



Job Description

Job Title:	Diabetes Technician
Band:	Band 4
Hours:	22.5 (1 year fixed term contract)
Base:	Bedford Hospital, and any other associated Trust establishments across the Bedfordshire Hospitals NHS Foundation Trust including outreach clinics and establishments used in the course of Trust business (if necessary for the role).
Reporting to:	Lead Nurse - Diabetes
Terms and Conditions of Service:	Currently those of Agenda For Change and other local agreements

OUR VALUES





JOB SUMMARY

To co-ordinate and implement a technician led, annual complication screening service, for Adult patients with diabetes under the care of Bedford Hospital outpatient diabetes department.

KEY RESPONSIBILITIES

- The post holder will arrange for patients to attend a complications screening clinic up to 4-6 weeks prior to their clinician's appointment.
- They will carry out all the annual checks required as part of the patient's annual review, including foot check, blood tests, and urine test (ACR) and blood pressure check. They will check that the patient is up to date with their eye checks and document this.
- They will document the results on the diabetes database and inform the patient of the blood and urine results prior to their appointment with the clinician, allowing the patient time to plan what they would like to discuss in their consultation.
- Collect data for audit to review the efficiency of the service
- Assist with the writing, distribution and audit of patient satisfaction questionnaires.
- They will independently plan and deliver individual tasks.
- To be responsible for addressing and problem solving queries direct from patients regarding equipment, and providing appropriate literature.
- The post holder will update computer information system ensuring accurate patient information into Diamond diabetes database.
- To be responsible for managing own time management and prioritising workday.
- The post holder will be demonstrate the ability to use a variety if IT systems including, Excel, Electronic Patient Record, ICE.
- The post holder will inform diabetes medical and nursing staff of any variance to results from local parameters and pass on any urgent clinical queries which may be raised with them.
- To ensure that practice is in line with departmental policies and protocols within the clinical area.
- To support the process of continuous quality improvement and development, assisting in audits.

Education and Training



- .To keep up to date and participate in regular training to develop and update skills
- To provide supervision to staff learning new skills, for example, foot and injection examination.
- To promote and encourage the application of research and of evidence based practices.
- To participate in any research projects conducted in the clinical area as appropriate.

MANAGEMENT

- To manage the clinical workload effectively, ensuring care and investigations are given the appropriate priority.
- To contribute positively towards the delivery of a cost effective service, ensuring supplies appropriately. Whilst also ensuring that equipment is well maintained with staff understanding the use of such equipment.
- To maintain confidentiality with regard to personal information pertaining to staff.
- To attend and contribute to departmental meetings as required.

PERSONAL PROFESSIONAL DEVELOPMENT

- The post holder will be expected to participate in the process of individual performance review, to identify objectives for personal and service development.
- To participate in and undertake any departmental audits as requested.
- To act in a manner that justifies public confidence at all times.
- You are expected to contribute ideas for improvement in your own sphere of work for the benefit of the department.
- To work within and accept responsibility for maintaining agreed levels of clinical competence.
- To be an active and committed member of the multidisciplinary team within the Department.
- To demonstrate an insight into own professional development, contributing to the process of identifying own educational and clinical training needs in conjunction with the Lead Nurse.



GENERAL:

To comply at all times with any regulations issued by the Trust, especially those governing Health and Safety at work and to ensure that any defects which may affect safety at work are brought to the attention of the appropriate manager.

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

This job description reflects the present requirements and objectives of the post. As the duties of the post change and develop, the job description will be reviewed and will be subject to amendment, in consultation with the post holder.

You are required to disclose any additional work you undertake or are planning to undertake for another employer.

PROBATIONARY PERIOD:

This post is subject to the successful completion of a probationary period of 6 months within which the notice period for both you and Bedford Hospital is four weeks.

STANDARDS

Staff are responsible for complying with the relevant standards set by their Line Manager. A breach of such standards may lead to disciplinary action. It would be investigated fairly and appropriate steps taken to prevent a recurrence and address any wider causes.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS:

All employees and volunteers working within the Trust have a responsibility for safeguarding and promoting the welfare of children and vulnerable adults.

INFORMATION GOVERNANCE:

(This includes Patient Confidentiality, IT Security, Data Protection and Freedom of Information)



You are required to respect the confidentiality of all patients, carers and staff, by not sharing any information (including data) obtained during the course of your duties. You have an obligation to report any non-compliance through the Trusts Incident Reporting process.

