

# 3.3

## GENERAL PRACTICE NURSE ROLE

The General Practice Nurse will have all of the core competencies relevant to the Treatment Room Nurse role and the following additional clinical practice requirements core to the General Practice Nurse role.

**The core competencies have been developed with reference to the following:**

- Health Education England (2015) District Nursing and General Practice Nursing Service Education and Career Framework;
- Scottish Government (2017) Transforming Nursing, Midwifery and Health Professions' (NMaHP) Roles: pushing the boundaries to meet health and social care needs in Scotland. Paper 3 The district nursing role in intergraded nursing teams;
- Royal College of General Practice (2012) General Practice Nurse competencies.

The core competency domains are relevant to the themes of the current Nursing and Midwifery Council's Code. Other competency frameworks may be relevant to the General Practice Nurse's role such as:

- Q2020 Attributes Framework: Supporting Leadership for Quality Improvement and Safety (2014).
- Northern Ireland Standards for Nurse and Midwife

Education Providers: Cervical Screening Sample Taking (PHA 2016).

- Respiratory Competence Assessment Tool (R-CAT) (2012).
- Diabetes Competency Framework for General Practice Nurses (PHA 2017).

### CORE COMPETENCY DOMAIN:

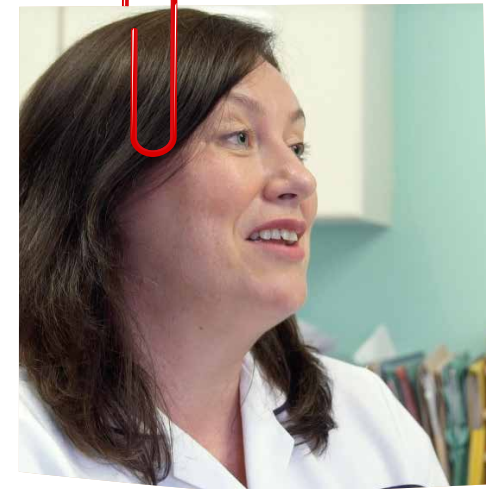
### CLINICAL PRACTICE

The General Practice Nurse uses clinical and advanced communication skills in the assessment and management of patients in General Practice settings. They ensure care is planned in partnership with patients, their families/ carers and relevant Health Care Professionals and that all information is clearly, accurately and contemporaneously recorded as required by local policies. The General Practice Nurse delivers anticipatory and preventative care in line with regional public health priorities.

#### The General Practice Nurse will:

- Demonstrate advanced communication skills that enhance shared decision-making, supporting patients with a wide range of conditions to understand and when appropriate encourage self-management of their condition.
- Provide nurse-led clinics for a range of long term conditions and public health activities such as:
  - Diabetes;
  - Asthma and Chronic Obstructive Pulmonary Disease;
  - Cardiovascular Disease;
  - Chronic Kidney Disease;
  - Hypertension.

- Have an awareness of sexual and reproductive health.
- Have knowledge of the strategies and interventions necessary for:
  - health promotion and prevention of ill-health;
  - well women/well men's health;
  - vaccination and immunisation adhering to patient specific directions and/or patient group directions.



- Be able to plan ahead for potential scenarios to ensure anticipatory care needs of patients are understood and met.
- Have an awareness of NI Population Screening Programmes.
- Have knowledge of local care pathways and evidence-based management strategies to facilitate long term condition management.
- Recognise signs of deterioration in patients including emergency situations and manage these appropriately to optimise patient safety and where possible avoid hospital admission.

## CORE COMPETENCY DOMAIN: EDUCATION & LEARNING

The General Practice Nurse is able to recognise personal development needs and also facilitate learning for patients, carers, other staff and students. They participate in relevant education and learning opportunities and are supported to improve knowledge, skills and behaviours and maintain requirements for NMC revalidation.

### The General Practice Nurse will:

- Facilitate students and other members of the General Practice Team, in a supportive learning environment.
- Use reflective practice, supervision and other learning and development opportunities to support and maintain safe and effective person-centred care.
- Participate in appraisal and the development and implementation of a personal development plan to ensure continued professional development.
- Maintain a personal portfolio and meet requirements for NMC revalidation
- Participate in local or regional general practice nursing fora and events and disseminate learning and information gained, to other team members.
- Support colleagues sensitively to reflect on difficult situations in order to enhance self-awareness and learning and practice;
- Use various learning methods to keep up to date including use of the primary care intranet.

## CORE COMPETENCY DOMAIN: RESEARCH AND EVIDENCE-BASED PRACTICE

The General Practice Nurse has an enquiring approach to practice and updates her/his knowledge to ensure best quality care is provided within any constraints of the service.

