

# Job description

## POST

Paediatric Diabetes Specialist Nurse Band 6 Children's Diabetes Team  
Reporting to Lead Nurse Children's Diabetes Team

## SALARY

£35,392 - £42,618 per annum  
(pro rata where applicable)

## CARE GROUP

Women, Children and Young People Care Group

## BASE

William Harvey Hospital  
Working across all Main EKHUFT sites

## CONTACT

Jennifer Brunsdon Lead Nurse Children's Diabetes Team

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## Welcome to East Kent Hospitals

As a team we are working hard to ensure we put children, young people (CYP) and their families at the heart of everything we do.

With one of the largest services for CYP with diabetes within the South East and London network and approximately 75% of CYP using insulin pump therapy, we can offer you a rewarding, flexible and supportive role both working within a large multidisciplinary team as well gaining vast experience in the use of the latest technology.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

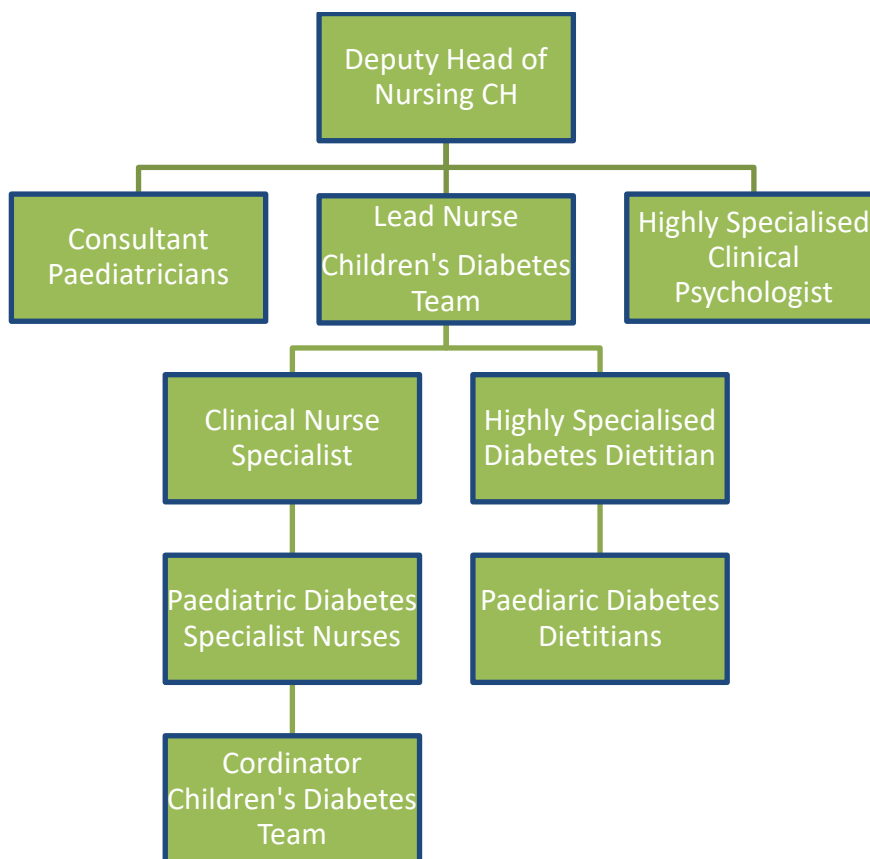
### About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



# Paediatric Diabetes Specialist Nurse (PDSN)



## Role specific duties

To work within the Children's Diabetes Team, providing expert nursing care, support and advice to children and young people following the diagnosis of diabetes.

To work under the direction of the specialist nurses, supporting a caseload of patients across East Kent.

To work in partnership with the children, young people and their families offering advice, emotional and practical support and liaising with other professionals.

To partake in the Out of Hours telephone on-call service for children, young people and their families ensuring they have access to specialist diabetes advice (pro-rata)

## Clinical

- Work autonomously/under the direction of the specialist nurses, supporting a caseload of patients across East Kent considering specific issues such as patient health needs, social and emotional circumstances, appropriate information sharing and service needs etc.



