

Job description

Job title:	Diabetes Specialist Nurse / Practitioner – Primary Care / Community Focus
Reports to:	Lead Diabetes Specialist Practitioner
Place of work:	North East Essex - Colchester main base

Job Purpose

The post holder will work as part of the local specialist diabetes team, as an autonomous practitioner in the provision of evidence based and high-quality diabetes care in all community settings

To Support people with diabetes across North East Essex and bordering areas as defined by the service requirements to self-manage their diabetes and reduce risks of associated complications.

To work as a facilitator across Primary and Community Care to educate and support our clinical partners in the management of diabetes care.

To provide education, mentorship and development for other healthcare professionals involved in the wider diabetes pathway.

To take an innovative approach to improving diabetes care and patient outcomes across the whole diabetes pathway, alongside other members of the MDT.

Main Duties & Responsibilities

- To provide a specialised service to people with diabetes across North East Essex and wider localities as defined by the service needs.
- 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
- 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.
- As a Specialist Practitioner recommend treatment regimes to optimise clinical outcomes in accordance with local policies.
- Where appropriate prescribe appropriate treatment as an Independent non-medical prescriber

- 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 develop problem solving skills for use in high pressure environment.
- 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.
- To act as a facilitator to support developing staff in various settings
- To actively demonstrate excellent team working abilities in order to achieve service objectives
- To work collaboratively with external partners striving to better the care provided locally
- 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 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 behaviour change techniques e.g. Motivational Interviewing and Cognitive Behavioural 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
- All work to be of excellent quality in line with service requirements and individual targets agreed at appraisal.

Clinical Responsibilities

- Support and educate people with diabetes during their time within the specialist service 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 1 & Type 2 diabetes across North East Essex
- Develop and maintain skills in Carbohydrate Counting and titration of Insulin.
- To provide clinical advice and guidance on titration of Insulin and Carbohydrate Counting in line with the DAFNE principles and local competencies.

- Where appropriate work towards managing highly complex patients with Continuous Subcutaneous Insulin Infusions (CSII/ Insulin Pumps) involving high levels of concentration, skill and dexterity.
- Work with primary care colleagues to provide expert advice and person centered care planning (Year of Care)
- Work with senior colleagues towards covering 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 and specialist practitioners.
- Recommend changes to medication in line with competency-based guidelines.
- To play an active role in supporting the antenatal diabetes team, continually working to improve antenatal outcomes
- To provide nutritional assessment, on an individual basis, referring to the dietitian as appropriate.

Educational Responsibilities

- Provide facilitation within General Practice and mentorship to developing practice nurses
- Contribute to the planning and delivery of health care professional education in conjunction with the University of Essex and information training sessions, alongside and with support from senior colleagues
- Delivery of a variety of Structured Patient Education Programmes across North East Essex.
- DAFNE Educator (or working towards training)/ Understanding of carbohydrate counting principles
- To organise and be involved in the training and assessment of all Students during their placements
- 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 regular / annual basis
- To remain up to date with organisations mandatory e-learning
- Support develop specialist programmes and contribute in the delivery of diabetes specific training in conjunction with education establishments

Professional Development

- Willingness and enthusiasm to continually develop own skillset in line with the ever changing diabetes medications, technologies and guidelines, keeping practice up to date.

- 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 (Nursing & Dietetic).
- Where appropriate, keep up to date with prescribing updates
- Maintain skills and competence in the delivery of Structured Patients Education Programmes
- 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
- 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
- To have an understanding of the wider organisational objectives, goals and direction development and instil these principles into routine work

Leadership

- Support the lead in a specific area of the service, providing monthly updates to the Service Manager, contributing to service development initiatives.
- Support the Implementation of evidence based, procedures, policies, protocols and guidelines.
- Have an understanding of whole service objectives and KPIs, supporting leads to meet targets and have an active involvement in whole service goals.
- Contribute to local policy making within the agreed Organisation strategy.
- Act as an ambassador for the Organisation in professional and public settings.
- To belong to diabetes interest groups at local and national levels, undertake presentations and disseminate information gained to unit staff.
- Forward thinking mind set with ethos of striving for excellence

Person Specification	Means of Assessment	
	Essential / Desirable	Application Form / Interview / Test
Qualifications / Training		
Nursing or health related degree or equivalent qualifications	E	Application form / Certificate
Current NMC/ HCP registration	E	Application form / Certificate

Post registration training Diabetes	D	Application form / Membership Card
Experience working in primary care	D	Application form / interview
Clinical Supervisory Skills Course	D	Application form / interview / Certificate
Training on CBT or Motivational Interviewing	D	Application form / interview
Non-medical prescribing qualification	D	Application form / interview / Certificate
Training in diabetes structured education (DAFNE and/or DESMOND)	D	Application form / interview / Certificate
Insulin pump training qualification/ equivalent experience	D	Application form/ Interview/Certificate
MSc Diabetes or related subject, or wiliness to work towards	D	Application form/ Interview/Certificate
Management/ leadership qualification and/or experience	D	Application form/ Interview/Certificate
Knowledge and Experience		
Excellent clinical knowledge and experience	E	Application form / interview / references
Evidence of on-going Professional Development at Masters Level	D	Application form / interview / references
Experience working in different clinical settings	D	Application form / interview / references
Experience of delivering group education, (preferably diabetes education e.g. DESMOND, XPERT, DAFNE)	D	Application form/ Interview
Experience in Audit & Research	E	Application form/interview
Ability to practice within the scope of the NMC code of professional conduct	E	Application form/interview
Awareness of the structure and		Application form/

organisation of the wider NHS	E	Interview
Skills and Abilities		
Excellent presentation, communication and interpersonal skills	E	Application form / interview / references
Excellent organisational skills	E	Application form / references
Effective time management and ability to prioritise workload	E	Application form / interview / references
Ability to use own initiative	E	Application form / interview / references
Proven autonomous decision making skills	E	Interview/ References
Enthusiastic and driven	E	Interview / references
Ability to reflect and appraise own performance	E	Application form / interview
Be flexible, adaptable and creative	E	Application form / interview
Innovative & forward thinking approach	E	Application form / interview
Be able to respond to unpredictable work patterns and frequent interruptions and able to deal with stress	E	Application form / interview
Be prepared to deal with sensitive, complex histories	E	Application form / interview
Be able to deal with distressed clients, relatives and staff demonstrating empathy	E	Application form / interview
Able to work well as part of MDT	E	Application form / interview
Conflict management skills	E	Application form / interview
Basic IT skills	E	Application form / interview
Able to use Microsoft Office	E	Application form / interview
Car driver with current clean licence	E	Application form / interview
Training and Professional Development		

Evidence of commitment to lifelong learning	E	Application form / interview / references
Demonstrate own practice is up to date and evidence-based and be able to demonstrate an awareness of current relevant research	E	Application form / interview / references

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.