

Job Description

Job Title	Diabetes Specialist Practitioner – Mental Health Practitioner
Indicative Banding	6 - 7 (depending on experience)
Location	North East Essex / Colchester main base
Reports to	Service Manager for North East Essex Diabetes Service

The Diabetes Specialist Practitioner encompasses professionals from a range of disciplines including Registered Nurses, Registered Dietitians or Allied Health Professions. This advanced role is characterised by high levels of clinical skill, competence and autonomous decision-making abilities within their own discipline whilst specialising in diabetes.

North East Essex Diabetes Services (NEEDS) provides specialist services, support and education in a variety of settings including the Acute Trust, General Practice, Community settings and the patient's home to adults living with diabetes.

Job Purpose

The post holder will use a high level of influencing skills to bring about change across the developing integrated specialist pathway. They will lead the implementation of the service and manage the integrated Mental Health pathway.

The post holder will join the integrated diabetes team and maintain a clinical caseload of complex patients working as an autonomous practitioner in the provision of highly specialist, evidence based and high quality general/mental health interventions. Providing a seamless delivery of care from hospital to community services. To include daily operational tasks within the service and across the boundaries of multiple agencies.

The position is a developmental post which will include elements of leadership, education and clinical work. The post holder has the opportunity to shape this role as the service develops in line with service and organisational objectives.

Responsibilities – General

- To act as an advanced autonomous practitioner *in their area of specialism* who is professionally and legally accountable and responsible for all aspects of work including decisions about treatment and management of complex patients. To maintain accurate and comprehensive documentation.
- Hold a clinical caseload of those with complex needs and requiring advanced intervention, within a patient population using a high level of dexterity and accuracy in providing technical and clinical interventions aimed at improving services and patient outcomes.

- Where appropriate prescribe appropriate treatment as an Independent non-medical prescriber and as a Specialist Practitioner recommend treatment regimens to optimise clinical outcomes in accordance with local policies.
- To demonstrate advanced clinical reasoning and decision making and the ability to analyse complex facts or situations which may be conflicting and requiring appraisal of a range of options.
- To communicate highly complex and sensitive information using a high level of interpersonal and communication skills, such as would be required when dealing with patients (and their relatives) with life limiting conditions and poor prognosis.
- Inpatient services - Enhance diabetes care and education provision and expedite discharge and prevent readmission, with a focus on patients with mental health involvement.
- Attendance at joint MDT meetings and ward rounds where appropriate
- To provide a specialised services to people with diabetes with severe mental health disorders across North East Essex and wider localities as defined by the service needs.
- To act as a facilitator to support developing staff. To act as a source of clinical expertise and advice providing clinical leadership within the service and as a resource for other teams
- To be professionally and legally accountable for all aspects of own work
- To be competent to apply principles into practice
- To decide priorities for own work area, balancing other patient related and professional demands
- To lead and participate in departmental and organisations clinical audit to improve diabetes care and detect complications associated with diabetes
- To support other members of the team and provide cover in their absence
- To attend staff meetings and CPD sessions.
- To be aware of barriers to effective communication and to use behavior change techniques e.g. Motivational Interviewing and Cognitive Behavioral Therapy to overcome these barriers
- To maintain accurate and comprehensive patient records in line with legal and departmental requirements and to communicate outcomes to the appropriate disciplines in the form of letters and reports.
- To liaise with other Trust Departments to support the transition of care or joint management of individual patients. To work in collaboration with general practitioners and community nurses where appropriate.

Clinical Responsibilities – (Specific)

- To work as part of the MDT diabetes team who treat a highly complex & specialised caseload involving the implementation & co-ordination of highly specialised treatment regimens involving the assessment, and holistic management.
- To manage complex cases using and developing advanced clinical reasoning, critical thinking, reflection and an analysis to support assessment, diagnosis and treatment planning.
- To utilise evidence based material to assess, treat, implement, evaluate and document provision of care.
- Support and educate diabetes patients during their hospitalisation and arrange appropriate follow up on discharge.
- To work with the multidisciplinary team in the delivery of dedicated community out-patient service to patients referred to the Integrated Community Clinics with Type I & Type 2 diabetes across North East Essex
- Contribute to the rota for the triage of referrals into appropriate clinics or education programmes
- Provide cover for the 'On Call' Phone on a rotational basis as agreed by the Service Manager.
- To work closely with the multi-disciplinary team including medical staff, administrators and specialist practitioners.

