

Person Specification for a Practice Nurse

	Essential	Desirable
Physical Qualities	Smart professional appearance; able to work flexible shifts for holiday / sick leave cover Able to work well under pressure	
Education	Registered General Nurse	Evidence of Continuous Professional Development / Education. General Practice Nurse Experience. Nurse Prescriber.
Training / Skills	Knowledge and confidence in performing all basic nursing procedures. Working knowledge of computers. Able to maintain working to time during an average of 10 minute appointment slots. Willing to develop skills	Previous experience of: Minor Illness Chronic Disease Management including Asthma/COPD, Diabetes. Cervical Cytology.
Intelligence	Ability to follow laid down procedures but able to recognise when an innovative approach is necessary.	Able to analyse procedures and identify where improvements can be made. Ability and evidence of autonomous practice.
Special Aptitudes	Excellent communication skills to include persuasion, motivation, negotiation, influencing and empathy. Projection of a helpful telephone manner. Able to organise work and time effectively.	
Disposition	Good team player; proactive and willing to respond to a range of challenges. Sense of humour.	Able to respond to change in a proactive manner.
Personal Circumstances	Willing to work planned flexible hours.	