

Person specification – Practice Nurse		
Qualifications	Essential	Desirable
Registered Nurse ( <a href="#">Nursing and Midwifery Council</a> )	✓	
Has evidence of working at the relevant level of practice as described in the <a href="#">Primary Care and General Practice Nursing Career and Core Capabilities Framework</a>	✓	
Family planning qualification		✓
Experience	Essential	Desirable
Broad knowledge of general practice and experience of working as a Practice or Community Nurse	✓	
Experience with chronic disease management – in particular diabetes and asthma	✓	
Experience of working autonomously	✓	
Experience of infection prevention and control measures	✓	
Experience of quality initiatives, i.e., benchmarking		✓
Experience of managing elderly and housebound patients		✓
An appreciation of the NHS landscape including the relationship between individual organisations, PCNs and the commissioners		✓
Clinical knowledge and skills	Essential	Desirable
Experience of Practice Nurse skills including wound care, ECG, venepuncture, immunisations, new patient medicals and woman's health (cervical cytology, contraception etc.)	✓	
Request pathology tests and process the results, advising patients accordingly	✓	
Understanding of the importance of evidence-based practice	✓	
Ability to promote best practice regarding nursing matters	✓	
Ability to work within own scope of practice and understand when to refer to GPs	✓	
Good clinical system IT knowledge and an ability to record accurate clinical notes	✓	
Broad knowledge of clinical governance		✓
Knowledge of public health issues in the local area		✓
Awareness of issues within the wider health arena and knowledge of health promotion strategies		✓
Ability to communicate complex and sensitive information effectively with people by telephone, email and face to face	✓	
Understanding of safeguarding adults and children	✓	

Understanding and knowledge of healthcare provision in GP surgeries, QOF and enhanced service – in particular diabetes and asthma	✓	
Knowledge of national standards that inform general practice (NSF NICE guidelines)		✓
Effectively able to communicate and understand the needs of the patient	✓	
<b>Personal qualities</b>	<b>Essential</b>	<b>Desirable</b>
Effective time management (planning and organising)	✓	
Demonstrate personal accountability, emotional resilience and work well under pressure		✓
Ability to follow legal, ethical and professional policies/local policies/procedures and codes of conduct	✓	
Knowledge of IT systems including the ability to use word processing skills, emails and the internet		✓
Understand the requirement for PGDs and associated policy	✓	
Ability to use own initiative, discretion, and sensitivity	✓	
Able to get along with people from all backgrounds and communities, respecting lifestyles and diversity	✓	
Ability to identify risk and assess/manage risk when working with individuals	✓	
Ability to work as a team member and autonomously	✓	
Good interpersonal and organisational skills	✓	
Sensitive and empathetic in distressing situations	✓	
Commitment to ongoing professional development	✓	
Clear, polite telephone manner	✓	
<b>Other requirements/wider responsibilities</b>	<b>Essential</b>	<b>Desirable</b>
Disclosure Barring Service (DBS) check	✓	
Occupational Health clearance	✓	
Meet the requirements and produce evidence for professional revalidation	✓	
Evidence of CPD commensurate with the role	✓	
Access to own transport and ability to travel across the locality	✓	
Flexibility to work outside core office hours – on occasion/when required		✓

This document may be amended following consultation with the post-holder to facilitate the development of the role, the organisation and the individual. All personnel should be prepared to accept additional, or surrender existing duties, to enable the efficient running of the organisation.