



Job Description and Person Specification

Job Description

Job Title	Diabetes Specialist Nurse
Band	Band 6
Hours	37.5 hours per week (including weekends)
Division	Medicine/Speciality Medicine
Location / Hospital Site	Royal Sussex County & Princess Royal Hospitals
Responsible to	Senior Diabetes Specialist Nurse
Accountable to	Lead Nurse Diabetes & Endocrine
DBS Level	Enhanced
DBS Barring	Children and Adults
DBS Workforce	Adults

Role Summary

The post holder will work as part of a multidisciplinary team under the supervision and guidance of the Band 7 diabetes specialist nurses and will provide high quality, evidence based care and education of people with diabetes within the adult diabetes service setting.

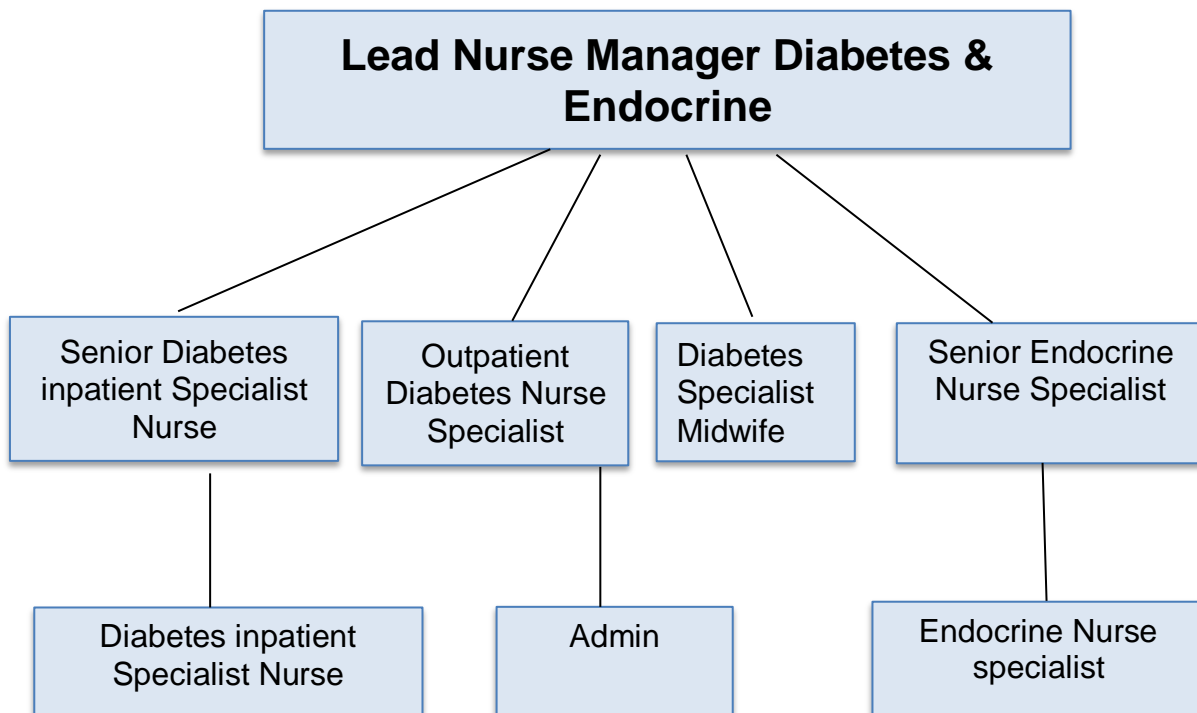
In addition the post holder will be a clinical and educational resource for patients, carers/relatives and other healthcare professionals. This role will be predominately inpatient focused.

To facilitate and expedite diabetes management, discharge and follow up care. To reduce bed occupancy for people with diabetes, where possible, and improve their experience of diabetes care during admission.

Key Working Relationships

The post holder will develop effective working relationships with the wider diabetes nursing team, diabetes dietitians, diabetes and endocrine consultants, medical colleagues, ward staff, patients and carers.

Structure Chart



Main Duties and Responsibilities

Communication

- Able to demonstrate behaviours consistent with the trusts values and behaviours.
- To communicate with all colleagues within the department, in areas of practice and to ensure all colleagues caring for patients in both primary and secondary care are informed of changes in diabetes management. This should be done in a timely manner.
- Staff are expected to behave in a professional manner and to be ambassadors for the diabetes team and the trust.
- All members of the diabetes team are valued and expected to contribute to the team to ensure tasks are achieved and with due regard to the welfare of all colleagues.
- Maintaining contemporaneous and accurate clinical records at all times.
- Be able to uphold information governance guidelines and practices.

