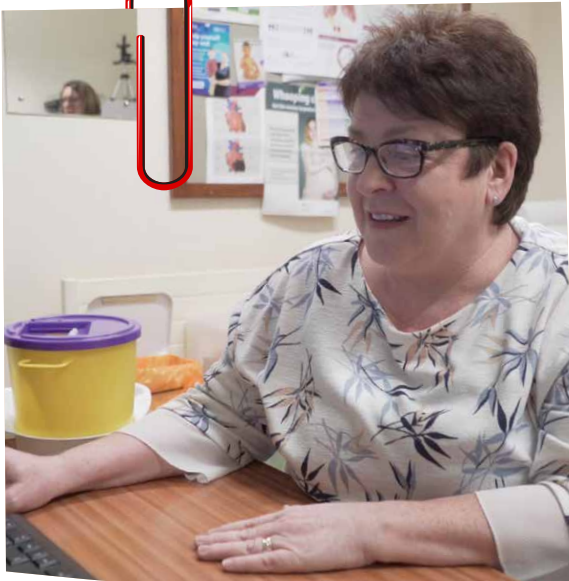


3.4

SENIOR GENERAL PRACTICE NURSE ROLE

The Senior General Practice Nurse will have all of the core competencies relevant to the General Practice Nurse role. The following additional clinical practice requirements are identified as core to the Senior role. These core competencies have been developed with reference to the Queen's Nursing Institute competencies for Senior General Practice Nurses (2017).



CORE COMPETENCY DOMAIN:

CLINICAL PRACTICE

The Senior General Practice Nurse is responsible for the provision of aspects of care, such as minor illnesses, acute and longer term health problems, preventive health care and support for behaviour change. The Senior General Practice Nurse role will need to adapt to a range of models of care provision. They have a vital public health role enabling people to make health choices which maximises self-care and promotes independence and health and wellbeing at home. They also need to understand population health and be familiar with resources available to empower the local community.

The Senior General Practice Nurse will:

- Demonstrate holistic clinical and health assessment skills.
- Be able to take a comprehensive health history and undertake physical examination using appropriate assessment tools to determine health status.
- Identify variation in individuals with a diagnosis, ensuring care pathways are followed including correct onward referral.
- Prescribe treatment and care across a range of interventions within scope of competence.
- Understand the connection between physical health and mental health issues.
- Identify patients with mental health issues and develop strategies to provide emotional support mental health and well-being for patients and their carers.
- Collaborate with mental health professionals and General Practitioners when using recognised assessment and referral pathways to identify patient needs and their mental capacity.

- Promote the use of digital technologies to support patients'.
- Develop specialist nursing skills to meet the needs of the General Practice population.
- Develop and implement risk management strategies which promote patient and staff safety and prevent avoidable harm.

CORE COMPETENCY DOMAIN:

EDUCATION & LEARNING

The Senior General Practice Nurse role is complex and includes leading and contributing to the learning, teaching and assessment of the General Practice Nursing Team. The Senior General Practice Nurse is responsible for developing and maintaining a creative learning environment using effective coaching and teaching skills.

The Senior General Practice Nurse will:

- Create a positive teaching and learning environment that enhances the development of nursing students, nursing staff and other Healthcare Professionals.
- Evaluate the impact of educational interventions for students, staff and patients.
- Develop systems to assess the learning and development needs of the General Practice Nursing team and negotiate strategies with the Practice to meet these needs.
- Facilitate the practice assessment of nurses undertaking "foundation/fundamental" or NMC approved "specialist practice" general practice nursing courses and ensure effective liaison with approved education institutions.
- Facilitate the ongoing development of the Senior Nursing Assistant role.
- Role model non-judgemental and value based care in practice creating a culture of openness and recognition

- of the duty of candour, promoting these values in other members of the General Practice Nursing Team.
- Support Registered Nurses through the NMC revalidation process.

CORE COMPETENCY DOMAIN:

RESEARCH AND EVIDENCE-BASED PRACTICE

The Senior General Practice Nurse is responsible for ensuring the General Practice Nursing Team applies an evidence-based approach to practice and uses up-to-date research as applicable.

The Senior General Practice Nurse will:

- Contribute to the development of local guidelines, protocols and policy and where appropriate at regional and national level.
- Use research related approaches to assess how evidence is used to inform the quality of care of individuals by self and others.
- Support staff to ensure all care is evidence informed and based on best practice.
- Contribute to and/or participate in research and quality improvement activities and disseminate information as appropriate to the General Practice Team.
- Contribute to the collation, monitoring, analysis and evaluation of data relating to audits, service provision and projects identifying trends that may impact on the General Practice Nursing service and, where appropriate, produce plans to support service development.
- Contribute to the ongoing development of systems, to capture patient/family/carer feedback to improve services.
- Contribute to the development of systems which value and utilise staff feedback to influence improvements to the

working environment.

- Ensure governance systems are in place for General Practice Nursing staff that ensures safety alerts are actioned and patients followed-up as required.

CORE COMPETENCY DOMAIN:

LEADERSHIP & MANAGEMENT

The Senior General Practice Nurse provides professional and organisational leadership to the General Practice Nursing Team. They will articulate the unique contribution and value of the Nursing Team to both the business objectives of the Practice and to improved health outcomes for patients.

The Senior General Practice Nurse will:

- Demonstrate professional and clinical leadership of the General Practice Nursing Team and provide clinical supervision support.
- Use effective communication skills to enable confident management of complex interpersonal issues and conflict management.
- Promote and model effective team work enabling staff to feel valued.
- Facilitate opportunities to develop the Nursing Team, in order to enhance their: knowledge, skills and behaviours; resilience and improve the overall care and services for the General Practice population.
- Manage the Nursing Team within regulatory, professional, legal, ethical and policy frameworks.
- Analyse the clinical caseload for the Nursing Team, ensuring a safe and effective distribution of workload.
- Ensure the Nursing Team are familiar with the safeguarding legislation, policies and procedures for vulnerable adults, children and young people and understand their responsibilities.
- Work with health and social care teams, community and

voluntary sectors to engage in initiatives to empower the General Practice population and enhance their health and wellbeing.

- Respond flexibly and innovatively to the changing primary care environment and related service developments.
- Analyse the practice population, undertaking risk stratification where appropriate, to ensure effective case management of patients with complex needs.

SENIOR GENERAL PRACTICE NURSE EDUCATION REQUIREMENTS

The Senior General Practice Nurse will complete the NMC non-medical prescribing V300 (Independent/ Supplementary Prescribing Course). In addition, they should undertake further study at Level 6/Level 7 to support them in their role, managing patients with Long-Term Conditions and co-morbidities. They should also complete Q2020 Attributes Framework (DHSSPS 2014) Level 2 programme.

SENIOR GENERAL PRACTICE NURSE CONTINUOUS LEARNING AND DEVELOPMENT

The Senior General Practice Nurse should be supported through annual appraisal and clinical and professional supervision to continue to develop skills in their role.

The Senior General Practice Nurse may wish to progress onto the Advanced Nurse Practitioner pathway.