

JOB DESCRIPTION

Job title:	Diabetes Specialist Nurse
Grade:	AfC Band 6
Directorate:	Operations
Division:	Adults East
Service:	Diabetes Care For You (DCFY)

1. Job overview

- Working as a specialist nurse within the Community Diabetes Team the post holder is expected to work without direct supervision. As a Registered Nurse, you will adhere to NMC standards and guidelines of practice, education and conduct.
- Undertake the assessment, planning and implementation of holistic care for clients with type 1 or 2 diabetes in various community settings.
- Provide an evaluation of care and development of the service through reflective practice, clinical supervision and audit.
- Support the Senior Diabetes Specialist Nurse and develop new ways of working using research-based evidence. Implement policies, protocols and care pathways as appropriate.
- To teach and support programmes of care to individuals, and act as a specialist clinical resource for community nurses, providing training and support as required.
- Contribute to the multi-disciplinary team, working with administrators, medics, podiatrists, dieticians and psychotherapists.

2. Communication and working relationships

- a) Establish and maintain effective working relationships with health professionals, patients and carers and facilitate communication between primary and secondary care to ensure the provision of high-quality specialist diabetes care to patients and carers at all stages of the care pathway. Regular daily liaison with administrative and operational colleagues.
- b) Using advanced specialist skills be responsible for the assessing the physical and psycho-social needs of people living with diabetes, initiating the appropriate therapeutic care plans and treatments including insulin and GLP-1



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initiation. Develop strategy and policies to support the Senior Diabetes Specialist Nurse to deliver an effective service through positive leadership, quality standards, communication and expert knowledge.

- c) Facilitate group education for people living with type 2 diabetes both in person and remotely via video platform.
- d) Identify and participate in opportunities and cross-professional training and organisation of service to patients/carers.
- e) Make presentations to a wide range of groups at meetings/conferences internal and external to the organisation in order to share work locally and nationally to influence both strategy and practice.

3. Main tasks

- a) Provide specialist autonomous nurse-led care, as part of a multi-disciplinary team (MDT), to patients living with type 1 or type 2 Diabetes. Support patients living with diabetes with technologies including but not exclusively continuous glucose management (CGM), pumps and hybrid closed loops.
- b) Apply evidence-based knowledge of diabetes and contribute to the development and implementation of relevant policies, protocols and care pathways as appropriate.
- c) Provide routine guidance and support to less experienced members of the team as required.
- d) Attend and contribute to weekly MDT case discussions. Attend and participate in monthly team meetings.
- e) Participate in opportunities and cross-professional training and organisation of service to patients / carers.
- f) Participate at meetings / conferences internal and external to the organisation, in order to share work locally and nationally to influence both strategy and practice.
- g) Keep contemporaneous records and reports regarding patients' on-going care and management including written reports to GPs of treatment changes and recommended management of care.
- h) Work with secondary care services with regards to information provision to ensure a whole system approach to diabetes management.
- i) Where appropriate prescribing qualification has been obtained and governance is in place, prescribe and review medication for therapeutic

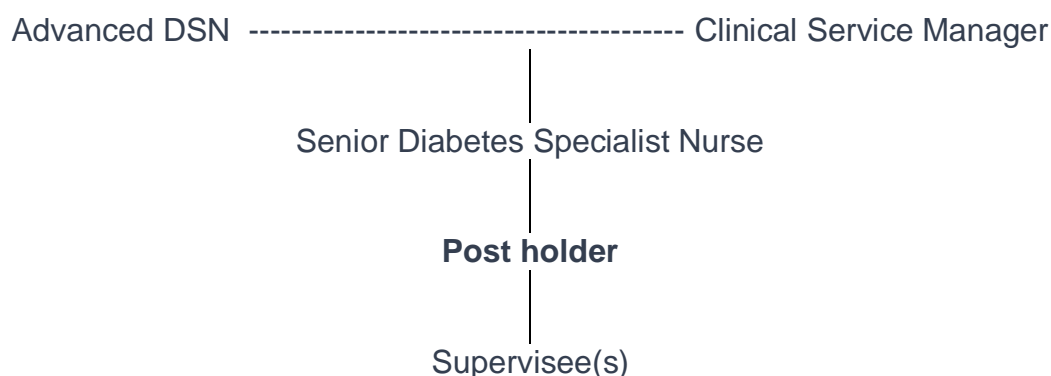


effectiveness, appropriate to patient needs and in accordance with evidence-based practice and national practice protocols, within scope of practice.

4. Main responsibilities

- a) Act as role model to clinicians in the community to plan, develop and implement community diabetes services, ensuring patient / users are given the opportunity to contribute to service improvement / development.
- b) Participate in networking and collaborative working with key service users and partner agencies within the local health economy in order to contribute to the development of education programmes for diabetes.
- c) Undertake appropriate clinical risk assessments to inform the Trust of any circumstances that contribute to an unsafe environment for patients and staff.
- d) Contribute to the development and delivery of a programmes tailored to the needs of patients living with type 2 diabetes or type 1 diabetes, underpinned by best practice and using a patient centred approach.
- e) Participate in the development and maintenance of mechanisms to audit the quality of care and effectiveness.
- f) Keep up to date with professional developments in diabetes including product information and attend appropriate forums related to specialist nurse role.
- g) Proactively manage complaints at local level under the direction of the lead clinical nurse.
- h) Participate in recruitment, induction and orientation programmes as directed by the lead nurse.
- i) Deputise for the Senior Diabetes Specialist Nurse as required.

5. Organisation chart



- a) The post holder may have tasks or responsibilities delegated to them, appropriate to their level of competence. They may also be expected to delegate tasks or responsibilities to other staff, as appropriate.
- b) The Delegation Policy sets out the expectation of staff regarding the safe delegation of clinical care and therapeutic interventions to unregistered practitioners and support workers.