Educational Responsibilities

- Develop and adapt specialist discipline led education following service demands for both patients and staff.
- To organise and be involved in the training and assessment of Students
- To attend training inside and outside the organisation where it is decided beneficial and cost-effective by the post holder and manager
- To attend and participate in mandatory training on an annual basis
- Develop specialist programs and contribute in the delivery of diabetes specific training in conjunction with education establishments

Professional Development

- To ensure own practice is up to date and evidence based, and be able to demonstrate an awareness of current relevant research through teaching and peer review (all disciplines).
- Where appropriate, keep up to date with prescribing updates (Nursing & AHP's)

- To undertake an annual appraisal and personal development reviews
- To attend/facilitate CPD sessions
- To contribute to the development of protocols and standards on Diabetes and specialist areas
- To undertake the measurement and critical evaluation of own work and current Practices through the use and application of evidence based practice and audit making recommendations to changes in clinical practice

Leadership

1. Lead in a specific area of the service, providing regular updates to the Service Manager, contributing to service development initiatives.
2. Implement evidence based, procedures, policies, protocols and guidelines.
3. Contribute to local policy making within the agreed Organisation strategy.
4. Act as an ambassador for the Organisation in professional and public settings.
5. To contribute to diabetes interest groups at local and national levels, undertake presentations and disseminate information gained to unit staff.

KEY WORKING RELATIONSHIPS

- Senior Managers
- Consultant Physicians for Diabetes
- Mental Health Teams
- General Practitioners
- Specialist Diabetes Nurses/AHPs
- Professional and pathway leads
- Diabetes UK
- Social Care senior staff
- People with diabetes

Financial and Physical Resources

- To be responsible for ensuring the security of information and to comply with the Data Protection Act. This also includes passwords to computers containing confidential reports and information.
- To be responsible for office security along with all the team.

- To assist in development of services to reduce costs and ensure value for money.
- To liaise with service lead regarding the budget and resources for the service.

Human Resources

- To be responsible for your own day to day work allocation and supervision of junior staff.
- To contribute to the training and development of the team.
- To be involved in the recruitment process
- To assist in the induction of new members of staff.
- To ensure all mandatory training is undertaken.

Information Resources

- To ensure databases within department are maintained and data is stored in accordance with Caldicott Guidelines and that patient confidentiality is maintained at all times, changing database functions and fields as necessary.

Freedom to Act

- To take the initiative to contact and consult with staff and the Service Manager as appropriate as this is a post that requires unsupervised working and exercise of judgment in seeking assistance.
- To prioritise own workload according to service needs and to manage conflicting priorities.
- To have the confidence to make decisions.

Physical Effort

- To work at different locations and different settings including at a work station on a desktop/laptop PC for varying length of time and will be required to be near the telephone at all times.
- To work in a variety of settings which require moderate, physical effort and carry out a combination of sitting, walking or standing.

Mental Effort

- To exercise a high level of concentration in order to ensure patient treatment plans are implemented in a safe and effective way, reports, referrals and letters are processed and dealt with accurately and professionally.
- To manage frequent interruptions in the working day via telephone calls, emails and requests from managers and clinicians.
- To prioritise own workload according to the service needs and to manage conflicting priorities and deadlines.
- May require a high level of communication skills when dealing with distressed patients and their families.

Emotional Effort

- To manage situations with occasional exposure to distressing or emotional circumstances with regards to staff or patients issues.

Working Conditions

- To use VDU equipment more or less continuously on most days.
- To occasionally deal with verbal aggression from patients, relatives or clinicians and deal with these appropriately, escalating as necessary.
- Drive at all times of the day including in the dark.

Amending the job description: It is expected that as the organisation develops and changes it may be necessary to vary the tasks and/or the responsibilities of the post holder. This will be done in consultation with the post holder and it is hoped that agreement can be reached to any reasonable changes.

Confidentiality: The post holder must at all times maintain complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The post holder must respect patient named confidentiality in keeping with “Caldicott principles”.

Data Protection: The post holder must at all times respect the confidentiality of information in line with the requirements of the General Data Protection Regulation. This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

Policies & Procedures: The post holder will be expected to comply with all statutory legislation, the organisations governance framework and approved national and local policy. All employees are expected to comply with all of the organisations Policies and Procedures.

General: The post holder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the post holder. As the organisation develops, the requirements of the job may change and the post holder is expected to adapt to these changes.

Health & Safety: Employees must share responsibility for abiding by health and safety policies and regulations, infection prevention and control policies and act in accordance with the Risk Management Policy. This includes compliance with The Health Act 2006 Code of Practice for the prevention and control of healthcare associated infection. In addition, be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedure is carried out to maintain a safe environment for themselves, other employees and visitors.

Equal Opportunities Policy and Anti-Harassment: The post holder will immediately report to their line manager any breach or suspected breach of both equal opportunity and anti-harassment guidelines

Safeguarding Children: Everyone employed by the organisation regardless of the work they do has a statutory duty to safeguard and promote the welfare of children. When children and/or their carers use our services it is essential that all child protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow the Southend Essex and Thurrock (SET) child protection procedures and the organisations safeguarding policy to ensure you are equipped to carry out your duties effectively, you must also attend mandatory child protection training and updates at the competency level appropriate to the work you do.

Safeguarding Adults: Everyone employed by the Organisation regardless of the work they do has a duty to safeguard and promote the welfare of vulnerable adults. When patients and/or their carers use our services it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow relevant policies in relation to safeguarding vulnerable adults. To ensure you are equipped to carry out your duties effectively, you must also attend mandatory vulnerable adult protection training and updates at the competency level appropriate to the work you do.

Organisation Structure:

