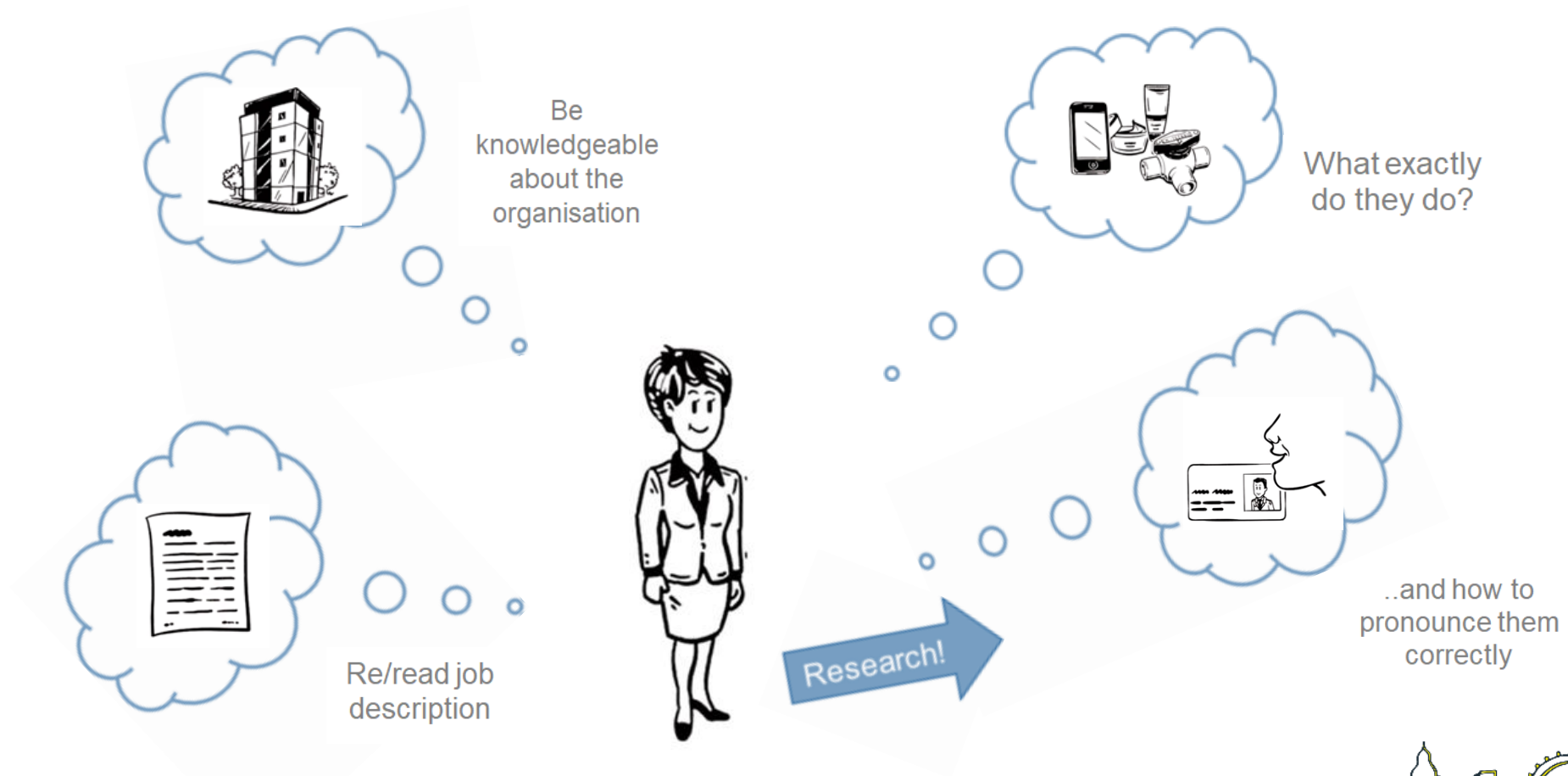


Map of London

- The ones in **BLUE** are part of the CapitalNurse consortium.
- The ones in **YELLOW** are not part of the CapitalNurse consortium.



