

Clinical Nurse Specialist Job Description

Title: Paediatric Diabetes **Lead** Clinical Nurse Specialist

Band: 7

Staff Group: Nursing and Midwifery

Reports to: Matron

Job Summary:

We are seeking an enthusiastic and motivated Paediatric Diabetes Clinical Nurse Specialist to join our well-established Children's Diabetes Team on a 12-month fixed-term contract to cover maternity leave.

The post holder will play a key role in delivering high-quality, specialist diabetes care to children and young people across a variety of settings, including outpatient clinics, inpatient wards, schools and within the community. Working as part of a dynamic multidisciplinary team, the successful candidate will provide expert clinical support, education and advice to patients, families, carers, schools and healthcare professionals, helping children and young people achieve the best possible health outcomes.

The Paediatric Diabetes Clinical Nurse Specialist will be responsible for coordinating and managing a designated caseload of children and young people with diabetes, ensuring care is safe, effective, evidence-based and tailored to individual needs. The role requires excellent organisational, communication and clinical decision-making skills, together with the ability to work autonomously while contributing positively to the wider multidisciplinary team.

The successful candidate will join an experienced and supportive service comprising consultants, specialist nurses, dietitians, psychologists and administrative colleagues. While previous experience of caseload management is essential, ongoing support, supervision will be provided to enable the post holder to further develop their specialist knowledge and skills within paediatric diabetes care.

This is an exciting opportunity for an experienced children's nurse who is passionate about improving the lives of children and young people living with diabetes and who thrives in a busy, rewarding and patient-focused environment.

- An autonomous practitioner, responsible for the assessment, primary and/or secondary diagnosis, management and evaluation of treatment and care for a caseload of children & young people aged 0-18 years with diabetes
- Co-ordinate and implement an overall strategy of evidence-based care for the whole caseload of patients
- Be a highly visible and accessible resource within the clinical setting.
- Support the development of a clear and thorough transition pathway/process.
- Through effective leadership ensure the clinical multidisciplinary team deliver a safe, effective, responsive, caring and well-led service where compassion is embedded and a positive patient experience is achieved.
- Provide strong professional clinical and managerial leadership and act as a professional role model.
- Work across organisational and professional boundaries, including working collaboratively with health care professionals in the community.
- Act as an expert resource in Paediatric Diabetes with extensive specialist knowledge and clinical expertise to be an effective educator for health care professionals.

Key Responsibilities:

Clinical/Professional

- Promote and set high standards of professional nursing care and maintain the delivery of quality care within the trust policies, protocols and guidelines. Implement the trust 'values and beliefs' ensuring they are embedded into everyday practice and evaluate their impact on the patients' experience.
- Provide professional nursing leadership to MDT within sphere of clinical responsibility. This includes running nurse-led diabetes clinics, as well as being an accessible and visible resource across child health.
- Continuing responsibility for the assessment of care needs and the development, implementation and evaluation of individual patient care plans.
- Provide advice, support and education to children, young people and their families utilising the resources, where appropriate, from the Healthier Together website.
- Act as a specialist clinical practitioner demonstrating developed clinical skills and knowledge.
- Enhance the knowledge and skills of other nurses and health care professionals within Child Health, and across the wider trust as required (i.e. Paediatric Emergency Department).
- Ensure that any patient quality and safety issues are addressed in a timely manner. This includes monitoring and evaluating standards of care by the clinical team and providing regular feedback to the specialty team on the standards of care.
- Communicating, influencing and working with the multidisciplinary team in different ways to improve quality of care, and informed clinical decisions. Promote innovation and participate in benchmarking and quality audits to measure effectiveness of current practices.
- In collaboration with members of the multidisciplinary team, ensure that the users of the service and their families have a positive experience and using feedback (Elephant Surveys, PREMS, concerns and complaints) evaluate patient processes and pathways of care are redesigned as required.
- Ensure concerns raised by patients and their families are dealt with in an open, honest and transparent way, quickly and effectively, in line with trust policies, procedures and Duty of Candour legislation.
- Ensure the MDT are competent in the use of any medical devices/equipment and have access to training and monitoring compliance (if applicable).
- Reduce emergency admissions by providing timely telephone advice and education to patients and their families. In addition, provide education to health care professional both in hospital and in the community.
- Accept referrals and refer patients to other health care professionals as required in the hospital and/or in the community.
- Develop and maintain strong, collaborative links with the community teams, primary care trusts and tertiary/specialist centres. This includes networking with services such as Adult Diabetes teams, Community Diabetes teams, Community Children's Nurses.

Management/Leadership

- Provide clinical expertise and leadership to relevant staff within and outside PHT, in order to inform service provision and development.
- Demonstrate knowledge and application of national and local guidelines relating to specialty (e.g. NICE guidelines) and influence care developments in accordance with these.
- Identify, contribute to or lead on aspects in the development and dissemination of evidence-based guidelines, standards and protocols as required and implement change to improve the quality of nursing care.
- Contribute to national Peer Review programme. peer reviews and any focused CQC style reviews.
- Actively contribute to achieving the clinical governance goals/targets set by the trust and department and comply with reporting schedules for monitoring and reporting on clinical outcomes. Includes auditing of services.