6. Flexibility

- a) This job description is intended to provide a broad outline of the role. The post holder may be required to carry out other duties commensurate with their banding and competence.

7. Policies and procedures

- a) The post holder is required to familiarise themselves with all Trust policies and procedures and to comply with these at all times.

8. Confidentiality and data protection

- a) The post holder must maintain the confidentiality of information about patients, staff and other health service business and meet the requirements of the Data Protection Act (2018) and General Data Protection Regulation (2018) at all times.
- b) The post holder must comply with all Trust information and data protection policies at all times. The work of a NHS Foundation Trust is of a confidential nature and any information gained by the post holder in their role must not be communicated to other persons except where required in the recognised course of duty.

9. Health, safety and wellbeing

- a) Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and must follow these in full at all times, including ensuring that they act in line with all agreed procedures at all times in order to maintain a safe environment for patients, visitors and colleagues.
- b) The Trust is committed to support the health and wellbeing of all its employees. The post holder is required to familiarise themselves with the organisation's range of health and wellbeing support and report stress and ill health as early as possible.

10. Equality, diversity and inclusion

- a) The Trust aims to grow inclusive teams in which you feel like you belong, we encourage a culture of learning from different points of view. We want to support you to be courageous and to overcome bias and challenge prejudice.



- b) We are a Level 3 Disability Confident Leader. We go the extra mile to make sure disabled people get a fair chance. As well as paid employment we offer work experience and apprenticeships for disabled people.

11. Use of technology

- a) The Trust is making increased use of computer technology. The majority of employees (both clinical and non-clinical) should expect to use automated information systems in their work in order to improve quality and coordination of services and enable faster and more certain communication within the Trust. Necessary training will be provided.

12. No smoking policy

- a) SCFT operates a no-smoking policy, in line with government legislation. This applies to all staff, visitors and patients. It is a condition of employment for staff that they do not smoke whilst on duty or in uniform or anywhere on Trust premises. This includes electronic cigarettes.
- b) Whilst we do not discriminate against employing smokers, they are expected to adhere to this policy and all prospective employees should be aware of this.

13. Professional registration

- a) All employees who are required to be a member of a professional body are required to hold relevant registration and must comply with the standards and guidelines of their professional practice, education and conduct and must act at all times within the boundary of the code of conduct.

14. Infection prevention and control

- a) Infection prevention and control is everybody's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control Policy and make every effort to maintain high standards of infection prevention and control at all times thereby reducing the burden of healthcare-associated infections (HCAI).

15. Safeguarding children, young people and vulnerable adults

- a) SCFT is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment. Rigorous recruitment checks are carried out and successful applicants may be required to undertake an Enhanced Disclosure via the Disclosure and Barring Service (DBS).



16. Quality

- a) Excellent care at the heart of the community is our Trust vision. To make sure our care meets this high standard all staff must ensure that the three themes of quality care are provided in every encounter they have with our patients. The three themes are safe care, effective care, and patient-centred care.
- b) All staff, clinical and non-clinical, are expected to ensure that quality is a key consideration in all we do. This includes reviewing practice and being open to feedback on our performance, being open and honest, and seeking to identify, resolve, and appropriately escalate issues and risks.



PERSON SPECIFICATION

This person specification lists the requirements necessary to perform the job. Candidates will be assessed according to the extent to which they meet or have the potential to meet the specification. It is therefore important that applicants pay close attention to all aspects of the person specification when deciding if their skills, experience and knowledge match these requirements.

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Service:	Diabetes Care For You (DCFY)

Criteria	Essential or desirable	Method of Assessment
Qualifications and/or Professional Registration		
<ul style="list-style-type: none"> Registered General Nurse Relevant post graduate modules/qualification in diabetes Evidence of relevant CPD to inform clinical knowledge and practice Relevant teaching module/course 	Essential Essential Desirable	Application and Certificates
Experience		
<ul style="list-style-type: none"> Substantial clinical experience of supporting patients living with diabetes in the community Experience of performance management including reporting against targets and risk management Experience of working in a multi-disciplinary environment Management of team in the absence of the team leader 	Essential Desirable Desirable Desirable	Application, Interview Application, Interview Interview Interview
Skills and Knowledge		
<ul style="list-style-type: none"> Confident verbal and written communication skills Competent IT skills and ability to utilise relevant data Ability to plan, deliver and evaluate education programmes 	Essential Essential Essential	Application, Interview Application Application, Interview

Criteria	Essential or desirable	Method of Assessment
<ul style="list-style-type: none"> Ability to manage complaints and incidents at local level Comprehensive and specialist assessment skills Competent autonomous decision making Ability to make complex calculations of insulin doses Counselling skills Ability to demonstrate understanding of current NHS legislation and policies, apply to practice and organise dissemination of changes to others Demonstrates specialist knowledge and skills to underpin diabetes practice Ability to demonstrate knowledge of nurse prescribing issues Ability to demonstrate knowledge of Primary Health Care Team working Ability to demonstrate use of risk management strategies Ability to demonstrate an understanding of clinical governance Ability to demonstrate knowledge of NMC guidelines 	Essential	Interview
	Essential	Interview
	Essential	Interview
	Essential	Interview
	Desirable	Interview
	Essential	Interview
	Essential	Application, Interview
	Essential	Application, Interview
	Essential	Application, Interview
	Essential	Interview
	Essential	Interview
Other requirements		
<ul style="list-style-type: none"> Car driver with vehicle available for work purposes Evidence of innovative practice 	Essential	Application, Interview
	Desirable	Interview

Good luck with your application!

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