

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

Job Title:	Nurse Specialist (Diabetes)
Band:	6
Directorate:	Medicine/Community Health
Ward/dept/office base:	Diabetes Centre
Hospital Site:	Campus for Ageing and Vitality

Essential Requirements

- Registered nurse (appropriate to branch)
- Current NMC registration
- Diploma plus specialist qualifications / experience within specialist area; prepared to take degree level study.
- Meets Nursing and Midwifery Council standards for student supervision and assessment (formally Mentorship) if relevant to role.
- Some post registration experience within related specialist area of practice.
- Extended clinical practice underpinned by training supervision & assessment.
- Knowledge and understanding of relevant NHS policy or project specific policy context.
- Has understanding / experience of adult / child safeguarding.
- Evidence of on-going continuous professional development.
- Good IT skills.
- Evidence of good communication and interpersonal skills
- Effective report writing skills
- Able to work independently and as a member of a team.
- Effective organisation and time management skills
- Current driving licence if relevant to role

Desirable Requirements

- Degree in health related subject
- Research or audit experience.
- Change management skills and involvement in project work.
- Evidence of contribution towards education and training programmes.

2 Job Purpose

- The Newcastle upon Tyne Hospitals NHS Foundation Trust define a nurse specialist as a qualified nurse where the primary purpose of role is to provide guidance and support based on advanced level knowledge to patients, carers and health professionals concerning a specific disease/condition.
- Within the sphere of specialist practice:
 - Is working towards advanced knowledge and skills within specialist sphere

- of practice.
- Contributes to the facilitation of the planning, delivery and evaluation of care pathways for a designated group of patients.
- Support the development of nursing practice within the specialist field and contribute to the body of nursing knowledge.
- Contributes to training and education within specialist area.

3 Dimensions

- Suitable post for a registered nurse who is interested and able, to work towards the development of expert knowledge and high level clinical practice within a specialised area.

4 Organisational Arrangements

Reports to: Team Lead/Matron

Professional accountable to: Executive Chief Nurse via Deputy Chief Nurse and Associate Director of Nursing/Midwifery

Staff responsible for: see post specifics

5 Knowledge Training and Experience

- See essential requirements
- Working towards highly developed specialist knowledge, underpinned by theory and experience demonstrated by:
 - Some post registration experience within related specialist area of practice.
 - Extended clinical practice underpinned by training supervision & assessment.
 - Evidence of on-going continuous professional development.
 - Knowledge and understanding of relevant NHS policy or project specific policy context.

6 Skills

Communication and Relationships

- Communicates complex/sensitive information with patients, carers and the wider-disciplinary team on condition related information to ensure their active involvement in the care planning, treatment delivery and informed consent process.
- Assist patients and carers to develop understanding of health condition and promotes self-management.
- Acknowledge and accommodate barriers to communication and understanding including speech, hearing, language and emotion. Persuasion may be required.
- Working towards the provision of specialist advice to a range of health care professionals within the scope of specialist practice.
- Compiles comprehensive nursing records in accordance with Trust guidelines.
- Liaise with other nursing staff and members of the multidisciplinary team in order to achieve optimum levels of care in relation to specialised area of practice.

- Access external networks with peers to share good practice.
- Is working towards the development to present complex and sensitive information within a variety of both formal and informal settings to individuals and groups of sizes over 20 and different professional levels.
- Communicates with patients, carers and the wider multi-disciplinary team.
 - Receives and delivers complex, confidential and sensitive information (e.g. child protection or adult safeguarding).
 - Contributes to the assessment of complex issues and facilitates decision making relating to patient care, safety treatment options and outcomes.
- Communicates with other wards and departments as well as external agencies.
- Maintains accurate and up to date nursing and medical records, and ensures others do so.
- Contributes to the provision of specialist advice:
 - to individual patients and carers
 - to members of clinical team
 - to support groups
 - to allied professionals / multi-disciplinary meetings
- Will be expected to contribute to scholarly activity and communication.

Analytical and Judgemental

- Will be expected to assess and interpret a range of complex clinical information and take appropriate action to ensure that individual patients' needs are met.
 - Adjusts treatment plans and patient pathway.
 - Applies developed clinical judgement to identify appropriate clinical interventions.
 - Recognise situations that may be detrimental to the health and wellbeing of the individual and take appropriate action including emergency action when required.
 - Applies risk benefit analysis principles.
- Contributes to the progress against expected outcomes and makes changes as required.
- May be the first point of contact for a complaint;
 - Informs Team Lead/Matron of any complaints, incidents or accidents that occur in their area of practice in accordance with Trust policy.
 - Report incidents at ward level to the person with continuing responsibility for the ward or department.
- Contributes to audit and service evaluation within specialist area.

