

## JOB DESCRIPTION

JOB DETAILS	
Job Title	Paediatric Diabetes Specialist Nurse (PDSN)
Reports to	Lead Paediatric Diabetes Specialist Nurse
Band	Band 6 (subject to consistency checking)
Department/Directorate	Child and Womens Health, Specialist Services

### JOB PURPOSE

The role of the Paediatric Diabetes Specialist Nurse is to provide specialist nursing care, management, education and support to a defined caseload of children, young people (aged birth to 19yrs) and their families affected by diabetes. This may include type 1, type 2, cystic fibrosis related and monogenic types of diabetes. The post holder will be based at Wonford Hospital but there is a significant community element with home visits, nursery and school visits taking place around Devon.

Children with type 1 diabetes use a number of wearable diabetes technologies (continuous glucose monitors and insulin pumps) so there is significant use of multiple information technology systems and frequent fast paced technological advances occurring.

Working within the multi-disciplinary diabetes team, the post holder will learn and deliver all aspects of the Paediatric Diabetes service. The service provides a 7-day telephone advice from 9am-5pm for families on a rota basis which the post holder will be a part of.

### KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

- The post holder will be responsible for the assessment, planning, implementation, evaluation and the documentation of paediatric diabetes nursing care.
- The post holder will provide further support young adults with diabetes during their transition to, and eventual transfer to, the adult diabetes service.
- The post holder will have their own designated caseload as 'keyworker' for continuity of care and to ensure all children and young people with diabetes have met essential care processes to ensure optimal short- and long-term health outcomes. They will undertake the management of the care of their allocated group of patients and organise the provision of services.
- The post holder will work closely with the ward nursing team to identify and discuss the children's needs and problems, with the parents or carers and other staff as appropriate, when hospitalised.
- The post holder will work closely with other members of diabetes care team, ie: other Paediatric Diabetes Specialist Nurse/s, Consultant Paediatrician/s, Dietitian/s, Psychologists and members of the Adult Diabetes Team.
- The post holder will work independently as part of the Paediatric Diabetes Specialist Nursing team 7 day (9am – 5pm) on-call rota.
- The post holder will provide out of hospital assessment of diabetes emergencies such as hyperglycaemia, ketosis or ketoacidosis or hypoglycaemia and make recommendations for the repatriation to hospital as part of their on-call advice. The child may also contact the team with non-diabetes emergencies whereby the post holder will be required to safeguard and provide onward referral to the correct team (CAMHS, MASH etc).
- The post holder will provide specialist education and training to children and young people with diabetes, their families and other professional groups including nursing and medical staff and students.
- The post holder will participate in clinical audit in their specialist area and be involved in research.

## KEY WORKING RELATIONSHIPS

Areas of Responsibility: The Paediatric Diabetes Specialist Nurse provides specialist nursing care, management, education and support to a specified 'keyworker based' caseload of children, young people and families within Devon. Young people are transferred to adult diabetes services before 19 years of age.

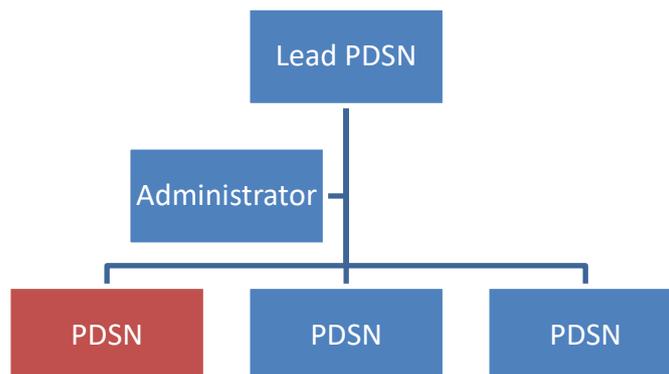
No. of Staff reporting to this role: (If applicable) none

The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
Lead nurse for children's services	Primary care staff in the community e.g. GPs, Health Visitors
Consultant Paediatricians and other medical staff	Local volunteer sectors, residential outdoor activity staff
Paediatric Diabetes Team Members	Educational establishments, educational welfare and other support services
Bramble Unit / Emergency Dept / ITU / PHDU Nursing and Medical teams	Children's social care, police and other agencies
OPD Nursing Team	Psychology teams and CAMHS
Safeguarding teams	Diabetes UK, JDRF and other diabetes charities
RDUH Research and Development Unit, Audit Department, paediatric research nurses and external multicentre trial teams.	South West Paediatric Diabetes Network and peer regional and national PDSNS

## ORGANISATIONAL CHART



## FREEDOM TO ACT

- Responsible for the assessment, planning, implementation, evaluation and the documentation of paediatric diabetes nursing care to children, young people and families with type 1, type 2, cystic fibrosis related and monogenic diabetes.
- Participate in decisions about treatment options based on evidence-based findings, in order to improve patient outcomes, including dose adjustments to diabetes medication and changes to insulin pump therapies. Guidance may be sought from the Lead Paediatric Diabetes Specialist Nurse and the Lead Consultant Paediatrician for Paediatric Diabetes.
- Autonomously deliver the provision of an out of hours diabetes nursing on-call service, requiring expert knowledge and experience in the specialism and of their caseload. The expert advice and

support given is intended, when appropriate, to prevent hospitalisation of the patient and at all times maintain patient safety.

