

Senior general practice nurse competences framework aligned to the *Knowledge and Skills Framework* version 7

Overview of the *Knowledge and Skills Framework (KSF)* outline for the senior general practice nurse (GPN).

NHS KSF dimensions	Needed for post?	Level for post – senior GPN					Notes
		1	2	3	4		
Core dimensions (relate to all NHS posts)							
1. Communication	Yes				✓		
2. Personal and people development	Yes			✓			
3. Health, safety and security	Yes			✓			
4. Service improvement	Yes		✓				
5. Quality	Yes			✓			
6. Equality and diversity	Yes			✓			
Specific dimensions							
Health and well-being (HWB)							
HWB1 Promotion of health and well-being and prevention of adverse effects to health and well-being	Yes			✓			
HWB2 Assessment and care planning to meet people's health and well-being needs	Yes			✓			
HWB3 Protection of health and well-being	Yes		✓				
HWB4 Enablement to address health and well-being needs	Yes				✓		
HWB5 Provision of care to meet health and well-being needs	Yes			✓			

NHS KSF dimensions	Needed for post?	Level for post – senior GPN					Notes
		1	2	3	4		
HWB6 Assessment and treatment planning	Yes			✓			
HWB7 Interventions and treatments	Yes			✓			
Information and knowledge (IK)							
IK1 Information processing	Yes		✓				
IK2 Information collection and analysis	Yes	✓					
IK3 Knowledge and information resources	Yes			✓			
General							
G1 Learning and development	Yes		✓				
G2 Development and innovation	Yes	✓					
G3 Procurement and commissioning							
G4 Financial management							
G5 Services and project management							
G6 People management							
G7 Capacity and capability							
G8 Public relations and marketing	Yes	✓					

Core dimensions

Core dimension 1 – communication (level 4)

When working at this level senior GPNs are required to: 'develop and maintain communication with people on complex matters, issues and ideas and/or complex situations.'

This is applicable to the senior GPN level because they are required to:

- communicate with a wide range of people
- cope with communication differences and various contextual backgrounds
- communicate with people in a way which:
 - *is consistent with their level of understanding, culture, background and preferred ways of communicating*
 - *is appropriate to the purpose of the communication and its longer-term importance*
 - *is appropriate to the complexity of the context*
 - *encourages effective communication between all involved*
 - *enables a constructive outcome to be achieved*
- anticipate barriers to communication and take action to improve communication
- be proactive in seeking out different styles and methods of communicating to assist longer-term needs and aims
- take a proactive role in producing accurate and complete records of the communication consistent with legislation, policies and procedures
- communicate in a manner that is consistent with legislation, policies and procedures.

Application of level 4 – communication dimension to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
Undertakes autonomous consultations, sometimes complex, with patients, including: <ul style="list-style-type: none">• initiating the consultation/time management• gathering the information/history taking• identifying problems appropriate for nurse management• clinical decision-making: deciding on course of action for you to undertake or the level and speed of referral• planning and exploration of next steps• closing the consultation• being aware of and managing potential barriers to communication.• being able to assist the patient to make decisions in a style appropriate to their wishes	
Manages challenging consultations effectively with patients in sensitive or difficult situations such as: <ul style="list-style-type: none">• disability• distressed or angry patients• dealing with appropriate behaviour	

To demonstrate competence at this level the senior GPN:	Comments
Adopts an appropriate style of consultation when caring for the terminally ill patient and their carer(s): <ul style="list-style-type: none"> • provides assistance and support to both patient and carer(s) following the diagnosis of a terminal illness • provides support for patients within the consultation process following a bereavement, recognising and implementing referral to other health professionals or agencies if appropriate 	
Communicates effectively with the team and other professionals to enhance patient care and the efficiency of the practice	
Provide support for, and takes referrals from, junior colleagues when patients present with complex scenarios during routine clinics	
Demonstrates an understanding of the ethical issues involved in dealing with patients, including the responsibilities and obligations of the Data Protection Act (HMS) 1998 regarding patient confidentiality and act as an advocate when representing the patient's viewpoint to others	
Is able to delegate clearly and appropriately abiding by the principles of good delegation	

Core dimension 2 – personal and people development (level 3)

When working at this level senior GPNs are required to: 'develop oneself and contribute to the development of others.'

This is applicable to the senior GPN level because they are required to:

- *reflect on and evaluate how well they apply knowledge and skills to meet current and emerging work demands and the requirements of the KSF outline for the post*
- *identify own development needs and set own personal development objectives in discussion and review*
- *take responsibility for own personal development and maintain own personal development portfolio*
- *make effective use of learning opportunities within and outside the workplace, evaluating their effectiveness and feeding back relevant information*
- *enable others to develop and apply their knowledge and skills in practice*
- *contribute to the development of others in a manner that is consistent with legislation, policies and procedures*
- *contribute to developing the workplace as a learning environment.*

Application of level 4 – personal and people development dimension to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
Recognises and promotes the wide remit of the GPN	
Applies clinical governance principles and practice in their work and monitors and encourages others to do the same	
Appreciates the roles of individuals working within the primary health care team and understands how the roles of other practitioners and agencies interface with theirs	
Has a working knowledge of the changing structures of health care provision and the key issues affecting a primary care-led NHS, including the <i>new General Medical Services (nGMS) contract</i> , taking a lead role if appropriate	
Knows, works within and supports the implementation of the <i>National Service Frameworks (NSFs)</i> and other national initiatives and policies that impact on their role and delivery of care	
<p>Is aware of the legal issues pertinent to working as a senior GPN, including:</p> <ul style="list-style-type: none"> • accountability and delegated responsibility • consent (www.dh.gov.uk) • duty of care • vicarious liability • record keeping • use of clinical guidelines/protocols/patient group directions 	
Is involved in and supports colleagues in accessing clinical supervision and recognises the benefits for the individual, the organisation and the service	
Uses the principles of reflective practice to support and maintain their own personal portfolio and professional development plan	
Identifies training support as required and works with the practice to access this	
Acts as a mentor/teacher/assessor to others in a clinical situation, including the provision of 'in-house' learning opportunities for the general practice nursing team and the wider health community	
Works within the key practice policies that affect their work	

Core dimension 3 – health, safety and security (level 3)

When working at this level senior GPNs are required to: 'promote, monitor and maintain best practice in health, safety and security.'

This is applicable to the senior GPN because they:

- identify:
 - *the risks involved in work activities and processes*
 - *how to manage the risks*
 - *how to help others manage the risk*
- undertake work activities consistent with:
 - *legislation, policies and procedures*
 - *the assessment and management of risk*
- monitor work areas and practices and ensure they:
 - *are safe and free from hazards*
 - *conform to health, safety and security legislation, policies, procedures and guidelines*
- take the necessary action in relation to risks
- identify how health, safety and security can be improved and take action to put this into effect.

Application of level 3 – health, safety and security dimensions to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
Ensures safe storage, rotation and disposal of vaccines and drugs under their control. Where appropriate, ensures monitoring, stock control and documentation of controlled drug usage complies with legal requirements	
Deals with emergency situations when appropriate, and uses local guidelines to manage the emergency response and treatment for conditions including: <ul style="list-style-type: none">• anaphylaxis and resuscitation techniques• acute chest pain• hypo/hyperglycaemia• exacerbation of asthma and chronic obstructive pulmonary disease• haemorrhage• trauma	

To demonstrate competence at this level the senior GPN:	Comments
<p>Applies infection control measures within the practice according to local and national guidelines, including:</p> <ul style="list-style-type: none"> • hand washing • universal hygiene precautions • collection and handling of laboratory specimens • segregation and disposal of waste materials • decontamination of re-usable medical/clinical devices • reporting and treatment of sharps injuries • dealing with blood and body fluid spillages 	
<p>Promotes, with patients and colleagues, sound infection control measures, carrying out audit at regular intervals</p>	
<p>Knows, abides by and promotes safe practice, including the following:</p> <ul style="list-style-type: none"> • health and safety procedures and documentation within the workplace • fire procedures • personal security systems • the monitoring and reporting of the state of equipment and furniture • current recommendations for the safe use of VDU screens 	
<p>Identifies any concerns, reports and takes action as appropriate</p>	
<p>Recognises and encourages others, colleagues and patients, to be aware of practical health and safety risks and agrees solutions with them to minimise this</p>	
<p>Identifies and takes action (where appropriate) on the risks to health of microbiological and chemical hazards within the working environment according to COSHH regulations (COSHH 1994)</p>	

Core dimension 4 – service improvement (level 2)

When working at this level senior GPNs are required to: 'contribute to the improvement of services.'

This is applicable to the senior GPN level because they are required to:

- discuss and agree with the work team
 - *the implications of direction, policies and strategies on their current practice*
 - *the changes that they can make as a team*
 - *the changes that can be made as an individual*
 - *how to take the changes forward*
- constructively make agreed changes to own work in the agreed timescale seeking support as and when necessary
- support others in understanding the need for and making agreed changes
- evaluate own and other's work when required to do so completing relevant documentation
- make constructive suggestions as to how services can be improved for users and the public
- constructively identify issues with direction, policies and strategies in the interests of users and the public.

Application of level 2 – service improvement dimension to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
Initiates and participates in clinical audit resetting standards as appropriate	
Is able to develop and contribute to the preparation of local guidelines, protocols and standards	
Is aware of and, if appropriate, is involved in, current research into patient care and incorporates this in practice	
Is aware of the current approaches to the management of patient care within general practice and the role of the 'expert patient' in this	
Where appropriate, takes a lead role in the development of current and new services and other initiatives	

Core dimension 5 – quality (level 3)

When working at this level senior GPNs are required to: 'contribute to improving quality.'

This is applicable to the senior GPN level because they:

- *act consistently with legislation, policies, procedures and other quality approaches and promote the value of quality approaches to others*
- *understand their own role in the organisation and its scope and identify how this may develop over time*
- *work as an effective and responsible team member and enable others to do so*
- *prioritise, organise and carry out own workload in a manner that maintains and promotes quality*
- *evaluate the quality of own and other's work, raise quality issues and relate with relevant people*
- *support the introduction and maintenance of quality systems and processes in own work area*
- *take the appropriate action where there are persistent quality problems.*

Application of level 3 – quality dimension to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
<ul style="list-style-type: none"> • Through reflection and training, ensures own and other's practice is in line with evidence-based care for GPN • Recognises and works within own competence and professional code of conduct as regulated by the Nursing and Midwifery Council (NMC) • Assists in the leadership of team development with suggestions based on own clinical experience 	
<ul style="list-style-type: none"> • Manages feedback professionally, defusing situations using problem resolution skills to reduce potential for formal complaints • Ensures these situations are reported and managed in an appropriate manner 	
<p>For areas within own clinical responsibility:</p> <ul style="list-style-type: none"> • is aware of and manages situations of potential clinical risk in accordance with the principles of clinical governance • reports any significant critical incidents • knows and implements the practice policies in this respect including the 'whistle blowing' policy • practices in accordance with agreed standards of care • enables patients to access appropriate professionals in the practice team and beyond 	
Is able to manage own time effectively and support others in this	
Monitors stock items under their control to ensure they are ordered and available in treatment and consulting rooms	
Integrates into own practice evidenced-based, cost-effective appropriate prescribing in alignment with local prescribing policies and legal frameworks	

Core dimension 6 – equality and diversity (level 3)

When working at this level senior GPNs are required to: 'promote equality and value diversity.'

This is applicable to the senior GPN level because they:

- *interpret equality, diversity and rights in accordance with legislation, policies, procedures and relevant standards*
- *evaluate the extent to which legislation is applied in the culture and environment of own sphere of activity*
- *identify patterns of discrimination and take action to overcome discrimination and promote diversity and equality of opportunity*
- *enable others to promote equality and diversity and a non-discriminatory culture*
- *support people who need assistance in exercising their rights.*

Application of level 3 – equality and diversity dimension to the GPN role

To demonstrate competence at this level the senior GPN:	Comments
<p>Understands and implements with patients, patients' relatives and colleagues, guidelines issued by professional bodies such as the (NMC/2002). Guidelines for professional practice include:</p> <ul style="list-style-type: none"> • confidentiality • consent • equality and diversity • the patient's right to make their own decisions • other ethical issues 	
<p>Ensures adherence to local chaperoning policies</p>	
<p>Recognises the signs of, and adheres to, local policies on:</p> <ul style="list-style-type: none"> • family violence • vulnerable adults • substance abuse • addictive behaviour • makes referrals as appropriate 	
<p>Recognises the signs, symptoms and categories of child abuse, ensuring the appropriate action is initiated</p>	
<p>Understands legal issues concerning child abuse, including being aware of statutory child health procedures and local guidance</p>	
<p>Ensures awareness of sources of support and guidance (eg Patient Advice and Liaison Service [PALS]) and can provide information in an acceptable format to all patients, recognising any difficulties and referring where appropriate</p>	

Specific *KSF* NHS dimensions

Health and well-being

HWB1 – Promotion of health and well-being and prevention of adverse effects on health and well-being (level 3)

When working at this level, senior GPNs are required to: 'plan, develop, implement and evaluate programmes to promote health and well-being and prevent adverse effects on health and well-being.'

HWB2 – Assessment and care planning to meet health and well-being needs (level 3/4)

When working at this level senior GPNs are required to: 'assess health and well-being needs and develop, monitor and review care plans to meet specific needs' (level 3) and 'assess complex health and well-being needs and develop, monitor and review care plans to meet those needs' (level 4).

HWB3 – Protection of health and well-being (level 2)

When working at this level senior GPNs are required to: 'contribute to protecting people at risk.'

HWB4 – Enablement to address health and well-being needs (level 4)

When working at this level senior GPNs are required to: 'empower people to realise and maintain their potential in relation to health and well-being.'

HWB5 – Provision of care to meet health and well-being needs (level 3)

When working at this level senior GPNs are required to: 'plan, deliver and evaluate care to meet people's health and well-being needs.'

HWB6 – Assessment and treatment planning (level 3 or level 4)

When working at this level senior GPNs are required to: 'assess physiological and/or psychological functioning and develop, monitor and review related treatment plans' (level 3) and 'assess physiological and/or psychological functioning when there are complex and/or undifferentiated abnormalities, diseases and disorders, and develop, monitor and review related treatment plans' (level 4).

HWB7 – Interventions and treatments (level 3)

When working at this level senior GPNs are required to: 'plan, deliver and evaluate interventions and/or treatments.'

Application of HWB1 (level 3), HWB2 (level 3/4), HWB3 (level 2), HWB4 (level 4), HWB5 (level 3), HWB6 (level 3/4), HWB7 (level 3) to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
<p>Undertakes clinical assessment Using the information obtained either personally or by others, agrees with the patient and other health care professionals, management plans based on the results from the following:</p> <ul style="list-style-type: none"> • urinalysis and preparation of specimens for the laboratory • the recording of: <ul style="list-style-type: none"> – blood pressure – pulse rate and rhythm – temperature – height and weight – visual acuity – leg measurements prior to prescribing of support hosiery • electrocardiograms (ECGs) • blood glucose monitoring • venepuncture • body mass index • patient's inhaler techniques and peak flow readings • spirometry (after undertaking appropriate training) 	
<p>Following recommended processes, is able to obtain samples and/or swabs from patients as a delegated task or based on clinical presentation (eg ear, chlamydia, high vaginal swabs)</p>	
<p>With the appropriate sensitive communication style, ensures the patient is fully informed and understands:</p> <ul style="list-style-type: none"> • the background and rationale for the test • the process for obtaining and communicating results 	
<p>Management of long-term conditions Knows and uses the high-risk indicators for patients with undiagnosed long-term conditions to implement or recommend diagnostic tests with the patient's consent or refer as appropriate</p>	
<p>Works with other healthcare professionals and in line with national and local policies and practice needs diagnoses, monitors and manages patients with long-term conditions, specifically:</p> <ul style="list-style-type: none"> • diabetes • chronic obstructive pulmonary disease • hypertension • coronary heart disease • asthma • epilepsy • neurological conditions (eg multiple sclerosis) 	

To demonstrate competence at this level the senior GPN:	Comments
Has the level of working knowledge of the above conditions as required within designated clinical role including leading specific clinics	
Undertakes regular reviews in line with policy, supporting patients in the self-management of their condition	
Recognises the benefits of and works in alignment with the 'well-informed' and 'expert' patient	
<p>Therapeutic monitoring</p> <p>Uses a holistic patient approach to check compliance with and adherence to prescribed treatments; identifies abnormalities and prescribes if authorised or recommends changes as appropriate</p>	
<p>Has knowledge of and works within practice guidelines to monitor and advise patients regarding review processes for the following conditions:</p> <ul style="list-style-type: none"> • hypothyroid • hyperthyroid • rheumatoid arthritis • iron deficiency anaemia • pernicious anaemia • epilepsy • mental health conditions • anticoagulant therapy 	
<p>Wound management</p> <p>Is able to:</p> <ul style="list-style-type: none"> • demonstrate knowledge and understanding of the healing process • undertake initial assessment of patients presenting with minor injuries • assess and care for complex wounds, referring when appropriate • assess pain and recommend or prescribe analgesia • investigate and carry out appropriate blood tests • demonstrate awareness of and use the current guidelines on tetanus prophylaxis • educate the patient in wound self care and monitor as appropriate • undertake Doppler assessment and compression bandaging for leg ulcer management • fulfil infection control principles and practice 	