5. Interview preparation



Types of Interview Questions

1. Classic
2. Career goals
3. Character
4. Curveball or creativity
5. Competency



Classic questions

- These are open-ended questions that provide an opportunity to talk about yourself.
- Talk about how your skills, experience and personality match up what the employer is looking for.

Sample questions	Key phrases and vocabulary
Why do you want to come to the UK to work?	I want to develop my career as a ____ The NHS has a fantastic reputation for ____
What are you looking forward to about living in London?	Multicultural population... Dynamic...



Classic questions - Poll

Q: When did you realise you wanted to be a nurse?

Pick the best sample answer.

- a) My mother was a nurse and I wanted to be like her.
- b) When I was in hospital with appendicitis, I was so grateful for the care I received, I wanted to give the same to others.
- c) I decided last year when my friend became a nurse.



Career goals questions

- Help employers find out where you are in your professional life and what your future plans might be.
- Be honest if you feel this job is a good long-term match for you.

Sample questions	Key phrases and vocabulary
What are your career goals in the next few years?	In the next few years, I aim to complete a course in _____
Why do you want to work as a community nurse?	There are many opportunities for professional development, such as _____ I'd like to gain skills in _____



Career goals questions - Poll

Q: What are your career goals in the next few years?

Pick the best sample answer.

- a) I want to develop professionally and complete a district nursing qualification.
- b) I think I want to specialise in tissue viability, but I'm not sure yet.
- c) Nothing really, I'm still exploring all the options.



Character questions

- Character questions are a reliable indicator of what you're capable of achieving. Your answers will reveal everything an employer needs to know about your morals, integrity, values, and generally speaking – who you really are.
- Choose examples from your work which demonstrate you are a team player and a committed nurse to your patients during both good and bad situations.



Character questions

Sample questions	Key phrases and vocabulary
<p>Can you give us an example of when a colleague has given you negative or constructive feedback? How did you respond?</p>	<p>Yes, I remember a time when ____ I value feedback like this because ____ What I learned from this was ____</p>
<p>Tell me about a time you dealt with a difficult patient.</p>	<p>Of course – many examples as handling difficult patients is part of the job... One patient in particular was ____ What I did was ____ After that, I ____ The outcome was ____ I have found there's always a reason someone is being difficult. It's important to always treat them with respect.</p>



Curveball/ creative questions

- These questions are designed to see how well you can respond to something unexpected. There's no single right answer.
- These questions are designed to put you under pressure or test your ability to be creative on the spot.

Sample questions	Key phrases and vocabulary
If you were a medicine, what would you be?	I would be ____ I say that because ____
Tell me about the last good idea you had.	I remember a time when ____ What happened was ____