Risk Management

- Manage and assess risk within the areas of responsibility, ensuring adequate measures are in place to protect staff and patients.

- Monitor work areas and practices to ensure they are safe and free from hazards and conform to health, safety and security legislation, policies, procedures and guidelines.
- Apply infection-control measures within healthcare environments according to local and national guidelines.
- Apply policies that reduce environmental health risks, which are culturally sensitive and increase access to health care for all.
- Participate in the local implementation strategies that are aligned to the values and culture of nursing practice.
- To comply with Trust policies and procedures relating to the post.
- All staff are expected to report broken equipment and Health and Safety.

Service Delivery and Improvement

- To assist in the implementation of national diabetes strategies and recommendations.
- All concerns and issues should be escalated to line manager promptly.
- To participate in projects related to service development and attend service development meetings and any related project groups.
- No financial budget responsibilities but all staff are expected to use all resources appropriately.
- To maintain stock control and order specialist supplies within current resources.
- To be forward looking regarding own and team future clinics, and promptly escalate to manager any staffing or other resource issues which may impact on staff or patient care and safety.
- To manage complex activities and plan specialist nursing service provision for patients, including education, training.
- To propose changes to working practice incorporating national and local recommendations, guidelines, targets, and available resources. To contribute to specialist protocols for own area, including leading and contributing to the way diabetes services in the local area are organised with support of manager.
- To support specific research or clinical audit projects within the department.
- To keep updated with current research/evidence relevant to patient care, treatments and service developments.

People Management and Development

- Fulfil all NMC and Trust Requirements for training, update and continuous professional development.
- Assist and participate in developing and delivering training for other healthcare professionals.



- To be responsible for own professional development and identify areas for learning reflecting Trust and diabetes team priorities. To adhere to professional code of practice and maintain portfolio for revalidation.
- To reflect on current practice, have an innovative approach, and challenge where appropriate.
- To act as a positive role model for health professionals and act as an ambassador for the diabetes centre and specialist nursing.
- To manage change and have the ability to both promote and advance skills and practices within and outside of the diabetes team.

Patient Care Delivery

- To receive clinical referrals directly from, and refer directly to other healthcare professionals, working in partnership with a range of other specialist colleagues to ensure optimal quality care.
- To provide on-going specialist diabetes education and training for patients, nursing and medical staff, evaluating behaviour change against outcomes.
- To be able to impart knowledge and skills to patients to enable and empower them to make informed decisions about their care, and gain confidence in self-management skills.
- To provide specialist advice and education for people with diabetes who have developed foot complications requiring specialist podiatry intervention.
- To provide specialist advice and education for inpatients and their carers/relatives to promote self-care and self-management strategies.
- To provide opportunities for health promotion to patients and healthcare professionals.
- To have excellent analytical and judgmental skills to enable analysis of complex facts to improve care for people with diabetes. To demonstrate specialist expertise underpinned by theory and incorporating evidence based practice. To demonstrate skills in assessing and interpreting patient's condition and to take appropriate action in the light of their clinical need.
- To order appropriate diagnostic investigations to assist in managing and coordinating care of people with diabetes i.e. pathology tests.
- To be able to assist in emergency situations, according to Trust Policy.
- To assess, develop, implement, and evaluate specialist nursing care plans.

Learning and Development

- Attend mandatory training updates as required.
- Undertake training as necessary in line with the development of the post and as agreed with the line manager as part of the personal development process.
- Achieve and demonstrate agreed standards of personal and professional development within agreed timescales.



- Identify own learning needs and jointly plan training requirements with your line manager.
- Participate in the Trust's appraisal process to discuss how your role will help deliver the best possible care to our patients and help to deliver any changes in service.

This job description is an outline of the role and responsibilities. From time to time due to the needs of the service, we may ask you to flexibly undertake other duties that are consistent with your role and banding, including project work, internal job rotation and absence cover.

The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the department and the organisation.

Mission and values

The mission of University Hospitals Sussex – what we are striving to achieve – is to provide:

‘excellent care every time’

All our efforts to do this put the interests of our patients first and foremost, and are underpinned by our values:

- Compassion
- Communication
- Teamwork
- Respect
- Professionalism
- Inclusion

These values were selected by our staff, patients and public when we were talking about the merger and the sort of organisation we want University Hospitals Sussex to be.

Our mission and values are extremely important to us and we expect everyone who works at University Hospitals Sussex in any capacity to share and uphold them.

Patient First

- Patient First is our Trust-wide approach to improving the quality of care for patients and to build and embed a culture where staff can be confident that their views matter and will be heard.
- The aim is to empower all staff to lead change, raise issues, concerns, identify and implement areas for improvement within the workplace and find solutions collectively as part of a team.