- Work in partnership with the children, young people and their families offering advice, emotional and practical support and liaising with other professionals.
- Work in conjunction with the multidisciplinary team to support the provision of high-quality nursing care to children, young people with diabetes.
- Participate in clinical and line management supervision in line with EKHUFT guidance.
- Participate in reflective practice and on-going learning in order to continually improve the service offered within the CDT.
- To be committed to continually improving the patient experience by engaging in regular patient feedback mechanisms and encouraging service users to participate in shaping the service delivery.
- Acts as an ambassador/role model for the organisation and the Nursing Profession.
- Ensures the application of local standards, policies and philosophies which further the philosophy of patient centred, individual and evidence-based care for all patients.
- Under the supervision of the PDSN/CNS or dietitian participate in Nurse and Dietitian led clinics/ Multidisciplinary Clinics in line with service framework and the Paediatric Diabetes Best Practice Tariff.
- Support other members of the Children's Diabetes Team to ensure appropriate cover for one another during times of leave and absence.
- Utilise more senior team colleagues with regard to complex situations to ensure expert advice and care for children/young people and their families.
- Deliver ongoing education for children, young people and their families predominantly within the hospital setting but on occasion within their homes and other community settings e.g. schools and nurseries.
- Responsible for ensuring patient safety and safe patient handling, according to local policies, at all times during all home visits and ensure adherence to specific individual programmes of care for children/young people.
- Participate in the delivery of specific training to all staff and carers on the use of all medical devices such as glucose monitoring, insulin injection device's, insulin pumps etc.
- Participate in specialist multi-professional and interdisciplinary clinical teaching sessions within a variety of settings e.g. acute inpatient wards, educational establishments, Residential Respite Units, Secondary Care and third sector establishments.
- Responsible for ensuring all electronic patient notes are maintained with 'real time' entries relating to all home visits, school visits, emails and telephone contacts and any clinical changes or concerns, detailing measures taken with regards to reporting concerns etc.
- Responsibilities include advanced clinical skills such as teaching blood glucose monitoring, preparing insulin injections via pen device, administration of insulin, set up/adjustment of insulin pump settings and insulin infusion set insertion.
- Act as the child's' advocate.
- Work in accordance with the Health Act (2006) and comply with national and local infection control policies and procedures and any other related infection prevention policies or procedures. In addition, all staff who 's normal duties are directly or indirectly concerned with patient care should ensure they have received annual mandatory training (including hand hygiene).
- Adhere to and implement the Trust policy in relation to Child Protection/Child in Need.

## Research and Training

- Participate in the delivery of Ward Training
- Participate in research projects within the Directorate/Trust.



- Contributes to the development of policies, procedures and guidelines as appropriate
- Ensures own and others professional/educational/training needs are identified and maintains own and others mandatory and professional updating in order to maintain clinical and professional credibility.
- Develops close links with professional and educational organisations, so as to keep up to date with best practice.
- Use critical incident analysis to develop a dynamic approach to nursing practice.
- Participate in service specific audits as required, National Paediatric Diabetes Audit, PREM, National Pump Audit, staff survey.
- Possess an awareness of specific clinical trials which may impact on children/young people with diabetes and share appropriate information with wider multidisciplinary teams, including those within secondary and tertiary care settings.
- Participate in the development and delivery of appropriate training materials / programmes to promote professional development.
- Assist in providing training and support to new and junior staff in accordance with Trust policies and procedures.
- Act as mentor to student nurses on placement with the team.

## Quality

- Ensures the application of local standards, policies and philosophies which further the philosophy of patient centred, individual and evidence-based care for all patients.
- Work with their line manager and the multi-disciplinary Children's Diabetes Team to ensure that the requirements of the paediatric diabetes best practice tariff are met.
- Represents team and organisation at professional meetings as requested and feeds back information appropriately.
- Liaises with senior/managerial staff to bring to their attention any problems identified.
- Supports the education and development of all staff including students. Takes part in education and training programmes appropriately and feeds back knowledge gained.
- Participate in regular audits of nursing standards and practice.
- Participate in monitoring the quality of care in your local area.
- Assist in the investigation and resolution of complaints in relation to patient care, reporting to the dept/unit manager.
- Contribute to monitoring of quality improvement metrics to measure quality of care
- Identify and minimise clinical and non-clinical risk to minimise risk of harm to patients, staff and visitors.
- Monitor all aspects of clinical governance locally including clinical incident reporting.
- Regularly assess and act on the views of patients, relatives and staff about the standards of care experienced by recipients of the service.
- Involve patients in their care and ensure their understanding of treatment plan and care options before gaining informed consent for care delivery and interventions.
- To act always in such a manner as to promote and safeguard the interests and well-being of the child/young person and family.
- To maintain confidentiality and actively encourage all staff to abide by this professional code.