To demonstrate competence at this level the senior GPN:	Comments
<p>Family planning and sexual health</p> <p>Is aware of, implements and provides advice on (liaising where appropriate):</p> <ul style="list-style-type: none"> • protocols and patient group directions (PGDs) for the dispensing of emergency contraception • local agencies providing advice for unwanted pregnancies • referrals for insertion of IUD/IUS • local health improvement and modernisation programme policies for reducing teenage pregnancies • local infertility guidelines and referral pathways • sexually transmitted infections – local referral pathways and associate lifestyle risk factors • local HIV/AIDS policies and referral pathways • local genitourinary medicine clinical service provision, including contact tracing 	
<p>Is able to advise on precautions, dosages and contraindications and, if appropriately qualified, manages contraception issues including:</p> <ul style="list-style-type: none"> • oral contraception • emergency contraception • hormone injections • IUDs/IUS • hormone implants • natural methods • barrier methods • male and female sterilisation 	
<p>Women's health</p> <p>Provides support, advice, and if appropriate, manages or is involved with the care of patients presenting with:</p> <ul style="list-style-type: none"> • vaginal discharge • abnormalities of menstruation, including pre-menstrual syndrome • the effects of the menopause, management of symptoms, hormone replacement therapy, osteoporosis • urinary incontinence • the effects of hysterectomy • infertility and pre-conceptual issues <p>Teaches and encourages patients to be 'breast aware'</p>	

To demonstrate competence at this level the senior GPN:	Comments
<p>Men's health</p> <ul style="list-style-type: none"> • Is aware of the morbidity and mortality statistics relevant to Men's Health (<i>Saving Lives: Our Healthier Nation</i>); (HMSO 1999) • Provides support, advice, and if appropriate, manages or is involved in the care of patients presenting with or for: <ul style="list-style-type: none"> – well-man checks – sexual health problems – testicular cancer – prostate disease, including cancer – breast cancer – erectile dysfunction 	
<p>Health promotion</p> <p>Assesses patient's readiness to change, provides support and management, or refers as appropriate in cases of:</p> <ul style="list-style-type: none"> • smoking • exercise • diet • sexual health • women's and men's health • healthy living for older people <p>Is familiar with sources of reliable information, for example, NHS Direct and the National Electronic Library</p>	
<p>Health screening</p> <ul style="list-style-type: none"> • Performs (after undertaking appropriate training and updates) cervical cytology sampling taking according to NHSCSP (NHS cervical screening programme) standards including audit • Understands the national and local call-and-recall system 	
<p>Is familiar with the workings of 'The NHS Breast Screening Service', especially local implementation</p>	

To demonstrate competence at this level the senior GPN:	Comments
<p>Travel health Assesses travel health needs of patients and holistic approach to travel health, including comprehensive advice for patients prior to travel which includes:</p> <ul style="list-style-type: none"> • vaccinations and medications • malarial prophylaxis and bite avoidance • safe sex/sexual health • food hygiene • sun protection • first aid and emergency medication • risk of travel/need for health insurance • appropriate written information • self care measures 	
Administers injections as appropriate according to local guidelines and policies	
Provides and supports the team especially in more complex situations including those patients with long-term conditions	
<p>Immunisation of children and adults Assesses and, if appropriate, administers injections under an individualised prescription or PGD (child and adult) or own prescribing rights</p>	
Provides an adult and childhood immunisation services ensuring a call-and-recall system of patients is maintained	
Contributes to the development of practice guidelines	
<p>First-contact minor illness Works autonomously, if appropriate, undertakes first-contact consultations, face-to-face or on-the-telephone, and treats or triages as appropriate</p>	
<p>Minor surgery Assists in providing minor-surgery sessions and undertakes simple procedures following appropriate training</p>	
<p>Ear care Assesses, implements and manages ear care based on the latest evidence-based practice Provides advice for patients on safe ear care in accordance with national guidelines</p>	

To demonstrate competence at this level the senior GPN:	Comments
<p>Mental health</p> <ul style="list-style-type: none"> Administers appropriate prescribed therapies and monitors for side effects Understands the role of the key worker and communicates as required 	
<p>Provides care and support for patients and carers in accordance with the <i>NSF for Mental Health</i> and is able to recognise mental illness and promote mental health</p>	
<p>Applies knowledge and experience of the following conditions to support the ongoing management of patients with:</p> <ul style="list-style-type: none"> depression post-partum affective disorders schizophrenia dementia substance abuse eating disorders 	
<p>Prescribing</p> <ul style="list-style-type: none"> Following successful completion of a national training programme undertakes both extended and supplementary prescribing within their own level of competence Undertakes face-to-face medication reviews 	

Information and knowledge dimensions

IK1 – Information processing (level 2)

When working at this level senior GPNs are required to: 'modify, structure, maintain and present data and information.'

IK2 – Information collection and analysis (level 1)

When working at this level senior GPNs are required to: 'input, store and provide information.'

IK3 – Knowledge and information resources (level 3)

When working at this level senior GPNs are required to: 'organise knowledge and information resources and provide information to meet needs.'

Application of IK1 – information processing (level 2), IK 2 – information collection and analysis (level 1) and IK3 – knowledge and information sources (level 3) to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
Ensures accurate documentation/record keeping procedures in line with practice policy	
Uses a computer and manages files	
Records, retrieves and accesses information	
Reviews and processes data using accurate read codes about patients in order to ensure easy and accurate retrieval for monitoring and audit purposes (eg QMAS, the Quality Management and Analysis System), including the appointment system	
If appropriate is able to make appointments for patients electronically	
Is able to access and send e-mail, including attachments	
Manages information searches using the internet and local library databases, for example the retrieval of relevant information for patients on their condition/diagnosis	
Understands and is able to describe the role of the Caldicott Guardian and knows the name of their local nominated health care professional	
Is familiar with and understands their own and other's responsibility to the individual and the organisation regarding the Freedom of Information Act	

General

Dimension G1 – learning and development (level 2)

When working at this level senior GPNs are required to: 'enable people to learn and develop.'

This is applicable to the senior GPN level because they:

- agree with the team the purpose, aims and content of learning and development, and that of their own role in the process
- prepare thoroughly for their own role addressing any issues in advance
- support learning
 - *recognising individuals' particular needs, interests and styles*
 - *using the agreed methods and approaches*
 - *in a manner that stimulates individuals' interest, promotes development and encourages their involvement*
 - *by developing an environment that supports learning*
 - *consistent with legislation, policies and procedures*
- gain feedback from learners and relevant others on the effectiveness of learning and development and their ideas for how it can be improved
- reflect on and evaluate the effectiveness of learning and development using feedback from learners and others
- discuss own evaluation with the team and agree how learning and development might be improved in the future.

Application of G1 – learning and development dimension (level 2) to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
Acts as a mentor/coach for more junior staff (eg pre-registration nurses or HCAs) assessing competency against set standards as requested if appropriately qualified	
Disseminates learning and information gained to other team members in order to share good practice and inform others about current and future developments (eg courses and conferences)	
Undertakes specific training exercises such as observed clinical practice as requested and facilitates shadowing of role	
Communicates effectively with their team and other professionals to enhance patient care and the efficiency of the practice	
Contributes to, and if appropriate, designs and provides learning opportunities for colleagues supporting the lead general practice nurse in the development of a learning culture	

Dimension G2 – development and innovation (level 1)

When working at this level senior GPNs are required to: 'appraise concepts, models, methods, practices, products and equipment developed by others.'

This is applicable to the senior GPN level because they:

- *identify new developments made by others that might be relevant to their own area of work*
- *critically evaluate and review developments to determine if and how they could be applied within their own area of work*
- *propose the adoption of relevant developments within their own work area to relevant decision makers.*

Application of G2 – development and innovation dimension (level 1) to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
<ul style="list-style-type: none">• Critically evaluates and reviews innovations and developments that are relevant to their own area of work	
<ul style="list-style-type: none">• Keep up-to-date with new developments locally and nationally, identifying those that will enhance their team's work. Influences other team members to undertake trials of changes in care delivery	

Dimension G8 – public relations and marketing (level 1)

When working at this level, the senior GPNs are required to: 'assist with public relations and marketing activity.'

This is applicable to the senior GPN level because they:

- *identify with the team the tasks related to public relations and marketing that need to be undertaken*
- *undertake the task effectively to time and consistent with legislation, policy and procedures*
- *report any difficulties or problems at an appropriate time to a team member.*

Application of G8 – public relations and marketing dimension (level 1) to the senior GPN role

To demonstrate competence at this level the senior GPN:	Comments
<ul style="list-style-type: none">• Markets how the role of the senior GPN enhances the services offered by general practice to the public, other health care professionals and wider stakeholders and policy makers• Discusses, highlights and works with the team to create opportunities to promote the team, the practice and its services in the local community	