- Staff will be equipped with skills to identify improvement opportunities and supported to see those through
- It encourages all staff to be innovative and drive forward quality improvement and positive changes in their areas.
- The philosophy behind this is centred on:
 - Standardisation, system redesign and the improvement of patient pathways to eliminate error and waste and improve quality
 - The patient being at the heart of every element of change
 - Embedding cultural change across the organisation, where everyone is passionate about delivering exceptional quality every time and “where better never stops”.
 - Continuous improvement of our services through small steps of change
 - Constantly testing the patient pathway to see how we can develop
 - Encouraging frontline staff to lead the redesign processes
 - Equal voices for all
 - Engagement of staff is a big factor in job performance.
 - Good engagement leads to improved quality, mortality and safety measures

Safeguarding Children and vulnerable adults

UHSussex is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults, and families in their care. Staff are required to comply with Trust policies on Safeguarding and to undertake the appropriate level of mandatory in-service training in this area.

Equality, Diversity, and Inclusion

Inclusion and respect are core values at UHSussex, and we are committed to diversity and equality. This means treating colleagues and patients with professionalism, ensuring everyone feels welcome and included, valuing different backgrounds and experiences, and challenging inequalities.

Having all our staff feel safe, supported, included and valued will lead to better care and outcomes for our patients – our True North Objective.

All staff have a duty to report any behaviours which contravene this to their managers.



Workplace and Environmental Factors

Physical	<p>Physically fit to undertake the duties of the role.</p> <p>Ability to move and handle patients and inanimate loads using appropriate equipment in accordance with Trust Policy</p> <p>Able to stand and sit for long periods of time and able to undertake nursing duties</p>
Emotional	<p>Proven ability to cope with distressing situations and challenging behaviours.</p> <p>Evidence of being able to respond to emergencies.</p> <p>Demonstrates personal commitment and enthusiasm.</p> <p>Able to show emotional resilience when faced with the emotional behaviour of others.</p> <p>Ability to recognise own emotional needs and how to address them in a work appropriate way.</p>
Mental	<p>Proven ability to work under pressure both professionally and managerially.</p> <p>Proven ability to concentrate and maintain high degree of accuracy.</p> <p>Able to concentrate when being frequently and unpredictably interrupted by clinical and non- clinical staff with requests requiring help and problem solving.</p> <p>Able to concentrate for prolonged periods.</p>
Working Conditions	<p>Willingness to work flexibly across sites in order to meet the needs of the division and the Trust.</p> <p>Able to work with limited workspace.</p> <p>Able to stand sit or walk for extended periods of time.</p> <p>Potential exposure to UV radiation.</p> <p>Potential exposure to allergens increasing risk for contact allergy.</p>

Person Specification

Requirements	Level required	How assessed Application form (AF) Selection interview (I) Assessment (A)	Level required	How assessed Application form (AF) Selection interview (I) Assessment (A)
	Essential		Desirable	
Experience/ Qualifications	<ul style="list-style-type: none"> RGN/RN current NMC registration. Relevant Post registration Qualification. First level degree. Demonstrable post registration experience. Evidence of continued professional development. 	AF,I	<ul style="list-style-type: none"> Teaching qualification or equivalent e.g. ENB 998 	AF, I
Skills	<ul style="list-style-type: none"> Excellent verbal and written communication skills. Ability to impart complex and sensitive information to patients, relatives and carers with varied levels of understanding. Able to maintain effective working relationships with key stakeholders. Evidence of having undertaken own development to improve understanding of equalities issues 	AF, I	<ul style="list-style-type: none"> Involvement in the care and management of patients with diabetes. 	AF,I
People Management and Development	<ul style="list-style-type: none"> Ability to prioritise own workload. Ability to work under stress and with interruptions. 	AF,I	<ul style="list-style-type: none"> Participated in service development and implementation of change. 	I
Equality, Diversity, and Inclusion	<ul style="list-style-type: none"> Evidence of having championed diversity in previous roles (as appropriate to role). 	I		

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	Essential		Desirable	
Specific Requirements	<ul style="list-style-type: none"> Teaching and presentation skills Evidence of planning and implementing care to patients in the inpatient and or outpatient setting. Able to demonstrate behaviours consistent with the trusts values and behaviours. 	AF,I		
Freedom to Act	<ul style="list-style-type: none"> Is guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work is managed, rather than supervised and results/outcomes are assessed at agreed intervals. Is guided by standard operating procedures (SOPs), good practice, established precedents and understands what results or standards are to be achieved. 			