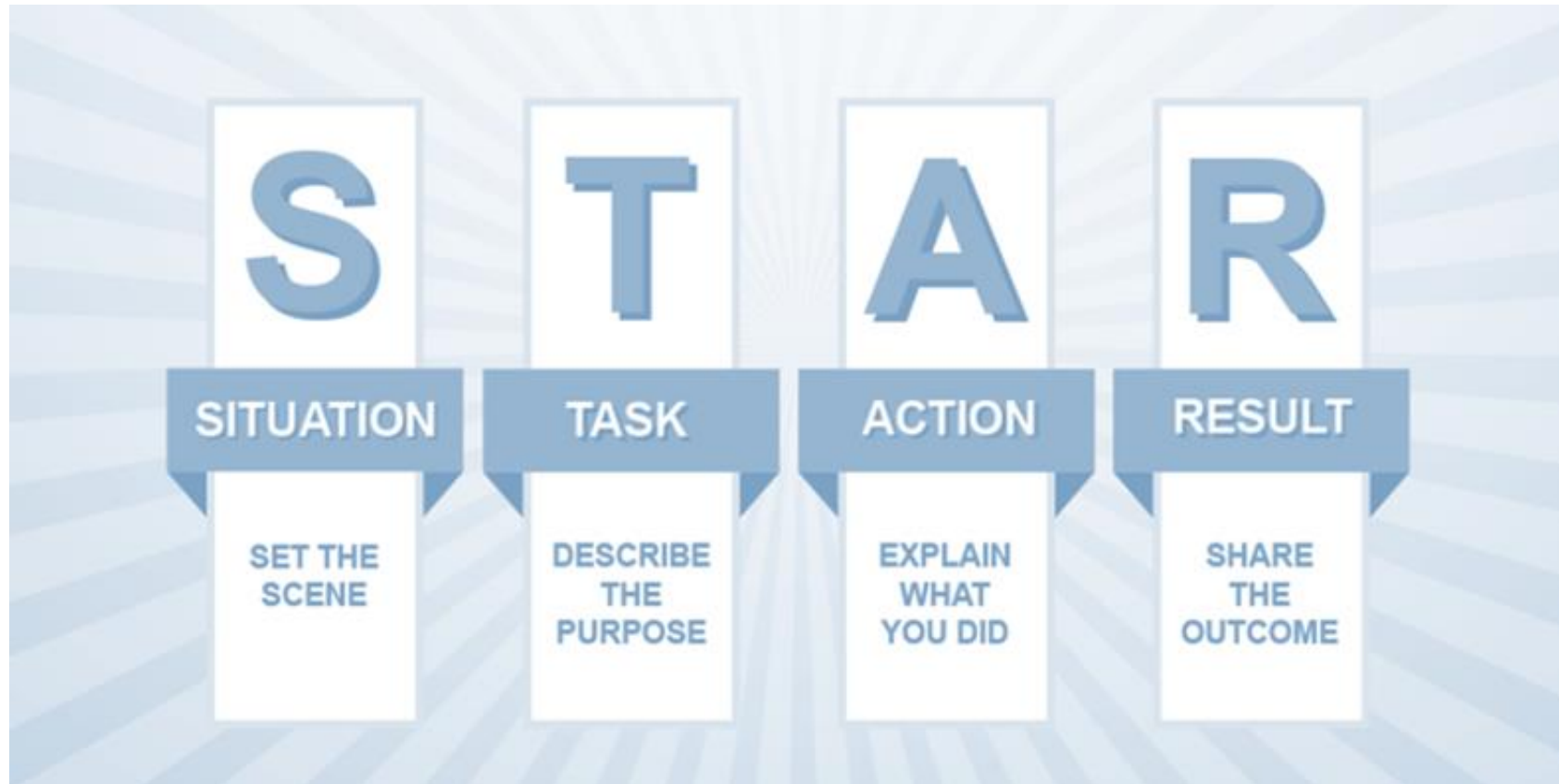


Competency questions

- Competency questions focus on key aspects of the job role, and you will need to explain, with detailed examples, how your skills and experience match.
- The key is to PREPARE YOUR EXAMPLES.
- Before the interview, highlight the key skills in the job description and then think of an example That proves you have each attribute.



Competency questions



Competency questions – answer framework

Q: Can you give us an example of a time when you had to deal with conflict in the care environment and what actions you took to deal with it?



Competency questions - STAR

Q: Can you give us an example of a time when you had to deal with conflict in the care environment and what actions you took to deal with it?

Situation	During a home visit, a patient refused to have their wound dressing changed.
Task	The dressing was supposed to be replaced every 3 days as part of their care plan.
Action	I reminded the patient about the agreed care plan and educated them that if we do not change the dressing, we are unable to assess their wound. I informed the patient about the possible complications that leaving the dressing on too long can slow the healing process and encourage infection.
Result	The patient agreed to have their dressing replaced and the wound was healing well. The patient was happy with this. I documented everything in the patient's records.



6. Next steps

If you haven't done so yet...

- Read the 'Community Nursing Fact Sheet'
- Complete the 'Community Clinical Skills Self-Assessment Checklist'
- Confirm with the agency if you are suitable for a community role



Any questions?



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