Planning and Organisational

- Ensure the delivery of evidence based nursing care to patients in relation to specialised area of practice.
- Organise own work on day-to-day, week-to-week and month-to-month basis (flexibility required).
- Contributes to the planning of complex, on-going specialist nursing service provision, including education and training which will need formulating and adjusting.
- Work with ward/department sisters/charge nurses, to support the delivery of seamless care.
- Respond appropriately to unexpected events in order to maintain service delivery.

Physical Dexterity

- Highly developed physical skills with a need for accuracy to undertake for example:

- Intravenous drug administration.
 - Venepuncture and intravenous cannulation.
- Basic keyboard skills to access blood results.
- PAS & electronic patient record for patient information.

7 Key Result Areas

Patient / Client Care

- Contributes to the development of specialised care to defined caseload supporting patients along clinical pathways and protocols of care.
- Supports patients to be partners in their own health care through education, discussion and explanation of care.
- Works as a member of the multidisciplinary team to advise and support colleagues in the delivery of specialised patient care across professional boundaries.
- Undertake or advise on the management of a specific aspect of care for a group of patients.
- Work in partnership with others to:
 - Ensure highest standards of patient care and safety.
 - Co-ordinate the care for patients in specialised area of practice.
 - Contributes to the delivery of a planned specialised programme of nursing care.
- Demonstrate advanced professional/clinical knowledge and applies this to practice.
- Act as a role model for other practitioners.
- Ensure best practice is shared and celebrated.
- Ensure privacy and dignity is achieved for all patients.
- Ensure a safe and comfortable environment for patients, staff and visitors.
- Prevent hospital acquired infection by ensuring the highest standard of infection control, cleanliness and healthcare environment.
- Contributes to Trust projects as requested.

Policy and Service Development

- Adheres to the Nursing and Midwifery Council's Code of Conduct.
- Implements policy or service change within sphere of specialist practice.
- Will contribute to development of clinical practice to meet policy or service development for specialist area.

Financial and Physical Resources

- Is aware of financial implications of own decisions.
- Exercise a personal duty of care with expensive equipment provided by the Trust.
- Monitor and ensure the appropriate use of clinical supplies and equipment within specialty.
- May provide advice on the purchase of specialist equipment.

Human Resources

- Conform to Trust Policies, Procedures and Guidelines.
- Complies with Trust Health and Safety Policies.
- Will attend mandatory updates.
- Promote Equality and Diversity rights.
- Comply with Dignity and Respect at Work Policy

Management

- May be required to contribute to sickness management, staffing resource and appropriate nursing and support staff performance reviews as required for post.
- Ensures appropriate supervision of new staff, student nurses and other visitors to the clinical team.
- Support recruitment and retention of the best nursing staff to their ward/department.
- Will contribute to effective management of service and caseload to specific area of practice.

Education

- Takes a lead role in informing the education of patients and carers.
- Contributes to specialist education and training across the organisation to colleagues and students.
- Act as a resource to support the professional development of other staff.
- Advise on the promotion of health and the prevention of illness.
- Contribute to development and education within the multidisciplinary team and actively participate in all aspects of the ward/department training programme and team meetings.
- Foster a culture of lifelong learning and continuous professional development both personally and within the directorate team.
- Contributes to the corporate development of nursing/midwifery through a contribution to the wider organisation agenda.

Leadership

- Acts as a positive role model providing nursing leadership within speciality area.
- Demonstrate the highest professional standards and support the development of clinical expertise.
- Contributes to the development of practice within specific areas of practice, this may be within Directorate or across organisation.
- Contributes to practice development within specific sphere of practice.

Information Resources

- Maintains and updates patient and staff electronic records.
- Use information systems to access input patient information and access patients' results.
- Access information using the Internet, which is relevant to patient conditions to inform evidence based practice within speciality.
- In line with Nursing and Midwifery Council guidance and Trust policy ensures that the highest standards of record keeping are implemented and maintained.

Research and Development

- Support the implementation of clinical assurance measures and participates within area of specialist practice.
- Contributes and may lead clinical audit within speciality.
- Regularly contributes to R & D activity.
- May be involved in clinical trials.
- Considers application of research findings relating to sphere of practice.
- Disseminates research and audit findings and monitors the effects so that standards of care are maintained and improved.
- Ensures delivery of best practice within specialist area of practice.

8 Freedom to Act

- Working towards/ lead specialist for defined area of practice.
- Work within the Nursing and Midwifery Council's Code of Conduct and Scope of Professional practice.
- To accept, manage and discharge referred cases based on criteria for specialist area.
- Works as an autonomous practitioner and within the larger nurse specialist and multidisciplinary team.
- Adhere to policies, procedures and guidelines, which govern practice at National and Local level.
- Working towards becoming a lead expert within own speciality using advanced knowledge to adapt plan of care to suit individual needs within defined parameters and objectives.

Clinical Governance

- Ensure that care is evidence based and that potential sources of risk are identified and dealt with in proactive manner.
- Ensure that resources are used effectively and efficiently within own clinical area and nurse specialist team.

