

PRACTICE NURSE GRADE – PERSON SPECIFICATION

| Attributes | Essential | Desirable | How identified |
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| Qualifications | <ul style="list-style-type: none"> ❑ Registered nurse ❑ Basic/advanced certificate of life support and anaphylaxis | | Application form Interview |
| Special knowledge/ experience/ competencies | <ul style="list-style-type: none"> ❑ Minimum 1 year post registration ❑ Has undertaken specific training relevant to practice nursing in either Diabetes, Coronary Vascular Disease or Respiratory ❑ Awareness of clinical governance issues in primary care ❑ Willingness to learn and acquire new skills ❑ Insight and understanding of current issues in the NHS ❑ Evidence of appropriate knowledge base ❑ Interest and basic knowledge in long-term conditions ❑ Knowledge of health promotion ❑ Recognise signs and symptoms of child abuse – importance of documentation, communication, etc ❑ Recognise signs and symptoms of vulnerable adults – importance of documentation, communication, etc ❑ Awareness of requirements to meet CQC regulations | <ul style="list-style-type: none"> ❑ Diploma in Diabetes, Coronary Vascular Disease or Respiratory ❑ Qualification or specific training in Travel Health ❑ Qualification or specific training in Childhood Immunisations ❑ Knowledge of patient group directives and associated policy ❑ Involvement in implementing and using protocols and clinical guidelines ❑ Demonstrate an understanding of audit | Application form Interview Certificates of training References |
| Special skills and abilities | <ul style="list-style-type: none"> ❑ Ability to assess and plan nursing care to meet the needs of individuals and groups ❑ Basic knowledge of wound care | <ul style="list-style-type: none"> ❑ Near Patient Testing for anticoagulation (Level 4) ❑ Experienced and competent | Application form Interview |

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

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