### The General Practice Nurse will:

- Engage actively in data extraction and collection, audit, quality-assurance and service development activities.
- Have an awareness of how population data from General Practice Information Systems contributes to an understanding of health intelligence and how it can be applied to patient care.
- Be able to source evidence and critique it to underpin practice.
- Engage in the development of General Practice evidence-based protocols.
- Use patient-experience information/stories to implement improvements to care and services;
- Keep up-to-date with new innovations and developments locally and nationally, identifying those that will enhance your team's practice;
- Be able to communicate to patients the evidence underpinning their care;
- Consider ethical implications when participating in audit, research, clinical trials or service-user involvement.

## CORE COMPETENCY DOMAIN: LEADERSHIP & MANAGEMENT

The General Practice Nurse is a vital member of the General Practice team and works with other Health Care

Professionals and agencies to facilitate the delivery of quality, patient-centred care and services.

### The General Practice Nurse will:

- Engage with public health campaigns at an individual and population level aimed at addressing public health issues both locally and nationally.
- Co-ordinate the management of patients with long term conditions and maintain and/or update chronic disease registers as appropriate.
- Manage their time and work effectively.
- Have knowledge of General Practice contracts, enhanced services and how targets impact on the various patient groups. Facilitate General Practice work to enable the delivery of quality, person-centred care and services.
- Recognise personal accountability and responsibility to monitor and evaluate the provision of quality care against General Practice governance arrangements.
- Demonstrate leadership through assessment of clinical risk, appropriate delegation and supervision of the team including non-registered staff.
- Contribute to team meetings and other multi-disciplinary fora.
- Recognise and report any adverse incidents, accidents or near misses and undertake significant events analysis, in line with local policies and professional duty of candour.
- Demonstrate the ability to recognise and challenge poor practice and/or performance and know how to raise and escalate concerns.
- Collaborate effectively with a range of other healthcare professionals and agencies that may be involved in patients' interdependent care, recognising various roles and responsibilities, facilitating correct onward referral.

## GENERAL PRACTICE NURSE EDUCATION REQUIREMENTS

The General Practice Nurse programme is essential for all nurses wishing to work as a practice nurse. The course is designed to enhance knowledge, skill and competence as a practice nurse. It is a 2 module programme, offered at Level 6 and 7<sup>11</sup>, with the aim to be completed within one academic year.

### The programme will:

- deliver theoretical learning;
- be supplemented by expert practitioners from the primary care setting; and
- be supported by mentors in practice.

The programme should be undertaken within the first year of taking up post and will incorporate the following:

- NI Strategic context for Health and Social care
- Structures and systems within General Practice
- Local population health needs and social determinants of health. Primary Prevention, screening programmes, recognition of co-morbidities Interpersonal and communication skills essential for General Practice
- Focused lifestyle advice to enable self-management using motivational interviewing and brief interventions;
- Assessment and management of a range of Long-Term Conditions

- Diabetes
- Asthma & COPD
- Cardio-vascular Disease
- Chronic Kidney Disease
- Understand and recognise the additional needs of patients in regard to the following:
  - mental health and wellbeing;
  - learning disabilities;
  - sexual and reproductive health;
  - dementia and delirium;
  - minor ailments, common infections and sepsis.
- Vaccination campaigns
- Understanding of the diagnostic tests and clinical investigations carried out in General Practice
- Awareness of women's and men's health; neurological conditions; and palliative and end of life care for cancer and non-cancer conditions,

At the end of the programme the General Practice Nurse will be able to: manage groups of patients; set-up and manage nurse-led clinics, with support from senior practice clinical staff and undertake the assessment and management of Long-Term Conditions; set up review clinics; search registers etc. A General Practice Nurse may also set-up and manage Cervical Screening Clinics and Spirometry Clinics following completion of approved programmes.

## GENERAL PRACTICE NURSE CONTINUOUS LEARNING AND DEVELOPMENT

The General Practice Nurse should be supported through annual appraisal and clinical and professional supervision to continue to develop their skills in the following:

- Health assessment skills
- Awareness of mental health and risk of suicide and sign posting
- Assessment of Dementia and appropriate referral
- Assessment and management of Long term conditions, includes screening and management of clinics as relevant to the local General Practice population
  - Diabetes
  - Asthma & Chronic Obstructive Pulmonary Disease<sup>12</sup>
  - Cardiovascular Disease including Atrial Fibrillation & Coronary Heart Disease, Heart Failure, Peripheral Vascular Disease
  - Chronic Kidney Disease
  - Hypertension.
- Point of care testing
- Sexual and Reproductive Health
- Identification, management and treatment of patients with sepsis
- Q2020 Level 2 Attributes Framework (DHSSPS 2014)
- Application of evidence-based practice and the development of protocols.
- Resilience, emotional intelligence; influencing; negotiation; ability to challenge; organisational development; and change management.

The General Practice Nurse may choose to specialise in a specific area of practice and undertake the relevant education and development. It is essential that the General Practice Nurse is supported in their ongoing learning and development to meet the NMC requirements for revalidation.

<sup>11</sup> Offered at Level 6 until the majority of registrants have degree level qualifications

<sup>12</sup> If undertaking spirometry then the registrant must have training that meets the relevant NI guidelines