- Broad occupational policies, national and international guidelines are used to provide expert evidenced based diabetes care.

### **COMMUNICATION/RELATIONSHIP SKILLS**

- Communicate highly complex information about diabetes technologies and insulin adjustments with children, young people, parents and other healthcare or staff in educational settings.
- Motivate, persuade and negotiate with children and young people who may not wish to undertake painful, tedious and complex daily diabetes tasks. At times this will be communicating very sensitive information about diabetes complications or adherence issues to parents and children.
- Adapt educational and communication style based on the age of the children, learning styles, educational attainment and with those with learning difficulties and challenging behaviour.
- Assess and interpret the level of diabetes distress for the child and family, provision of counselling, emotional support, signposting to external support, psychology or CAMHS. Conduct safety assessments and emergency referral for those children showing ideation of harm.
- Liaise with patient, family and other agencies to maintain safety and well-being of child, i.e.; social care, safeguarding and educational establishments, which often involves communicating highly sensitive information regarding the patient and family.

### **ANALYTICAL/JUDGEMENTAL SKILLS**

- Assess, plan, evaluate, implement and document care for children and young people and their families, pertaining to their education and on-going care needs regarding their diabetes management. This involves a number of complex facts or situations that can affect glucose levels and insulin requirements, such as blood glucose or ketone readings, carbohydrate, fat and protein intakes, exercise (time, intensity and duration), stage of growth, time since diagnosis and illness which are factored into the assessment.
- Multiple treatment options for young people could include manual meter readings, injected insulins, continuous glucose monitoring (CGM) or insulin pump therapy. Within complex pump therapies there are a more than one option to offer a family based on cannula, tubing and pump technological algorithms.
- Data download systems on Glooko, Carelink or LibreView will show multiple diabetes facts including basal insulin doses, bolus insulin doses, carb intakes, percentage time in ranges, coefficients of variation, glucose management indicators which are included in the analysis.
- Families are complex systems and as such the post holder will need to offer a range of options and evaluate their effectiveness and change approach regularly as the child grows and family circumstances change.

### **PLANNING/ORGANISATIONAL SKILLS**

- Autonomously organise their own diary and plan the care for their appointed caseload, ensuring annual diabetes checks are completed and participates in commencement of new technologies in nurse-led clinics.
- Plan, develop and deliver education programmes regarding the care of children with diabetes in educational establishments, voluntary sector, social care sector and other non-specialist healthcare professionals.

### **PATIENT/CLIENT CARE**

- Provide specialised diabetes programme of care including education, support and advice to children, young people and their families. As well as to professional and non-professional carer's, in acute and community settings, which often requires careful assessment and interpretation of the patient's condition and history and consequently taking appropriate action to maintain the safety and well-being of the child.

- Instructs and educates the child and carers about current diabetes management, utilising evidence-based practice, audit and research, to ensure the patient receives optimal care.
- Demonstrates diabetes skills to patients, their families, professional and non-professional carers.

#### **POLICY/SERVICE DEVELOPMENT**

- Deliver diabetes care according to local and national guidelines, policies and procedures.
- Implements policies for own work area and proposes changes to working practices for own work area.
- Contribute to research and development of specialist protocols and guidelines for area of expertise.

#### **FINANCIAL/PHYSICAL RESOURCES**

- Observe personal duty of care in relation to equipment and resources used in the course working practices.
- Ensure stock of meters, pens, continuous glucose monitor or insulin pumps are maintained though this is not a major responsibility of the role.

#### **HUMAN RESOURCES**

- Regularly responsible for education and training of non-diabetes specialist nursing and medical team in the provision of skilled and expert paediatric diabetes care.
- Review the quality of care provided and undertake professional development of staff to perform to a high standard in the care of children with diabetes.
- Provide and participate in clinical supervision.
- Act as a mentor and facilitator to students.

#### **INFORMATION RESOURCES**

- Complete records of care within computerised systems
- Produce reports for social care meetings, such as, international child protection certificates (ICPC) or education and healthcare plans (EHCP) which summarise the holistic care of the child with diabetes.

#### **RESEARCH AND DEVELOPMENT**

- Participate in clinical audit as necessary in own work.
- Occasionally participate in research & development, clinical trials or equipment testing.