All staff must comply with the legal obligations and statutory requirements of the General Data Protection Act 2018, the Trusts IT Security and Information Governance Policies, Codes of Conduct and Best Practice Guidelines which are available on the staff Intranet site.

PRIVACY STATEMENT

The Trust is committed to protecting the privacy and security of your personal information. Information about you will be kept by the Trust for purposes relating to your employment. In accordance with the Trust's Privacy Notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal and special category data. The Trust will comply with its obligations under the General Data Protection Regulations and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records; which may, where necessary include special category data relating to your health, identity, data held for equality monitoring purposes, criminal offence data and data regarding DBS checks. The Trust requires such data for personnel administration and management purposes for the performance of your contract of employment and to comply with its legal obligations. The majority of information that you provide us with is mandatory to enable us to perform the contract of employment; where information is requested from you on voluntary basis, you will be advised of this and will be properly advised of your rights in respect of consent and the withdrawal of that consent.

The Trust will take all reasonable steps to ensure that the personal information held about you is complete, accurate, up-to-date and not held for longer than necessary for the purposes for which it was collected. However, you are responsible for informing us promptly of any changes to your personal information either in writing or by updating your information on MyESR.

The Trust's Privacy Notice sets out the legal basis for processing your personal data and your rights to access this data are prescribed by law.

The Trust requires you to familiarise yourself with the Trust's Information Governance (data protection) Policy which set out its obligations under the General Data Protection Regulation and all other data protection legislation. You must comply with the Trust's Data Protection Policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its Data Protection Policy by you to be a disciplinary matter which may lead to disciplinary action, up to and including dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's Policies and Procedures. If you have any queries about your responsibilities in respect of data protection, you should contact the Trust's Data Protection Officer.

A copy of the full Privacy Notice for Employees can be downloaded from the Trust's Intranet.

PROMOTING EQUALITY



The Trust is committed to promoting an environment that values diversity. All staff are responsible for ensuring that all patients and their carers are treated equally and fairly and not discriminated against on the grounds of race, sex, disability, religion, age, sexual orientation or any other unjustifiable reason in the application of this policy and recognising the need to work in partnership with and seek guidance from other agencies and services to ensure that special needs are met.

INFECTION CONTROL:

You are required to comply with the Trust's strategy regarding infection control and be aware of, and comply with, all Trust infection and prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. Effective prevention and control of healthcare associated infections has to be embedded into every day practice and applied consistently by everyone. Failure to do so may result in disciplinary actions.

SMOKE FREE

The Trust implements a Smoke Free policy that applies to all staff. Staff are not allowed to smoke while wearing a recognisable Trust uniform or visible trust identification badge, and not allowed to smoke anywhere on hospital grounds. Staff are not allowed to take additional breaks in order to smoke. They may smoke during designated breaks but only out of uniform and off site. Staff contravening this policy may be subject to disciplinary procedures.

DISCLOSURE REQUIREMENTS:

A risk assessment has indicated that a DBS disclosure is both proportionate and relevant to this position. Any person who is conditionally offered this post will be required to undertake a DBS check in this respect.

The Trust guarantees that this information will only be seen by those who need to see it as part of the recruitment process.

The Trust ensures that an open and measured discussion will take place on the subject of any offences or other matter that might be relevant to the position sought could lead to a withdrawal of an offer of employment.

We undertake to discuss any matter revealed in a Disclosure with the subject of that Disclosure before withdrawing a conditional offer of employment. Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position or circumstances and background of your offence. Please be aware that the Trust has a Policy containing a more detailed Code of Practice that meets the standards specified by the Disclosure and Barring Service relating to the fair use of criminal record information and the appointment of persons having a criminal record.

Note: Failure by an applicant to provide accurate and truthful information is considered to be a serious matter. Where it is found that a person has recklessly provided inaccurate information or withheld information relevant to their position, this may disqualify them from appointment. It may also result in dismissal or disciplinary action and referral to the appropriate professional registration body.

If you would like to discuss what effect any criminal record or fitness to practise proceeding might have on your application, you may telephone the Recruitment Manager at the Trust, in confidence, for advice.



ASSISTANCE WITH TRUST PROCESSES

Any member of staff who is a manager at band 7 and above may be asked to take part in disciplinary and appeals processes in line with the Trust's policy. Appropriate training and support will be provided by the Employee Relations Team.