

Terms and conditions of employment: what should general practice nurses look for?

Image and reputation
<ul style="list-style-type: none">• Comments from existing staff and patients• Standard of premises and working environment• Atmosphere and congeniality
Training and education opportunities
<ul style="list-style-type: none">• Induction programme available?• Mentor/assessor available?• Clinical supervision available?• Learning resources available within the practice?• Staff willing to teach in-house?• Protected time for continuing professional development (CPD)?
Employment conditions
<ul style="list-style-type: none">• Level of pay and benefits – are they linked to the <i>Agenda for Change</i>?
Good human resources practices
<ul style="list-style-type: none">• Flexible working• Robust contractual agreement• Clearly identified line manager to provide support
Individual performance review
<ul style="list-style-type: none">• Annual appraisal?• Personal development plan?• Goals and action plans for staff with difficulties
Promotion and development opportunities
<ul style="list-style-type: none">• Are there opportunities to progress?• Is career development actively encouraged?• Is CPD supported with funding and time?
Communication
<ul style="list-style-type: none">• Does the practice have regular team meetings involving general practice nurses (GPNs)?• Does the practice involve GPNs when developing strategies?