## **Professional**

- Provide professional leadership, advice and guidance to junior nurses and foster collaborative partnerships with other disciplines.
- Communicate effectively with children and their relatives, ensuring accurate and seamless information is conveyed and documented
- Assist in the maintenance and monitoring of agreed standards, ensuring that any shortfall is brought to the attention of the line manager.
- Ensure that all quality initiatives within the nursing environment are adhered to and that the highest standards of care are maintained at all times.
- Assist in the development of clinical protocols in liaison with the lead Nurse, Clinical Nurse Specialist, Paediatric Diabetes Nurse and dietetic colleagues. Understand the ratification process within the East Kent Hospitals/Child health governance group.
- Ensure that accurate and legible patient records are kept in line with professional and legal requirements.
- Promote and maintain effective working relationships and communications with consultants, medical staff, nurse colleagues and other multi-agency professionals.

## **Personal Development**

- To keep abreast of current professional issues within childhood diabetes and child health and maintain the knowledge and skills necessary to perform your role effectively.
- Develop and maintain a professional portfolio ensuring specialist skills are current and up to date.
- Ensure compliance with professional expectations as outlined in the NMC Code of Professional Conduct.
- To participate in an annual appraisal with relevant reviews and to follow your personal development plan as agreed with your line manager

## **VALUES AND BEHAVIOURS**

The post holder is required to uphold and model the Trust values in everything they do.



## Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

## Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

## Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

## How to apply

For more information or to arrange to visit us, please contact Jennifer Brunsdon at:

[jenniferbrunsdon@nhs.net](mailto:jenniferbrunsdon@nhs.net)



Requirements	Essential	Desirable	
Qualifications and training	Registered Nurse-Child Branch Completion of Preceptorship	Mentor Qualification or ENB 998	Application Form, Interview, Reference
Clinical skills and experience	Recent clinical experience within an acute Trust or Paediatric Community setting).  Delivery of evidence-based practice  Demonstrates child focused approach  Basic IT skills  Demonstrates an ability to teach staff, parents, patients and other professionals	Previous experience at Band 5/6 within specialty.  Previous experience of caring for children with diabetes.  Evidence of facilitating learning in practice  Evidence of on-going personal + professional development	Application Form  Interview  Reference   Application Form  Interview  Reference
Governance	Understanding of data protection principles		Interview/application form
Personal/professional attributes	Aware of the Trust vision., Mission and Values Ability to communicate clearly, both written and verbally. The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.  Ability to develop working relationships with others Time management and personal organisation skills.		
Other requirements	Possess a full driver licence and have access to a car that can be used for work purposes, subject to the provisions of the Equality Act (2010)		Driver licence Car insurance

## The small print

<b>Band</b>	<b>Band 6</b>
<b>Salary Scale</b>	<p>£35,392 - £42,618 per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
<b>Hours of work</b>	37.5 hours per week
<b>Annual Leave Entitlement</b>	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
<b>Pension Scheme</b>	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
<b>Contractual Notice</b>	<p>Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months' notice Band 7-9 = 3 Months' notice</p>
<b>Probationary Period</b>	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6-month probationary period. During this time, you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>





## Dimensions

<b>Financial and Physical</b>	Manages	Occupational Health clearance for the role specified.  To understand local resource management and the cost implications of service delivery. Ensure day to day work schedule and travel is planned efficiently.
	Impacts	
<b>Workforce</b>	Manages (Bands and WTE)	To provide support and advice to children, young people (0-19) with diabetes and their families in East Kent.  To deliver interventions in the home, school, clinic and hospital settings across East Kent.  Responsible for supporting junior nursing colleagues.
	Located	Various sites across East Kent
	Impacts	Responsible for scheduling own caseload management and delivering specialist education and training under the supervision of Paediatric Diabetes Specialist Nurses and Clinical Nurse Specialists.
<b>Other</b>		Flexible approach to working patterns.  All terms and conditions are in accordance with the Agenda for Change national terms and conditions  The post holder will ensure compliance with the Trusts risk management policies and procedures. These describe the Trusts commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm, and stress that all staff have a responsibility to minimize risk.

