

Job Description

Job Title	Practice Diabetic Specialist Nurse
Line Manager	Director of Nursing
Accountable to	Executive Manager
Hours per week	30 hours, permanent.
Rate of Pay	Competitive, dependent on experience.

Job Summary

We seek a dedicated and experienced Diabetic Specialist Practice Nurse to join our GP practice team in Weston-Super-Mare. The ideal candidate will have a strong background in diabetes care, providing high-quality support to patients living with diabetes, promoting self-management, and working collaboratively with our multidisciplinary healthcare team. This role offers an exciting opportunity to make a real difference to the health and well-being of individuals in the local community.

Generic Responsibilities

All staff at 168 Medical Group have a duty to conform to the following:

Equality, Diversity & Inclusion

A good attitude and positive action towards ED&I creates an environment where all individuals are able to achieve their full potential. Creating such an environment is important for three reasons: it improves operational effectiveness, it is morally the right thing to do, and it is required by law.

Patients and their families have the right to be treated fairly and be routinely involved in decisions about their treatment and care. They can expect to be treated with dignity and respect and will not be discriminated against on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Patients have a responsibility to treat other patients and our staff with dignity and respect.

Staff have the right to be treated fairly in recruitment and career progression. Staff can expect to work in an environment where diversity is valued and equality of opportunity is promoted. Staff will not be discriminated against on any grounds including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. Staff have a responsibility to ensure that you treat our patients and their colleagues with dignity and respect.

Safety, Health, Environment and Fire (SHEF)

This practice is committed to supporting and promoting opportunities to staff to maintain their health, well-being and safety. You have a duty to take reasonable care of health and safety at work for you, your team and others, and to cooperate with employers to ensure compliance with health and safety requirements. All personnel are to comply with the Health and Safety at Work Act 1974, Environmental Protection Act 1990, Environment Act 1995, Fire Precautions (workplace) Regulations 1999 and other statutory legislation.

Confidentiality

This practice is committed to maintaining an outstanding confidential service. Patients entrust and permit us to collect and retain sensitive information relating to their health and other matters, pertaining to their care. They do so in confidence and have a right to expect all staff will respect their privacy and maintain confidentiality at all times. It is essential that if, the legal requirements are to be met and the trust of our patients is to be retained that all staff protect patient information and provide a confidential service.

Quality & Continuous Improvement (CI)

To preserve and improve the quality of our output, all personnel are required to think not only of what they do, but how they achieve it. By continually re-examining our processes, we will be able to develop and improve the overall effectiveness of the way we work. The responsibility for this rests with everyone working within the practice to look for opportunities to improve quality and share good practice.

This practice continually strives to improve work processes which deliver health care with improved results across all areas of our service provision. We promote a culture of continuous improvement, where everyone counts and staff are permitted to make suggestions and contributions to improve our service delivery and enhance patient care.

Induction Training

On arrival at the practice all personnel are to complete a practice induction programme; this is managed by the appropriate Line Manager.

Learning and Development

The effective use of training and development is fundamental in ensuring that all staff are equipped with the appropriate skills, knowledge, attitude and competences to perform their role. All staff will be required to partake and complete mandatory training as directed by the training coordinator, as well as participating in the practice training programme. Staff will also be permitted (subject to approval) to undertake external

training courses which will enhance their knowledge and skills, progress their career and ultimately, enable them to improve processes and service delivery.

Collaborative Working

All staff are to recognise the significance of collaborative working. Teamwork is essential in multidisciplinary environments. Effective communication is essential and all staff must ensure they communicate in a manner which enables the sharing of information in an appropriate manner.

Service Delivery

Staff at 168 Medical Group must adhere to the information contained with practice policies and regional directives, ensuring protocols are adhered to at all times. Staff will be given detailed information during the induction process regarding policy and procedure.

Security

The security of the practice is the responsibility of all personnel. Staff must ensure they remain vigilant at all times and report any suspicious activity immediately to their line manager. Under no circumstances are staff to share the codes for the door locks to anyone and are to ensure that restricted areas remain effectively secured.

Professional Conduct

At 168 Medical Group, staff are required to dress appropriately for their role. Administrative staff will be provided with a uniform whilst clinical staff must dress in accordance with their role.

Leave

All personnel are entitled to take leave. Line managers are to ensure all of their staff are afforded the opportunity to take a their leave, and should be encouraged to take all of their leave entitlement.

