

## **PRACTICE NURSE – PERSON SPECIFICATION**

<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>How identified</b>
Qualifications	<ul style="list-style-type: none"> <li>❑ Registered nurse</li> <li>❑ Basic/advanced certificate of life support and anaphylaxis</li> </ul>		Application form Interview
Special knowledge/ experience/ competencies	<ul style="list-style-type: none"> <li>❑ Minimum 1 year post registration</li> <li>❑ Has undertaken specific training relevant to practice nursing in either Diabetes, Coronary Vascular Disease or Respiratory</li> <li>❑ Awareness of clinical governance issues in primary care</li> <li>❑ Willingness to learn and acquire new skills</li> <li>❑ Insight and understanding of current issues in the NHS</li> <li>❑ Evidence of appropriate knowledge base</li> <li>❑ Interest and basic knowledge in long-term conditions</li> <li>❑ Knowledge of health promotion</li> <li>❑ Recognise signs and symptoms of child abuse – importance of documentation, communication, etc</li> <li>❑ Recognise signs and symptoms of vulnerable adults – importance of documentation, communication, etc</li> <li>❑ Awareness of requirements to meet CQC regulations</li> </ul>	<ul style="list-style-type: none"> <li>❑ Diploma in Diabetes, Coronary Vascular Disease or Respiratory</li> <li>❑ Qualification or specific training in Travel Health</li> <li>❑ Qualification or specific training in Childhood Immunisations</li> <li>❑ Knowledge of patient group directives and associated policy</li> <li>❑ Involvement in implementing and using protocols and clinical guidelines</li> <li>❑ Demonstrate an understanding of audit</li> </ul>	Application form Interview Certificates of training References
Special skills and abilities	<ul style="list-style-type: none"> <li>❑ Ability to assess and plan nursing care to meet the needs of individuals and groups</li> <li>❑ Basic knowledge of wound care</li> </ul>	<ul style="list-style-type: none"> <li>❑ Experienced and competent in taking vaginal swabs</li> <li>❑ Trained in smoking</li> </ul>	Application form Interview

	<ul style="list-style-type: none"> <li>❑ Good interpersonal skills, both verbal and written</li> <li>❑ Evidence of problem-solving and decision making skills</li> <li>❑ Ability to be reflective, accept criticism and act constructively</li> <li>❑ Computer skills</li> <li>❑ Willingness to accept additional responsibilities</li> </ul>	cessation	
Planning and organisational skills	<ul style="list-style-type: none"> <li>❑ Able to organise own time and workload and cope with occasional last-minute changes</li> </ul>	<ul style="list-style-type: none"> <li>❑ Uses initiative</li> </ul>	
Disposition/personal	<ul style="list-style-type: none"> <li>❑ Neat, well-groomed and well-presented</li> <li>❑ Clarity of speech</li> <li>❑ Punctual time-keeper</li> <li>❑ Demonstrates motivation, reliability and commitment to team working and the development of others</li> <li>❑ Flexibility, commitment and adaptability</li> <li>❑ Demonstrates an ability to value the opinions of others</li> <li>❑ Demonstrates professionalism at all times</li> <li>❑ Motivation</li> <li>❑ DBS check – meets Enhanced with barred</li> </ul>	<ul style="list-style-type: none"> <li>❑ A positive role model</li> </ul>	Application form Interview References
Physical effort/ skills	<ul style="list-style-type: none"> <li>❑ Fitness to do the job</li> <li>❑ Ability to handle medical equipment (dexterity and manipulation skills)</li> <li>❑ Must be able to travel between sites and undertake occasional home visits</li> <li>❑ Must either be Hepatitis B immune or be</li> </ul>		Health screening

	willing to undergo an immunisation course		
Mental and emotional effort	<ul style="list-style-type: none"> <li>❑ Ability to work under pressure</li> <li>❑ Ability to deal with occasional exposure to distressing circumstances or emotional events</li> <li>❑ Ability to cope with occasional exposure to aggressive behaviour</li> </ul>		
Additional requirements	<ul style="list-style-type: none"> <li>❑ Ability to work core hours</li> <li>❑ Flexibility for cover</li> <li>❑ Membership of a professional body</li> <li>❑ Current NMC membership</li> <li>❑ Revalidation completed where applicable</li> </ul>		