#### **PHYSICAL SKILLS**

- Regularly visit family's homes, schools and other voluntary sector establishments by means of road transportation.
- Demonstrate the use of insulin pens, blood glucose meters, insulin pumps, including insertion of cannula into skin, connecting tubing and insertion of continuous glucose monitors. Ensure optimal site rotations of wearable devices.
- Physical assessment of lipohypertrophy and advise on avoidance of issues.
- Connect diabetes technologies to cloud based or app-based platforms and troubleshoot connectivity issues.

#### **PHYSICAL EFFORT**

- There is a frequent requirement for sitting or standing in a restricted position for a substantial portion of the working day due to travelling long distances, during Teams calls for training school staff and when educating children and young people on use of technologies or diabetes tasks.

## MENTAL EFFORT

- There is a frequent requirement for concentration where the work pattern is unpredictable. The on-call service may contain a distressed or unwell child or family who will require immediate attention from the task in hand.
- There maybe an occasional requirement for prolonged concentration when reviewing data downloads on Glooko, Carelink or LibreView.

## EMOTIONAL EFFORT

- There will be frequent exposure to distressing or emotional circumstances, such as, the devastating diagnosis of diabetes for a parent or child, a young person is severely unwell with ketoacidosis, child protection cases or other family crises shared with the post holder.
- There maybe a rare situation of a highly distressing or highly emotional circumstance when a child with diagnosed or undiagnosed diabetes dies from diabetic ketoacidosis or a severe hypoglycaemic episode.

## WORKING CONDITIONS

- There is frequent and daily VDU use.
- There is a requirement to use road transportation frequently.
- Rare exposure to blood during education and commencement of meter readings or during insulin pump insertions.

## OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

## DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

## GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any

changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust is now a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E's track record of excellence in research, teaching and links to the university with NDHT's innovation and adaptability.

# PERSON SPECIFICATION

<b>Job Title</b>	Paediatric Diabetes Specialist Nurse (PDSN)
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Requirements	Essential	Desirable
<b>QUALIFICATION/ SPECIAL TRAINING</b> RSCN/RN (Child) (current registration with NMC). Post graduate qualification at diploma level in diabetes related module (or appropriate alternative) or equivalent experience. Post graduate qualification at diploma level in in health care related teaching and assessing or equivalent experience. Non medical prescribing qualification.	✓  ✓	   ✓ ✓
<b>KNOWLEDGE/SKILLS</b> Extensive verbal and written communication skills Good report and writing skills Counselling skills Working knowledge of Clinical Governance Clinical Supervision Skills Knowledge of ISPAD, NICE and NSF key documents regarding diabetes care for children and young people Awareness of the insulin pump and continuous glucose monitoring technologies available for use by children with type 1 diabetes Ability to use a wide range of IT systems, EPIC, word processing, Excel Research and Development skills	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	   ✓       ✓
<b>EXPERIENCE</b> Post registration experience as a childrens nurse in the hospital or community setting. Experience of nursing practice where there is advanced decision making. Experience of multi-agency working Competence and experience in advanced communication skills including negotiation, advocacy and counselling. Supervision of student nurses. Planning and delivery of effective educational sessions to patients, the general public or healthcare staff. Development of evidence-based literature, guidelines and protocols for children. Planning, implementation and evaluation of clinical audit and research.	✓ ✓ ✓ ✓ ✓	      ✓ ✓ ✓
<b>PERSONAL ATTRIBUTES</b> Empathy with patients. Able to work autonomously and alone. Ability to deal with emotionally demanding situations. Able to deal with complaints and difficult situations in order to diffuse conflict. Confident to trouble shoot technology issues Able to work as a team member. Self-motivated and able to motivate Effective time management and good organisational skills Effective leader of staff Commitment and evidence of professional development, including up to date and accurate portfolio.	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	     ✓   ✓
<b>OTHER REQUIREMENTS</b> The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust. Ability to travel to other locations as required. Ability to work flexibly over 7 day week	✓ ✓ ✓	   

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
<b>Hazards/ Risks requiring Immunisation Screening</b>					
Laboratory specimens	Y			✓	
Contact with patients	Y				
Exposure Prone Procedures	N				
Blood/body fluids	Y			✓	
Laboratory specimens	Y	✓			
<b>Hazard/Risks requiring Respiratory Health Surveillance</b>					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	N				
Animals	Y			✓	
Cytotoxic drugs	N				
<b>Risks requiring Other Health Surveillance</b>					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	Y		✓		
Hand held vibration tools (=>2.5 m/s2)	N				
<b>Other General Hazards/ Risks</b>					
VDU use (> 1 hour daily)	Y				✓
Heavy manual handling (>10kg)	Y	✓			
Driving	Y				✓
Food handling	Y	✓			
Night working	N				
Electrical work	N				
Physical Effort	Y		✓		
Mental Effort	Y				✓
Emotional Effort	Y				✓
Working in isolation	Y				✓
Challenging behaviour	Y			✓	