## Communications and working relationships

Internal	Patients/Relatives Colleagues Allied Health professionals Psychologists Support teams Health Visitors School, College and Nursery Staff Children's Ward Staff, Medical Staff, Senior Matron, Matron. Site Clinical Managers, Directorate Lead Nurse
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	Business Manager/Service Manger Paediatric Practice Development Nurse Nursing and Quality Pharmacy Department Safeguarding Team Staff Named Nurse for Child Protection Domestic Staff
External to NHS	Other relevant societies that provide information and training e.g. British Society of Paediatric Endocrinology and Diabetes National Patient support groups (DUK, JDRF) Local Government Schools and Education Authority Recognised relevant National Patient support groups e.g. Diabetes UK Local patient support groups e.g. Paula Carr Diabetes Trust Relevant pharmaceutical companies and Specialist Product Trainers
Other	Other NHS Trusts Paediatric Diabetes Teams Medical staff (if shared care). South East Coast Network Dietetic staff from external Trusts Community Hospitals Mental health teams. CAMHS Primary Care Staff (GP's, Practice Nurses, Health Visitors) Commissioning Groups Social Services Paediatric Community Nurses University Link Lecturers Canterbury Christ Church

## Environment

Category	Description/Definition	Frequency/Measures
<b>Working Conditions</b>	<p>Lone worker role which is supported by Trust 'Lone Worker Policy' and robust service specific guidelines.</p> <p>Risk of exposure to adverse environmental conditions within individual house-holds during home visits, such as smell, noise and fumes, which are measured using service risk assessment tool at initial home visit.</p> <p>Risk of exposure to body fluids with regards to children/young people with diabetes monitoring their blood glucose.</p>	Frequent



	Driving between home visits, school visits and clinical settings within East Kent and EKHUFT sites..	
<b>Physical Effort</b>	<p>Ability to exert frequent physical effort for several short/medium periods during each day (2-3-hour sessions) with weight varying according to activity such as moving equipment from base to arranged clinics in other areas and home visits.</p> <p>Occasional awkward positions (such as kneeling and crouching) during the delivery of specific clinical care, such as teaching children and carers in the use of devices.</p> <p>Frequent requirement to sit in a restricted space whilst driving within local geographical area and throughout the Trust.</p>	Frequent
<b>Mental Effort</b>	<p>Ability to coordinate and manage own schedule according to levels of dependencies of children/young people and meet clinical priorities.</p> <p>Ability to organise and plan predictable workload effectively and be able to react to unpredictable workload as required.</p> <p>Ability to quickly and efficiently respond to changes both of a workforce and clinical nature that require urgent solutions/action often within a set period of time.</p> <p>To manage the clinical workload under the supervision of the clinical nurse specialist.</p> <p>Ability to concentrate carefully for short, medium and long periods of time to ensure all clinical care is delivered effectively and safely and any subtle cues from the child/young person are detected and acted upon.</p> <p>Frequent concentration is required during consultations, data review,</p>	Frequent

	development of care plans, delivering education, report writing, case conferences and meetings.	
<b>Emotional Effort</b>	<p>Ability to work effectively with families of children/young people with a life-long potentially life threatening/life limiting condition and the ability to directly manage distressing and emotionally charged atmospheres and situations to deliver direct patient care.</p> <p>Repeated and direct associations with vulnerable children with limited means of communication who are entirely dependent on others for all aspects of their care.</p> <p>Working with parents, carers and siblings of children and young people with diabetes and experiencing their emotional grief and loss on a daily basis.</p> <p>Working within a service which is constantly exposed to high levels of emotional effort and being able to effectively support colleagues appropriately and respond to crisis within a workforce.</p>	Frequent

### Most challenging part of the job

To maintain credibility and flexibility as a competent practitioner in an ever-changing environment, while continuing to develop professionally in line with the demands of a responsive nursing service focussed on the needs of children.

To support and promote the delivery of best practice to patients within an ever-changing environment and within limited resources, ensuring all children receive appropriate treatment and a high quality of care.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

