

Job Description

Title: Paediatric Diabetes Nurse Specialist

Band: 6 (or 5 – development post with a view to becoming a 6 when pre-requisites have been met)

Staff Group: Nursing

Reports to: Band 7 Diabetes Specialist Nurse(s)

Job Summary:

A very exciting opportunity has arisen for a full time Band 6 Diabetes Nurse to join the Portsmouth Paediatric Diabetes Service. Are you an experienced, dynamic paediatric nurse looking for a new direction, and would like to work within a fast-paced and exciting specialist service? If yes, then Portsmouth Hospital's University NHS Trust (PHUT) would love to hear from you.

At Portsmouth Hospital's University NHS Trust (PHUT), the paediatric diabetes service has a population of over 300 children and young people (up to 18 years). The number of patients has increased rapidly over the last few years, and the technology available to children, young people, and their families to help manage their diabetes is continuing to evolve.

We are looking for a motivated and enthusiastic individual with an interest in children and young people with diabetes who can share our **vision in improving the health outcomes of CYP & their families living with Type 1 and Type 2 diabetes**. If you are a Band 5 nurse looking for a development opportunity, we will welcome applications from those who are able to demonstrate a keen interest in diabetes with further development needs.

Key Responsibilities:

- To work with the Specialist nurse and consultant team to manage a caseload of patients with diabetes. Work towards achieving the relevant competencies required for the assessment, primary and/or secondary diagnosis, management, and evaluation of Treatment and/or care for children, young people and their families.
- Working and supporting the Band 7 CNS to manage the overall management of the Paediatric Diabetes service in conjunction with the Consultant Paediatrician.
- Contribute and implement the overall strategy of evidence-based care for those children and young people with diabetes to meet Best Practice Tariff.
- Role modelling and education for health care professionals and a point of contact for professionals working outside organisational boundaries.
- Work between office, outpatients, and children's ward and in the community in the family home, school and other settings.

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 all evidence-based resources available, eg. NICE, BSPED, Wessex diabetes guidelines.
- 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).
- 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, NPDA, concerns and complaints) evaluate patient processes and pathways and contribute to redesigning care 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 support 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 and contribute to 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.
- Be aware of and 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 Diabetes Nurse Specialist Nurse for Children or paediatrician if unable to resolve.
- Utilise user feedback to inform Paediatric Diabetes team and to facilitate service development.
- 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. Support the Senior Nurse Specialists to 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.
- Attend the MDT at Wessex Paediatric Diabetes Network meetings and feedback to the team.
- Attend weekly MDT meetings/Annual Away Day/safeguarding meetings ensuring action points are shared and acted upon.
- Facilitate, oversee, and monitor the continuing professional development of the Paediatric Diabetes team by seeking and encouraging and enabling staff to attend relevant training.

- Contribute to and be involved in national and local audits e.g. NPDA, spotlight audits. Review audit data to compare our service with others locally and nationally.

Research

- Support a research culture within the MDT team to identify current knowledge and deliver evidence-based care.
- Liaise with the relevant research nurse to ensure patients are identified to take part in appropriate and relevant clinical research studies.
- Report research activity as standard practice and as part of the monthly paediatric diabetes meetings.

Education

- Educate ward diabetes link nurses and work collaboratively with them to facilitate and deliver training/updates to the ward staff.
- Encourage the concept of recruitment to clinical trials which is a national performance indicator.
- Support the senior diabetes nursing team to deliver multidisciplinary education and training provision for health care professionals involved in relevant specialty area across organisational boundaries.

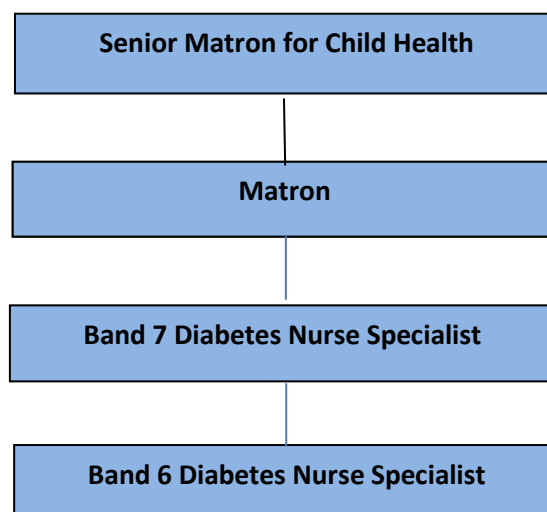
Communication and Working Relations

- 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.

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



Person Specification

Qualifications:

Essential

- Registered Child branch or Registered Sick Childrens Nurse (RSCN), current active registration with NMC.
- Working towards BSc Degree level in relevant field (i.e. child nursing/ long term conditions) or equivalent.
- Willingness to undertake and attend relevant training, workshops and conferences as required.
- Car owner with valid driving license.
- Ability to make autonomous clinical decisions and judgments.
- Expert communication skills.
- Evidence of continuous professional development.
- Clinical decision-making skills.
- Medicines management.
- 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:

- Understanding of health policy and the national and local nursing agenda.
- Prior experience of conducting nurse-led clinics.
- Post Reg. qualifications for specialist area.

Skills and Knowledge

- Clinically competent
- Clinical decision-making skills
- Advanced Communication Skills Training (or a willingness to undertake)
- Effective leadership skills
- Organisational and time management skills
- Flexibility
- Ability to support the development of others
- Coaching and mentoring skills
- Critical appraisal skills
- Customer service skills
- IT literate
- Understanding of the theory and application of Clinical Governance to the role
- Experience of effective management and supervision of staff

Experience

Essential

- 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.
- Up to date knowledge relating to national guidelines on Diabetes in children and young people.
- Clinical and practical skills (e.g. Insulin administration, blood sugar testing)

- Minimum 5 years post registration experience including at least 2 years working in a role/area where considerable knowledge and experience of Paediatric diabetes.
- Understanding of clinical governance practices in relation to self and service
- Experience of providing verbal and written communication to MDT members in acute and primary care
- Experience of supporting patients transitioning from child to adult Diabetes services
- Evidence of the application of research and best practice guidance to inform own clinical practice
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Desirable

- Community experience e.g. health visitor, school nurse or children's community nurse with relevant qualification.
- Teaching experience.
- Evidence of change management.
- Experience of working collaboratively with a range of other services within primary, secondary, and tertiary care, social care and education.

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (patient centred, communicate effectively, be open and willing to help, be courteous, develop partnerships)

Personal credibility (visibility, approachable, positive attitude, courage, resilience, confidence, role model, challenge bad behaviour, set personal goals, act with honesty and integrity)

Passion to succeed (identify areas to improve on, 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, 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, young people 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.