Primary Responsibilities

Key Responsibilities:

- Patient Care & Support:
 - Provide expert advice and support to patients with Type 1 and Type 2 diabetes.
 - Assess, plan, implement, and evaluate care plans for diabetic patients, ensuring their individual needs are met.
 - Educate and empower patients on diabetes management, including medication, lifestyle changes, and self-monitoring.
 - Support patients in managing their blood sugar levels, and monitor for complications.
 - Provide ongoing care and follow-up for patients, reviewing progress and adjusting care plans as needed.
- Clinical Leadership:
 - Lead and coordinate diabetes clinics within the practice, ensuring efficient and effective service delivery.
 - Promote and drive the uptake of diabetes reviews in line with national guidelines and best practice standards.
 - Work closely with GPs, practice nurses, and other healthcare professionals to ensure integrated and holistic care for diabetic patients.
 - Offer professional guidance and support to junior nursing staff and colleagues.
- Education & Training:
 - Deliver education and training sessions for patients and practice staff on diabetes care, including workshops and patient education events.
 - Stay up-to-date with current trends in diabetes care, ensuring evidence-based practices are applied.
 - Support the development and delivery of practice policies and protocols for diabetes management.
- Clinical Governance & Quality Improvement:
 - Contribute to audits, reviews, and other quality improvement activities related to diabetes care within the practice.
 - Maintain accurate patient records, ensuring that data is up-to-date and in compliance with confidentiality and data protection laws.
 - Participate in the implementation of local and national diabetes initiatives and protocols.

Main Job responsibilities:

- Take responsibility for keeping nursing skills and knowledge up to date and in line with current guidelines
- Working independently alongside the Lead Practice Nurse and Healthcare Assistant team, making decisions and recommendations as appropriate.
- Oversee Healthcare Assistants when required
- Undertake relevant training courses in order to advance skills.
- Keep up to date on changes to national guidelines
- Take a proactive approach towards planning activities related to own workload in order to complete tasks in a timely manner.
- Contribute to the achievement of the Quality and Outcomes Framework
- Chronic Disease Management – run clinics, keep up to date with guidelines.
- Nurse Prescribing - Where the post holder is an independent prescriber : to prescribe safe, effective and appropriate medication as defined by current legislative framework

Routine Treatment Room Activities:

- Cytology
- Wound care/Dopplers/Four layer bandaging
- Removal of Sutures
- Urinalysis
- Travel immunisations
- ECGs
- Venepuncture
- Hypertension Management
- Ear syringing
- Routine immunizations/Childhood immunisations
- Chaperoning and assisting patients where appropriate who are being examined by another clinician
- Requesting pathology tests, for example urine culture, swabs
- Contraception
- Therapeutic Monitoring
- Maintain general tidiness and cleanliness of nurses and treatment rooms
- Ordering of Health Promotion Literature
- Ordering of vaccinations to maintain stock levels
- Awareness of national standards of infection control and cleanliness and regulatory / contractual / professional requirements, and good practice guidelines

- 24 hour BP monitor

Essential Qualifications & Skills:

- Registered Nurse (RN) with valid NMC (Nursing and Midwifery Council) registration.
- Specialist diabetes qualification, such as a Diabetes Diploma or equivalent.
- Proven experience in managing patients with diabetes in a primary care setting.
- Strong clinical skills, including the ability to assess, plan, and deliver care for diabetic patients.
- Excellent communication and interpersonal skills, with the ability to build rapport with patients and colleagues.
- Knowledge of current national guidelines and best practices for diabetes management.
- Ability to work autonomously and as part of a multidisciplinary team.

Desirable Qualifications & Skills:

- Experience working in a GP practice or primary care setting.
- Experience in delivering structured education for diabetic patients.
- Experience with data management systems such as EMIS Web.

Additional Information:

- The role will involve providing care to a diverse patient population, requiring a person-centered approach.
- Opportunities for further professional development and training.

We would look to develop the roles further as individuals get established so further responsibilities may be applied with additional training and guidance.

Why Join Us?

- You'll be joining a supportive, dynamic, and friendly team who are committed to delivering excellent patient care.
- The practice is well-equipped with modern facilities, and you will have access to continuous professional development opportunities.
- Weston-Super-Mare offers a beautiful coastal location with great local amenities, schools, and recreational activities, providing an excellent work-life balance.
 - If you are passionate about diabetes care and want to make a positive impact on the lives of people living with diabetes, we would love to hear from you. Please submit your application along with your CV and cover letter to Director of Nursing, Marion Snelling at marionsnelling@nhs.net

This document may be amended following consultation with the post holder, to facilitate the development of the role, the practice and the individual. All personnel should be prepared to accept additional, or surrender existing duties, to enable the efficient running of the practice.