

**NORTHERN IRELAND PRACTICE AND EDUCATION COUNCIL  
FOR NURSING AND MIDWIFERY**

**Diabetes Specialist Practice Nursing Roles**  
*Sub-Group of*  
*Career Framework for Specialist Practice Nursing*

**First Meeting, Wednesday, 7 December 2016 at 10.30am**

**Attendance**

Rose McHugh, PHA (Chair)	RMcH
Clare Black, Southern HSC Trust	CB
Eileen Breslin, Belfast HSC Trust	EB
Michelle Burke, South Eastern HSC Trust	MB
Sara Carse, Diabetes UK, NI	SC
Prof. Vivien Coates, Western HSC Trust	VC
Nicky Fuller, South Eastern HSC Trust	NF
Bernadette Gribben, NIPEC	BG
Áine Kelly, Southern HSC Trust	AK
Lisa King, Western HSC Trust	LK
Sonia Kirkpatrick, Northern HSC Trust	SK
Una McErlean, Belfast HSC Trust	UMcE
Roberta McCullough, Diabetes UK, NI	RMcC
Cathy McCusker, NIPEC, (Project Lead)	CMcC
Aisling Pelan, Belfast HSC Trust	AP
Evelyn Walton, CEC	EW
Liz Williams, Western HSC Trust	LW

**Apologies**

Maureen Begley, Belfast HSCT  
Sharon Wilson, Northern HSC Trust

**Action Notes**

<b>Item No</b>	<b>Notes</b>	<b>Action by</b> CMcC unless otherwise recorded
<b>1</b>	<b>Welcome and Introductions</b> Rose McHugh welcomed everyone to the meeting including Bernadette Gribben who was attending as part of her NIPEC induction, following which, everyone introduced themselves and their role. Aisling Pelan advised that she was asked by Moira	

	Mannion, Belfast Trust, to represent her and the other four HSC Trust Workforce Leads on this Group and keep them apprised of the work of this Group.	
<b>2</b>	<b>Apologies</b> Noted as above.	
<b>3.</b>	<p><b>Background to the <i>Career Framework for Specialist Nursing Roles</i></b></p> <p>Cathy McCusker explained the background to this project including the Draft <i>Interim Career Framework for Specialist Nursing Roles</i>, including the core components of Specialist Practice Nursing roles, core competences and job descriptions.</p> <p>Members of the Group raised the issue of nurses who already have a NMC recordable specialist practice qualification having to do a diabetes specific one. It was agreed that Aisling Pelan would raise this with the Workforce Leads to bring to Education Commissioning Group (ECG) and Rose McHugh to discuss with Chair of ECG.</p> <p>It was recognised that some diabetes nurses with the title Specialist Nurse do not have the NMC recordable qualification. It was also confirmed that the way forward was that any specialist posts recruited and appointed must adhere to the requirements in the Interim Framework. The Diabetes UK NI representatives were very supportive of the position that only those with the NMC recordable qualification and employed as Specialist Nurses could use the title.</p>	<b>AP</b> <b>RMcH</b>
<b>4.</b>	<p><b>Diabetes Specialist Practice Nursing Roles</b></p> <p><b>Adult Competency Framework</b></p> <p>The Group Members agreed that they were all familiar with and used TREND UK, 4<sup>th</sup> Edition, <i>An Integrated Career and Competency Framework for Diabetes Nursing (2015)</i>. It was agreed that a small sub-group reflective of acute and community diabetes nursing would review Trend for <b>core</b> competences which would be used for Adult Diabetes Specialist Practice Nurses. It was also agreed that although the Project only required these to be developed for the Band 7 role the Group would also identify those relevant to Band 6 and Band 8a. The following members agreed to participate in the development of the core competences: Belfast Trust, Una McErlean; Western Trust, Lisa King; Clinical Education Centre, Evelyn Walton; Diabetes UK NI, Sara Carse and Roberta McCullough; Northern</p>	

	<p>Trust, Sonia Kirkpatrick; Southern Trust, Clare Black; South Eastern Trust, Michelle Burke and Nicky Fuller; Ulster University, Prof Vivien Coates; PHA, Rose McHugh; and NIPEC, Cathy McCusker. Cathy advised that this work could be completed via either a face to face meeting and virtually using gotomeeting software, known as a web conference. The core competences agreed will then be forwarded to all the members of the Sub-Group for testing with colleagues and providing feedback.</p> <p><b>Core Job Descriptions</b></p> <p>It was agreed that the core job description for Band 7 Diabetes Specialist Practice Nursing role would be developed following completion of the work on the core competences. It was highlighted that there was an issue of a midwife being appointed as a Diabetes Specialist Midwife without an NMC recordable qualification. Aisling to raise this with Workforce Leads, Belfast and Northern HSC Trusts.</p> <p><b>Job Plan</b></p> <p>It was agreed that it would be useful to review the Job Plan's that had been developed for Hospital and Hospital/Community setting and to update these and develop one for community setting. Comments were made on the difficulty of achieving the Supporting Professional Activity and that this was the area that was usually relinquished to facilitate clinical workload. It was agreed that Aisling would ask the five HSC Trust Workforce Leads to review the existing Diabetes Job Plans and if the agreed norms are being achieved.</p>	<p>AP</p> <p>AP</p>
<p><b>5</b></p>	<p><b>Sub-Group Membership</b></p> <p>It was suggested that Cathy should seek a representative from Unison for this sub-group. The rest of the membership was agreed as relevant.</p> <p><b>Terms of Reference</b></p> <p>Terms of Reference were agreed.</p> <p><b>Work-plan and timescales</b></p> <p>Cathy highlighted that it was hoped this work could be completed by the end of March 2017.</p>	
<p><b>7</b></p>	<p><b>Date and time of next meeting</b></p>	

	<p>The date of the meeting of the development of the core competencies is scheduled for Wednesday 18 January 2017 10am – 1pm, venue: Diabetes UK, NI, New Forge Lane. Sara Carse to confirm if this is available. Only those listed at Agenda Item 4 above need attend.</p>	
--	---	--