

PRACTICE NURSE – PERSON SPECIFICATION

Attributes	Essential	Desirable	How identified
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 ❑ Qualified in Cervical Cytology ❑ Qualified in Family Planning ❑ 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"> ❑ Experienced and competent in taking vaginal swabs ❑ Trained in smoking 	Application form Interview

	<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 	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

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