- Be proactive in the prevention and management of complaints (formal and those via Patient Advice and Liaison Service) and when they occur investigate and respond in a timely manner. Use any learning to share widely with the multidisciplinary team and to improve care delivery.
- Promote effective communication with staff members across organisational boundaries and provide support to those dealing with patients who are either newly diagnosed or have been admitted due to deterioration of their diabetes.
- Promote the health and well-being of MDT, patients and their carers. Making every contact count.
- Comply and promote compliance with Trust policies and guidelines e.g. Health and Safety, Clinical Risk and Infection Control.
- Take appropriate action to address unexpected changes and situations, informing the Matron/Lead Nurse for Children or Paediatrician if unable to resolve.
- Utilise user feedback to inform Paediatric Diabetes team and to facilitate service development usually via the national PREMS surveys
- Attend relevant departmental and senior nurse/specialist nurse meetings. Work closely with ward link diabetes nurses to ensure ward training needs are met to ensure high quality evidence based care delivery; there is good communication and dissemination of information. Ensure delivery and planning of unit staff education on all aspects of diabetes alongside the Practice Development Sister and Ward sisters.
- Network with other specialty teams to share good practice and bring back new ideas to improve the local service.
- Ensure 100% attendance of the MDT at Wessex Paediatric Diabetes Network meetings and feedback to the team.
- Contribute to and be involved in national and local audits eg NPDA, spotlight audits. Review audit data to compare our service with others locally and nationally.

Education and Research

- Educate ward diabetes link nurses and work collaboratively with them to facilitate and deliver training/updates to the ward staff.
- Embed in the team culture the concept of recruitment to clinical trials which is a national performance indicator.
- Contribute to the multidisciplinary education and training provision for health care professionals involved in relevant specialty area across organisational boundaries by developing and coordinating education and training programmes and evaluating their effectiveness.

Communication and Working Relations

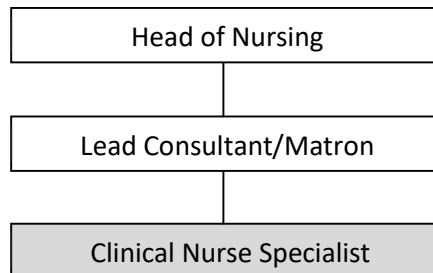
- Communicate highly sensitive and complex information with empathy ensuring that information is understood.
- Ensure patients, their parents/carer's and the MDT have access to specialist information and provide care that meets individual patients needs at all stages of the care pathway. This includes the provision of telephone support/ advice.
- Provide patients and their families with care plans as appropriate, ensuring that these are understood and reviewed at each appointment/contact. Consider other platforms for ensuring that patients and families understand how to treat their condition if written word is not appropriate (i.e. pictorial charts, electronic, etc). Utilise the resources on the Wessex Healthier Together website wherever appropriate.
- Communicate and co-operate with other specialist areas, promoting and maintaining good working relationships within own clinical area and across the organisation, giving accurate information as required.
- An active member of the clinical nursing team contributing to Trust wide nursing groups and meetings (as appropriate, will be guided by matron).

Working Conditions

- Working within a team that may at times be caring for very sick paediatric patients that require complex interventions and liaison with partner agencies (i.e. tertiary centre).

- Working within an environment that requires rapid response to unpredictable events (i.e. community visits, reviewing patients on the Children's Assessment Unit and within the Paediatric Emergency Department).

Organisational Chart



 Management Essentials	 Leadership Insights
We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers. This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust. Please click here for further information on the Management Essentials programme.	Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership. If, this is of interest to you, you will be able to enrol upon commencement with the Trust. Please click here for further information on the Leadership Insights programme.

Person Specification

Qualifications and Experience

Essential:

- Registered Child branch or Registered Sick Children's Nurse (RSCN), current active registration with NMC.
- Educated to BSc Degree level in relevant field (i.e. child nursing/ long term conditions) or equivalent.
- Minimum 5 years post registration experience.
- At least 2 years working experience as a Paediatric Diabetes Nurse Specialist.
- Significant demonstrable experience within paediatric diabetes care with evidence of professional development within this specialism.

- Prior experience in working with CYP and families affected by complex, chronic conditions.
- Evidence of developing policy, guidelines and managing resources
- Willingness to undertake and attend relevant training, workshops and conferences as required
- Car owner with valid driving license
- Community experience eg health visitor, school nurse or children's community nurse with relevant qualification

Desirable:

- Educated to Masters degree/evidence of working towards Masters degree or willingness to undertake.
- Post Reg. qualifications for specialist area
- Previous experience in line managing staff
- Teaching qualification or equivalent
- Evidence of change management with relevant management/leadership course
- Previous experience in research and application of research in practice
- Clinical supervision
- Experience of working collaboratively with a range of other services within primary, secondary and tertiary care, social care and education
- An interest in coordinating and supporting the smooth transition of young people to the adult setting

Skills and Knowledge

Essential:

- Direct care skills (i.e. insulin dose adjustment, able to run pump and CGM starts, nurse led clinics, understanding of the management of the acutely sick child e.g. DKA, able to recognize the acutely unwell CYP with type 1 diabetes).
- Ability to make autonomous clinical decisions and judgments
- Expert communication skills
- Experience of devising, delivering and evaluating teaching programs (formal or informal)
- Evidence of continuous professional development
- Clinical decision making skills
- Experience in clinical audit and benchmarking (this will be required locally, nationally and for RDMCC)
- Medicines management
- Effective leadership skills
- Organisational skills and forward planning
- Flexibility
- Able to support development of others
- Coaching and mentoring skills
- Critical appraisal skills
- IT literate
- Ability to gather data, compile information and write reports
- Knowledge and understanding of national diabetes guidelines
- Ability to deal with highly emotional and distressing situations/circumstances
- Ambition to develop within specialism and willingness to undertake further training/development.

Desirable:

- Advanced Communication Skills Training
- Understanding of health policy and the national and local nursing agenda
- Prior experience of conducting nurse-led clinics independently

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and well-being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: