

Job Description

Clinical Nurse Specialist Diabetes

Mission and Values of the Hospital

Mission

We strive for excellence in meeting the holistic needs of our patients in a caring and healing environment in which the essential contribution of each member of staff is valued.

The values of human dignity, compassion, justice, quality and advocacy rooted in the mission and philosophy of the Religious Sisters of Charity guide us in our work.

We will, within the foregoing context, make every effort to maintain excellence in clinical care, teaching and research.

*Comh mheas, comh bhá, comh pháirtíocht agus
comh oibre bunsraith ár gcuid saothar uile.*

Core Values

Human Dignity

Compassion

Justice

Quality

Advocacy

Accountability and Working Relationships

Job title:	Clinical Nurse Specialist (CNSp) Diabetes
Professionally accountable to:	Director of Nursing
Key reporting relationships:	Nurse Practice Development Co-ordinator Assistant Director of Nursing, Director of Nursing
Key working relationships:	Nursing and Medical Personnel, Health and Social Care Professionals.
Working Hours:	39 hours per week

Qualifications / Experience

1. Be registered in the general division of the Register of Nurses maintained by Nursing and Midwifery Board of Ireland (NMBI)
2. Minimum five year's post-registration nursing experience (full-time or equivalent hours part-time) in an acute hospital.
3. Have at least two years' experience working in a relevant clinical setting.
4. Experience working with Diabetes technology
5. DAFNE experience desirable
6. Excellent interpersonal skills required
7. BSc in Nursing or equivalent required
8. Modular education in diabetes is required
9. Computer skills essential

Key Responsibilities

Work within an established team to manage patient caseload.

Provide continuity of care to improve quality of life for patients.

Facilitate relevant patient care by liaising with the multidisciplinary team and guiding best practice.

Provide support and education for patients and their families.

Co-ordinate and manage the care given to both inpatients and outpatients.

Provide continuing nursing education by participating in teaching, guidance and assessment of staff.

Professional Responsibilities:

- Work within the code of Professional Conduct for Nurses, participating in the implementation of the Scope of Practice framework.
- Demonstrates the ability to care competently for an assigned group of patients, serving as a role model for team collaboration and quality patient care
- Follow up management of Diabetes patients post discharge.
- In conjunction with the practice development team, contribute to practice Development within the organisation. Assist with the development of standards and policy guidelines for nursing practice in the clinical areas.
- To act as a role model for advanced nursing practices, and be an informed resource for other nurse's /staff disciplines. In doing so to promote collaborative working practices in all aspects of patient care in specific ward areas.
- Ensure that the dignity of patients and staff is assured and maintained at all times, having regard to the ethics, philosophy and Mission of the hospital.
- Together with the Nurse Practice Development Co-ordinator, be involved in identifying opportunities for development of nursing services that will improve the care of patients.
- Encourage recognition of the patient as an individual ensuring that the patient's needs are met through application of a systematic approach to nursing.

Clinical Responsibilities:

- Support clinical nurse managers and staff nurses in providing optimum patient care and meeting the teaching needs of staff and student nurses.
- Promotion of person centred care especially when dealing with patients and families.
- Provision of telephone service to patients at home.
- Co-ordination of Out-patient clinics.
- Ensure the adherence to all Hospital policies with special emphasis on risk management.

Indirect Clinical Care

- Excellent communication and interpersonal skills essential.
- Prioritise and organise practice to manage the clinical caseload efficiently and effectively.
- Provide a written quarterly report on any programme implemented at clinical level specific to Diabetes care, capturing staff that have not attended any educational programmes.
- Collect statistical data to utilise in service planning for the area for the future.
- Continually evaluate the service through clinical audit, identifying service gaps that require addressing at local and national level.
- Participate in relevant research projects.

Education/Research:

- Plan, co-ordinate and implement Clinical Teaching Programmes underpinned by NMBI guidelines, at ward level, with the assistance of senior nursing staff and nurse practice development team.
- Provide educational material/information at ward level and help foster a learning environment paying particular focus to dealing with the challenges associated with the management and education of diabetic patients in the acute setting.
- Participate in / deliver staff In-Service Education Programmes to all grades of nursing staff and Healthcare assistants as necessary and as requested by the Nurse Practice Development Co-ordinator or Senior Nursing Management Team

Management:

- Attend staff meetings and receive staff suggestions for improvements in the system of work, having regard to patient care and developments in nursing practice.
- Organise own workload efficiently and demonstrate ability to lead and communicate effectively.
- Assist in the introduction of change as and when required and be prepared to participate in relevant and appropriate research projects as agreed by the Nurse Practice Development Co-ordinator.
- Ensure that the appropriate and accurate records are kept of induction/ education courses in line with Hospital Policy.
- Provide ongoing support, supervision and guidance clinical staff and patients.
- Prioritise areas of difficulty as highlighted by Clinical staff and work systematically through these areas, reporting regularly to the Nurse Practice Development Co-Ordinator on improvements made or areas that require further investment from senior nursing/hospital management level.

Liaison and Communication:

- Ensure fluent Communication channels are maintained with all relevant personnel (e.g. CNM's and Nurse Practice Development Co-Ordinator, staff members) to ensure safe, efficient, competent integration of junior and new staff into the workforce.
- Liaise and give feedback as necessary with the Clinical Nurse Managers, Nurse Practice Development Co-ordinator in relation to all aspects of educational and professional supports that the junior and existing staff may require.
- Liaise with the relevant clinical staff with regard to participation in delivery of in-service lectures for clinical staff.

Conditions of Employment:

- Annual Leave Entitlement: 25 – 28 days per annum pro- rata (according to criteria in Circular 111/99). Annual leave is calculated January to December of each year.
- Sick Leave Regulations: Please refer to contract of employment and hospital sick leave policy.
- A minimum of three months' notice of termination of employment is required. Notice of termination of employment must be received in writing.
- Uniform Policy must be adhered to at all times. Hospital uniform must not be worn outside of the hospital.

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings.

- Fire orders must be observed and staff must attend fire lectures every 2 years.
- Mandatory training must be adhered to and recertified before expiry timeframes occur i.e. Manual Handling, Basic Life support, Intravenous assessment, Hand hygiene education, waste management and Mission effectiveness programme.
- All accidents within the department must be reported immediately.
- In line with the Safety, Health and Welfare at Work Act (1989 & 2005), smoking within the Hospital building is not permitted.
- All Staff are advised to avail of Hepatitis B Vaccination with Occupational Health.
- The use of personal mobile phones is prohibited in clinical care areas.

Hygiene:

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St Michaels Hospital's quality system to ensure the safety and wellbeing of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

Policies/Legislation:

All hospital policies and procedures form an integral part of an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at work, Trust in Care, Computer Usage Policy) and the hospitals ethical codes of practice.

Mandated Person – Children First Act 2015

As a mandated person under the Children First Act 2015 you have A LEGAL obligation:

- ***To report child protection concerns at or above a defined threshold to TUSLA***
- ***To assist TUSLA, if requested, in assessing a concern which has been the subject of a mandated report***

You will remain a mandated person for the duration of your appointment to your current post or for the duration of your appointment to such other post as is included in the categories specified in the legislation Mandated Person – Children First Act 2015

Confidentiality:

In the course of your employment you may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and, unless acting on the instruction of an authorised officer, such information must not 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 kept in safe custody when no longer required.

This job description is intended as a basic guide to the scope and responsibilities of the position; it is subject to regular review and amendment as necessary.