9 Effort & Environment

Physical

- Combination of sitting standing and walking is required (see post specifics).
- May be required to move and handle patients or objects in line with Trust guidelines using appropriate aids, including hoists.

Mental

- Frequent concentration required:
 - When undertaking complicated drug calculations.
 - Assessing and advising patients.
 - Administering treatments.
 - Updating patient records or writing reports.
 - Admitting and discharging patients.
 - Recording and interpreting vital signs.
 - Scheduling patient visits.
 - Analysing and evaluating audit data.
- Work pattern predictable

Emotional

- Support distressed patients and relatives who are given unwelcome news (see post specifics).
- Will be expected to provide support to colleagues in a personal and professional capacity.
- Occasionally, support and manage patients who display severely challenging behaviour.

Working Conditions

- Expected to:
 - Frequently handle blood and bodily fluids (see post specifics).

- Occasionally undertake the disposal of elimination products.
- Frequent exposure to VDU screen.

Date: August 2011
Revised: August 2013
Updated: February 2020

Signed:
(Post holder)

Date:

Signed:
(Directorate Manager or equivalent)

Date:

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Job Description

Job Details

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Band:	6
Directorate:	Medicine/Community Health
Ward/dept/office base:	Diabetes Centre
Hospital Site:	Campus for Ageing and Vitality

Role descriptor

- This is a core job description for a Band 6 Nurse Specialist.
- Post specific details on the first page. Additional core elements of the nurse specialist Band 6 role being detailed within the core job description and MUST not be changed.
- This job description is subject to change as requested by the Newcastle upon Tyne NHS Foundation Trust.

Post Specifies

- In addition to the core components of a Band 6 Nurse Specialist the post holder will:
 1. **(Patient group):** Works with adults with diabetes their carers and families providing specialist diabetes care, treatment and education programmes.
 2. **(Geographical location/boundaries):** Works within a Diabetes Outpatients clinic which provides services across organisations, primary care and community settings.
 3. **(KSE)** Require the following specific knowledge, skills and experience
 - Evidence of up to date knowledge of clinical diabetes care and management
 - Recognised teaching qualification
 4. **(Specific tasks)** The post holder will:
 - Promote patient self-management through support, advice and education.
 - Provide specialist diabetes care involving adjustment of medication and development of individualised treatment plans.
 - Delivers structured group education programmes.
 - Provides specialist clinical care and advice as part of a multidisciplinary team to patients attending a range of consultant led clinics.
 - Provides diabetes nurse helpline service for people attending the Diabetes

centre, their carers and health care professionals.

- Participates in the training and education of pre and post registration students and in service training of other health professionals.

5. (Complexity/sensitivity)

- This post involves giving and receiving complex information analysing test results and recommending adjustments to treatment.
- This post involves giving and receiving sensitive information using counselling skills to assist patients to manage their diabetes.
- This post requires frequent physical effort including clinical procedures such as venepuncture and during home visits.
- This post requires frequent emotional effort to support behaviour change

6. Additional information – Car driving/Owner

7. (Organisational arrangements)

Reports to: Team Lead or Band 7 Specialist Nurses in her absence

Staff responsible for:

8. (Key relationships) Paediatric and In-Patients Diabetes Nursing Team

Agreed manager (print)

Date.....

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Nurse Specialist (**Diabetes**)

BAND: 6

SITE: **Campus for Ageing and Vitality**

<u>REQUIREMENT</u>	<u>ESSENTIAL</u> Requirements necessary for safe and effective performance of the job	<u>DESIRABLE</u> Where available, elements that contribute to improved/immediate performance in the job	<u>ASSESSMENT</u>
Qualifications & Education	<ul style="list-style-type: none"> Registered nurse (appropriate to branch) Current NMC registration Diploma plus specialist qualifications / experience within specialist area; prepared to take degree level study. Meets Nursing and Midwifery Council standards for student supervision and assessment (formally Mentorship) if relevant to role. Current driving licence if relevant to role 	<ul style="list-style-type: none"> Degree in health related subject 	
Knowledge & Experience	<ul style="list-style-type: none"> Some post registration experience within related specialist area of practice. Extended clinical practice underpinned by training supervision & assessment. Knowledge and understanding of relevant NHS policy or project specific policy context. Has understanding / experience of adult / child safeguarding. Evidence of on-going continuous professional development. 	<ul style="list-style-type: none"> Research or audit experience. Evidence of contribution towards education and training programmes. 	
Skills & Abilities	<ul style="list-style-type: none"> Good IT skills. Effective report writing skills Able to work independently and as a member of a team. Effective organisation and time management skills 	<ul style="list-style-type: none"> Change management skills and involvement in project work. 	
Values / Behavioural / Attitudes	<ul style="list-style-type: none"> Evidence of good communication and interpersonal skills 		
Core Behaviours	<ul style="list-style-type: none"> Alignment to Trust Values and Core Behaviours 		

CANDIDATE:

REFERENCE NO:

SIGNED BY:

DATE:

DESIGNATION: