

Job Description

Job Information		
	Job Title:	Diabetes Specialist Nurse
	Directorate / Service:	Diabetes and Endocrinology
	AfC Band:	7
	Professionally Accountable to:	Chief Nurse
	Responsible to:	Nurse Consultant Diabetes
	Base Location:	As directed
	Job Code:	N/0005/2/RC
	ESR Position Number:	

Job Summary

Principal Accountabilities

- Assess, plan, implement and evaluate programmes of evidenced-based nursing care.
- Provide expert advice and clinical practice
- Provide specialist education and training to others
- Work collaboratively and co-operatively clinical colleagues to develop services and quality of care delivered.

Lead the development of clinical services within the diabetes specialist field.

Key responsibilities

Clinical responsibilities

- Perform comprehensive assessment of patient nursing needs, plan, implement and evaluate care delivery according to changing health care needs.
- Involvement in updating and development of diabetes specific clinical guidelines and protocols
Undertake patient education to promote self-care of diabetes both individualised care and structured diabetes education programmes.
- Perform advanced clinical skills in assessment and/or diagnosis and/or treatment.
- Collect, collate, evaluate and report information, maintaining accurate patient

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records.

- Involve patients and carers/relatives in the planning and delivery of care and development of services.
- Work collaboratively with other professionals and agencies to ensure patient needs are met, especially in relation to ongoing care needs and discharge planning arrangements.
- Establish and maintain effective communication with patients and carers/relatives and professionals across health and social services.
- Clinical sessions in a variety of clinical areas including inpatient care both Liverpool University Hospital (Aintree) and The Walton Centre, acute clinical areas, outpatient clinics, the Diabetes Centre and community clinics. This may include sub specialist clinics e.g. pre-operative assessment clinic The Walton Centre, pregnancy, young people.
- Home visits as necessary
- Non-medical prescribing —following successful completion of the V300 Non-medical prescribing course.

Managerial/Leadership

- Provide specialist, expert clinical knowledge to clinical colleagues, patients and carers/relatives.
- Undertake clinical supervision of nursing colleagues in an individual or group basis.
- Evaluate service delivery, identify areas for improvement and initiate change.
- Ensure the effective and efficient use of physical and financial resources, make recommendations regarding supplies and equipment.
- Monitor health, safety and security of self and others and promote best practice in the clinical areas.

Registered Practitioners have a responsibility to;

- Maintain current active professional registration
- Act always in accordance with their professional Code of Conduct and guiding documents
- Adhere to Trust Policy and Procedure.
- Maintain up to date skills and knowledge and maintain awareness of professional issues.
- Maintain a professional portfolio

Clinical Governance / Quality

- Identify need for research, clinical audit, benchmarking and equipment trials, in order to improve effectiveness of patient care.
- Disseminate research and audit findings through presentation to professional groups and publication.
- Responsible for the development and implementation of policies, procedures and guidelines relevant to own area of work.
- Promote patient and public involvement activities in the specialist area, leading to service improvement.
- Promote people's equality, diversity and rights.

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- Collection of data regarding clinical, educational and research/audit activity.

Education and training development

- Participate in regular structured educational programmes for medical and nursing staff across Liverpool University Hospitals and The Walton Centre
- Identify learning needs, plan, implement and evaluate programmes of education to meet identified need.
- Participate in the education of pre and post registered nurses, and curriculum development where appropriate.
- Address specific health targets e.g. NSF related to own area of practice through education
- Ensure own compliance and compliance of others with regard to mandatory training and NMC requirements.

Equality and Diversity

It is the responsibility of every member of staff to understand our equality and diversity commitments and statutory obligations under current equality legislation (the Equality Act 2010) and to:

Act in ways that support equality and diversity and recognises the importance of people's rights in accordance with legislation, policies, procedures and good practice.

Valuing people as individuals and treating everyone with dignity and respect, consideration and without prejudice, respecting diversity and recognising peoples expressed beliefs, preferences and choices in working with others and delivering appropriate services.

- Recognise and report behaviour that undermines equality under Trust policy.
- Be consciously aware of own behaviour and encourage the same levels of behaviour in colleagues.
- Acknowledge others' different perspectives and recognise the diverse needs and experiences of everyone they come into contact with.
- With the support of managers develop an equality and diversity objective through the personal development review process.

Values and Behaviours

We are Caring

We are kind to each other and always show compassion to ourselves and others.

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We know we are doing this when:

- We are always **kind** and **compassionate** to ourselves, our patients, families and colleagues;
- We **recognise** and **appreciate** each other, taking pride in working here and our contribution to success;
- We are **professional** and always seek to deliver the best standards of care.

We are Fair

We treat people equitably and value their differences.

We know we are doing this when:

- We value **everyone** for their unique contribution and we embrace diversity;
- We are confident in **speaking up** and we support all our colleagues to do the same;
- We are **open and honest**.

We Are Innovative

We work as a team to continuously improve the way we deliver and transform health care.

We know we are doing this when:

- We **continuously improve** the services we deliver and pioneer new ways of doing things;
- We **learn from mistakes**, striving to ensure we get things right first time;
- We **create and share knowledge** with each other, patients and our professional communities.

Infection Prevention & Control

All staff will adhere to infection control policies and procedures at all times and carry out role specific duties as per roles and responsibilities.

Confidentiality

Confidentiality/Data Protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours). All staff should ensure that they are familiar with and adhere to all Trust privacy, confidentiality and security policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action taken.

Freedom of Information

In accordance with Freedom of Information and other associated legislation, the Trust may be required to make public recorded information available upon a request, or do this as part of a publication scheme. Please note, that in your public role, your name or job role may be contained in a document that is published in accordance with such legislation.

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Management of Risk & Health and Safety

All employees have a duty to take reasonable care to avoid injury to themselves or to others and to co-operate with the Trust in meeting its statutory requirements. All employees will proactively contribute to the management of risk by identifying hazards in the workplace which have the potential to cause harm, raising issues of concern and risk to the appropriate level.

Safeguarding Children and Vulnerable Adults

All trust employees are required to act in such a way that at all times safeguards the health and well being of children and vulnerable adults. Familiarisation with and adherence to trust Safeguarding policies is an essential requirement of all employees, as is participation in related mandatory/statutory training.

IT Skills

All staff are expected to have or to gain a minimum of basic level IT skills to enable them to use the Trust IT systems to support Trust services and needs. All staff should be familiar with relevant IT systems and security policies and procedures.

Records Management

All staff are personally responsible for record keeping. A record is anything that contains information in any medium e.g. paper, tapes, computer information, etc. which have been created or gathered as a result of any NHS activity. All individuals within the Trust are responsible for any records they create or use. Please ensure that records are retained in accordance with the Records Management Policy and are stored in a manner that allows them to be easily located in the event of a Freedom of Information (FOI) request.

Information Quality

All staff must ensure complete and accurate data is collected to the highest standard at all times. Data collection should be supported by adequate documentation and processes should be regularly reviewed. Staff should ensure that processes conform to national standards and are fit for purpose. All staff should comply with the Information Quality Policy.

Professional Responsibility


As per any required registration & LUHFT policy.

Clinical Responsibility

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Perform comprehensive assessment of patient nursing needs, plan, implement and evaluate care delivery according to changing health care needs.

Administration Responsibility

n/a

Research

Undertakes audit

Strategic role

n/a

HR Management

Delivery of training

Financial Responsibility

Carful use if resources and equipment

Change of Job Description

The duties outlined above are not intended to be exhaustive and may change as the needs of the department alter in line with current agendas. This job description will be subject to periodic review and amendment in accordance with the needs of the Trust.

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Liverpool University Hospitals
NHS Foundation Trust

Person Specification

Job Title:	Diabetes Specialist nurse		
AfC Band:	7	AfC Code:	Job N/0005/2/RC

Person Specification				
	Qualifications	Essential	Desirable	Assessment
1	RGN with current NMC registration	Y		
2	Degree (or equivalent)	Y		
3	Post-registration qualification in diabetes	Y		
4	Teaching and assessing qualification	Y		
5	Non-medical prescribing course (V300)		Y	
	Knowledge, Training & Experience	Essential	Desirable	Assessment
6	Clinical experience with specific experience within Diabetes.	Y		
7	Experience of teaching and assessing in the clinical area.	Y		
8	Experience in service development and implementation of change	Y		
9	Sound knowledge of current developments in the NHS	Y		
10	Experience of caring for patients using insulin pumps		Y	

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	Skills and Aptitudes	Essential	Desirable	Assessment
11	Ability to effectively communicate sensitive information in a variety of settings.	Y		
12	Able to influence and overcome resistance through application of advanced communication skills	Y		
13	Able to analyse data and provide written reports	Y		
14	Intermediate IT skills in word processing and spreadsheets	Y		
15	Able to manage work autonomously	Y		
16	Able to present information to professional groups.	Y		
17	Able to perform advanced clinical skills	Y		
18	Able to supervise and support junior members of the team			
19	Able to perform assessment, planning, implementation and evaluation of nursing care.	Y		
20	Ability to develop effective interpersonal relationships with colleagues across health and social care setting.	Y		
	Other requirements	Essential	Desirable	Assessment
21	Willingness to work flexibly and at other sites when required.	Y		
22	Ability and willingness to undertake further training as necessary	Y		

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