**East Cliff Practice**

**Acute Care Practitioner Person Specification**

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|  | **ESSENTIAL** | **DESIRABLE** |
| **Qualifications**  **Basic**  **Postgraduate.** | Registered HCP  1st level degree relating to Primary Care | Post graduate experience in one or more areas of chronic disease  MSc relating to Primary Care  Non-medical prescribing |
| **Experience.** | Experience of working within Primary Care/Community or Managing Acute Illness  Consultation and clinical examination skills | Significant recent primary or community nursing experience  NMP independent and supplementary prescriber – or working towards  Experience of providing minor illness service in primary care |
| **Ability/**  **Knowledge.** | Highly motivated, enthusiastic and flexible in approach to work  A friendly and approachable manner with good people skills  Excellent communications skills – the ability to communicate clearly and effectively with a wide range of individuals both verbally and in writing  The ability to communicate and interact with the public in a discreet and sensitive manner  Willingness to be involved in teaching and training  Ability to weigh up risks and use safety netting appropriately  The ability and willingness to engage with individuals to improve their personal performance   * Assist in and perform routine tasks related to patient care as directed by senior nursing staff and GPs * Venepuncture * Chaperoning and assisting patients where appropriate who are being examined by another clinician * Requesting pathology tests, for example urine culture, swabs * Following agreed clinical protocols with referral to GPs as appropriate | * Interest in Chronic Disease   + Diabetes   + Hypertension   + Asthma/Peak Flow Readings   + Spirometry   + Coronary Heart Disease * Practice based assessor/supervisor |
| **Empathy and Sensitivity** | Capacity and motivation to take in patient/colleague perspective  Treats patient(s) with sensitivity and personal understanding  Is empathetic and checks patient needs are satisfied  Generates safe/ understanding atmosphere |  |
| **Clinical Skills**  **Technical Skills.** | Understands the importance of evidence based practice and clinical effectiveness.  Understands principles of Clinical Governance.  Ability to make good medical notes. | Previous experience of electronic recording, storage (and interpretation) of chronic disease data such as ECG 24 hour investigations or spirometry |
| **Conceptual Thinking and Problem-solving** | Use of lateral thinking and insight  Is open to new ways of thinking  Can judge what is important from a mass of information |  |
| **Personal attributes.** | Understanding of when to seek assistance.  Fluency in written and spoken English.  Good communication skills.  Potential to cope with stressful situations and undertake responsibility.  Commitment to continuing professional development.  Motivated and Trustworthy.  Flexibility and a Good Timekeeper.  A team player who contributes to and facilitates decision-making and develops trust as part of a multidisciplinary team  Views self as part of larger organisation  Uses resources efficiently |  |
| **Coping with Pressure** | Recognises own limitations and ‘shares the load with others’  Potential to cope with stressful situations and undertake responsibility.  Calm under pressure and able to ‘switch-off’ outside work  Able to develop appropriate coping mechanisms and is prepared to ask for help |  |
| **Audit and Risk Management.** |  | Understands Principles of Audit.  Understands the principles of Risk Management. |
| **IT Skills** | Ability to use computer on daily basis for email and Microsoft programs  Previous experience of clinical systems.  Demonstrate knowledge of the clinical uses of the Internet. | Familiar in use of EMIS web  Commitment to electronic medicine |
| **Other Requirements** | Enhanced DBS clearance  Occupational Health Clearance.  HCP registration  2 Satisfactory references |  |