CLINICAL NURSE SPECIALIST (CNS) – DIABETES CARE

JOB DESCRIPTION

Job Title: Clinical Nurse Specialist (CNS) in Diabetes Care

Grade: Equivalent to Clinical Nurse Manager 2 (C.N.M. 2)

Reporting Relationships: Professionally accountable to Director of Nursing,
Clinically accountable to Senior Nurse Manager

Background to post:

Generic:
- The C.N.S. should be prepared beyond the level of a generalist
- The C.N.S. should have extensive experience and advanced expertise
  in the relevant specialist area of nursing / midwifery
- The C.N.S. should have undertaken a formally recognised relevant
  specialist post-registration course of study, at the minimum level of
  university / college diploma. This course should provide theoretical
  instruction and substantial clinical experience, to ensure competency
  in the speciality practice
- The C.N.S. will work with medical colleagues and / or
  interdisciplinary team members within a specified area
- The C.N.S. may make variations in prescribed clinical options,
  within agreed protocols and
- Speciality practice of the Clinical Nurse Specialist includes clinical
  practice, teaching, research implementation and advisory roles.

Specific:
- This C.N.S. postholder will need to be innovative in her / his approach
  towards establishing, developing and maintaining this service. National
  and international policies have had a positive effect on healthcare
  provision, and with this, comes the need for specialist input in fields
  such as Diabetes Care.
- The service will be confined to St. John’s hospital, and will address a
  need for the availability of expert advice and guidance, which will
  serve the people of Limerick, and indeed can be called upon by
  General Practitioners, and support groups locally.
**Purpose of Post**
The extent and speed of change in the delivery of healthcare is such that the postholder will be required to maintain, enhance, and develop their professional knowledge skills and aptitudes, necessary to respond to a changing situation. To act as manager, clinical consultant, educator, researcher and auditor in all matters relating to diabetes care, is necessary to ensure the provision of a patient-focused quality service. This will be further consolidated, by the co-operation and support of the multidisciplinary healthcare team.

**RESPONSIBILITIES:**

**Clinical Focus**
The postholder will:

- Identify and plan, with support from the Director and Assistant Directors of Nursing, the development requirements necessary for the maintenance of a Diabetic Care service
- Demonstrate higher levels of clinical decision-making, and the ability to monitor and improve standards of care
- Commission as required, integrated application software to support the operational and management systems for the Diabetes Care Department, and the area it serves.

**Direct Care**
The postholder will:

- Deliver individualised patient care, based upon principles of best practice. It is recognised that this may be achieved either directly, through personal contact, or indirectly through supervision of practice.
- Oversee and participate in the management of patients attending clinics
- Set up a system whereby trials of new equipment and products will be managed, and will take the lead in clinical audit, relating to Diabetes Care
- Provide expert opinion and advice on Diabetes Care
- Discuss management of care with both the patients and their relatives, to create an understanding of the patients condition and treatment.
**Indirect Care**

The postholder will:

- Liaise with other hospital staff and departments, in order to promote and maintain good working relationships, and high standards of care and service to patients
- Disseminate relevant findings and information to members of the multidisciplinary team, who are involved with patient care, and who each have a contributory role towards the management of each patient
- Advise and support members of the patients family, or significant others, when planning the patients discharge, and inform them of supportive services within the community.

**Patient/Client Advocate**

The postholder will:

- Communicate, negotiate, and represent patient / client values and decisions, in collaboration with other professionals and community resource providers. He/she will act as a patient/staff advocate through the application of ethical, legal and professional knowledge and skills
- Strive to ensure the patient/client welfare is uppermost when making decisions, and include the patient when issues occur regarding the management of his/her care
- Ensure the patient/client is kept informed on all matters pertinent to him/her, and represent the patient/client and his/her wishes when required to do so, in the multidisciplinary or other setting

**Education and Training**

The postholder will:

- Identify the educational needs of staff, patients and carers , in relation to Diabetes Care
- Establish, co-ordinate and evaluate initiatives for all healthcare staff, and monitor their impact on quality of care and documentation
- Co-ordinate the dissemination of information related to Diabetes Care
- Promote patient carer independence, through the provision of relevant teaching and support
- Provide education for all grades of clinical staff in the management of Diabetes-associated problems
Liaise with relevant support groups, and in conjunction with these groups-organise and deliver seminars and educational activities as appropriate to their needs

Develop a system whereby all the latest research findings are disseminated throughout the various disciplines associated with Diabetes care

Develop professionally, by being supported by management, to attend study days, courses and all such other presentations, relevant to their own progress in this field

**Audit and Research**

The postholder will:

- Be expected to be up to date with all developments in the field of Diabetes Care, and to develop a network locally, nationally and internationally, and ensure that all nursing reflects best practice
- Audit current nursing practice, and implement changes as necessary
- Foster an awareness of the importance of research among his/her colleagues and other disciplines, and co-ordinate the undertaking of research locally, as and when deemed appropriate
- Ensure that the disciplines working with patients with Diabetes-associated problems will make the most effective and efficient use of Information Technology, for both patient care and administrative support, in a manner which integrates well with systems throughout the organisation.

**Consultant**

The postholder will:

- Consult with and be a consultant to other nurses/midwives, including students and Public Health nurses, and other healthcare professionals
- Provide a specialist service throughout the hospital, including all ward areas, outpatients clinics, and other relevant units who will have need for his/her specialist service
- Be autonomous in deciding appropriate management of all referrals, and be recognised as such by all healthcare professionals
- Accept referrals directly from the ward-based staff for both consultants at ward level and clinic level
• Perform other duties appropriate to the post, as may be assigned by the Director of Nursing or Deputy, or other authorised officer as the Chief Executive may designate.

Health & Safety:

• Ensure that effective safety procedures are developed and managed to comply with statutory obligations, in conjunction with relevant staff.
• Be aware of, and familiar with Health & Safety regulations.
• Ensure mandatory training is up to date.
• Be personally committed to the maintenance of a high standard of Hospital hygiene and constantly monitor practices
• Be pro-active in Infection Prevention and Control, and ensure all staff comply with best practice
• Actively participate in fire drill as required and observe fire instructions within the Hospital. Ensure a knowledge of fire policy among staff.
• Be knowledgeable regarding the Major Accident Policy and actively participate as required.
• Maintain a safe environment for patients, staff and members of the public in consultation with appropriate personnel and to direct staff on procedures to be followed in emergency situations.
• Investigate relevant incidents/accidents, mishaps, and complaints, and report in line with Hospital policy.
• Ensure that Hospital premises and property is rendered safe. Report any hazards which may give rise to accidents.

Hospital Uniform:

• Ensure you comply with hospital policy

Confidentiality:

In the course of your employment you may have access to, or hear information concerning, the medical or personal affairs of patients and/or staff, or other health service business. Such records and information are strictly confidential and, unless acting on the instructions of an authorised officer, on no account must information concerning staff, patients or other health service business be divulged or discussed except in the performance of normal duty. In addition, records must never be left in such a manner that unauthorised persons can obtain access to them and must be left in safe custody when no longer required.

It would be expected in the normal course of events at Hospital level that the role will evolve as professional and service demands change. Management structures, budgetary processes and training/education initiatives are the subject of on-going development to facilitate the exercise of the devolved functions set out above.
This description outlines the main duties and responsibilities of the post and is subject to review and amendment to reflect the changing needs of the hospital service. The extent and speed of change in the delivery of health care is such that adaptability is essential. The incumbent will be required to establish, maintain, enhance and develop their professional knowledge, skills and aptitudes in order to respond to a developing service situation.

This job description indicates the main responsibilities and duties of the post and is subject to review and amendment.

I confirm that I have received a copy of and have read the above job description.

Signed: ___________________________ Date: ________________