

Job description

Job title:	Senior diabetes specialist practitioner
Reports to:	Service Manager
Place of work:	Agile working / Colchester and surrounding areas

Job Purpose

To lead and manage a specific area of the service reporting to the Service Manager on service developments, whilst having sufficient skillset and experience to cover all areas of the specialist work. The post holder will work as an autonomous practitioner in the provision of highly specialist, evidence based and high-quality diabetes care in all settings supporting people with diabetes across North East Essex and Suffolk as defined by the service needs.

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

Main Duties & Responsibilities

- 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
- As a specialist Practitioner recommend treatment regimes 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.
- Ability to work in high pressure environments and use problem solving skills and assist in training junior staff to do so.
- 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.

- 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 a facilitator to support developing staff
- 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 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, lead in the absence of the service lead.
- 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 diabetes patients during their time within the specialist service or hospitalisation and arrange appropriate follow up on discharge.
- Provide specialist dietetic advice for patients in hospital with complex needs including patients on enteral or parenteral nutrition (Dietitian).
- 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
- 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.
- Manage highly complex patients with Continuous Insulin Infusions (Insulin Pumps) and other technologies involving high levels of concentration, skill and dexterity.
- Work with Primary Care colleagues to provide expert advice and Care Planning (Year of Care)
- Triage 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 the antenatal diabetes team, continually working to improve antenatal outcomes
- To provide nutritional assessment and dietetic intervention, on an individual basis, using biochemistry, anthropometry, clinical condition and other physical parameters, contributing to the diagnosis of nutrition related disorders. (Dietitian)

Educational Responsibilities

- Provide facilitation within General Practice and mentorship to developing practice nurses
- Lead or contribute to the delivery of health care professional education in conjunction with the University of Essex and ad hoc information training sessions.
- Expert in the delivery of a variety of Structured Patient Education Programmes across North East Essex.
- DAFNE Educator (or training towards/ completed whole course to upskill)
- Develop and adapt specialist discipline and dietetic led education following service demands for both patients and staff.
- To organise and be involved in the training and assessment of all 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 a bi- annual basis
- To remain up to date with organisations e-learning
- 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.
- Support clinical lead in driving the team forward to deliver the best level of diabetes care possible
- 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 (Nursing)

- 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 lead and 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

- Lead in a specific area of the service, providing monthly updates to the Service Manager, contributing to service development initiatives.
- Implement evidence based, procedures, policies, protocols and guidelines.
- Have an in depth understanding and full oversight of service targets, supporting senior management in service developments and improvements to meet these.
- Contribute to local policy making within the agreed Organisation strategy.
- Act as an ambassador for the Organisation in professional and public settings.
- Take ownership and be held accountable.
- To belong to diabetes interest groups at local and national levels, undertake presentations and disseminate information gained to unit staff.
- Provide line management, performance management and development of junior staff
- Display enthusiasm and passion for diabetes and lead area of the service, acting as a role model to the rest of the team
- Forward thinking mind set with ethos of striving for excellence
- Attend lead area specific conferences and feedback knowledge to wider team
- Attend National Conferences/meetings to represent the organisation in the area of specialism

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 registration	E	Application form / Certificate
Post registration training Diabetes	E	Application form / Membership Card
Clinical Supervisory Skills Course	E	Application form / interview / Certificate
Training on CBT or Motivational Interviewing	E	Application form / interview
Non-medical prescribing qualification	D	Application form / interview / Certificate
Training in diabetes structured education (DAFNE and/or DESMOND)	E	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	E	Application form/ Interview/Certificate
Management/ leadership qualification and/or experience	E	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
Minimum 5 years post registration experience, minimum 2 years working in diabetes	E	Application form / interview / references

Considerable experience working in different clinical settings	E	Application form / interview / references
Experience of delivering group education, (preferably diabetes education e.g. DESMOND, XPERT, DAFNE)	E	Application form/ Interview
Experience of supervision/ management of junior staff and students	E	Application form/ Interview/Certificate
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 organisation of the wider NHS	E	Application form/ 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,	E	Application form /

complex histories		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.

Organisation Structure Chart

