



Department of
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An Roinn Sláinte

Máinnystrie O Poustie

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CORE COMPETENCE ASSESSMENT TOOL FOR CHILDREN'S DIABETES SPECIALIST NURSING ROLES



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CHILDREN'S DIABETES SPECIALIST NURSING

Core Specific Competency Areas and Learning Outcomes

These are specific core competency areas and learning outcomes relevant for Children's Diabetes Specialist Nurses, in Northern Ireland. The core competencies build on the generic core competencies designed for all Specialist Nurses¹ regardless of the area of practice or care setting (see Appendix 1).

The specific competencies for Children's Diabetes Specialist Nurses have been adapted with permission from SWEET Curriculum² (2013); from Level Four in the SWEET Curriculum.

It is assumed that Children's Diabetes Specialist Nurses will already be competent in the levels below Level Three of the SWEET Curriculum.

The core specific competency areas have also been mapped to the relevant themes of the Nursing and Midwifery Council's Code of Conduct (2018)³ and specific dimension of the Knowledge and Skills Framework (KSF), (Department of Health, 2004)⁴

- Practise Effectively and Preserve Safety (NMC)
- Health and Wellbeing 5 (KSF)

Thanks to all those involved in the development of these specific competences especially those on the Writing Group (Appendix 2) and in particular the Children's Diabetes Specialist Nurses and Diabetes UK representatives and all those who provided feedback to ensure they are fit for purpose.

¹ DoH (2018) *Career Framework for Specialist Practice Nursing Roles*. Belfast: NIPEC

² NHS Diabetes: Education Group for Children and Young People with Diabetes (2013) *National Curriculum for the training of Health Care Professionals who care for Children and Young People with Diabetes Mellitus*. Leicester: Prontaprint

³ Nursing and Midwifery Council (2018) *The Code: professional standards of practice and behaviour for nurses, midwives and nursing associates*. London: NMC.

⁴ Department of Health (2004) *NHS/HPSS Knowledge and Skills Framework*. London: DH.

Children’s Diabetes Specialist Nursing Competence Assessment Tool

A rating scale has been developed to be used with the specific competency domains and learning outcomes to enable Children’s Diabetes Specialist Nurses to identify the learning and development requirements for the role. Follow the information below to learn how to use the Competence Assessment Tool.

How to use the self-assessment tool

You should use the following rating scale to assess your learning and development needs against each of the competence statements:

Rating Scale:

LD I need a lot of development

SD I need some development

WD I feel I am well developed

It generally takes about 15 minutes to assess yourself against the learning outcomes.

Place a ✓ to rate the statement which is applicable to your individual learning and development. When you have finished, review the number of LDs, SDs, and WDs. You can then plan, with your line manager, the learning and development activities needed for you to develop in your role.

Practice Tips

Before starting your assessment, you may find it helpful to discuss the statements with one of your peers. Be honest with yourself when thinking about your role and your learning and development needs and rate them realistically. For you to get most benefit from your self-assessment you should discuss your results with your line manager. This can be as part of your annual appraisal and/or personal development plan and can be used to agree an action plan, addressing your specific learning and development needs. Your self-assessment and personal development plan may form part of your evidence for NMC revalidation.

The *Children’s Diabetes Specialist Nursing Competence Assessment Tool* can also enable you to focus on areas for career development and, where relevant, support your preparation for job interviews.

Core Specific Competency Areas

Core Specific Competency Area: Aetiology and Epidemiology			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> Differentiate between the disorders of glycaemia: impaired glucose tolerance and impaired fasting glucose, type 1 diabetes, type 2 diabetes, other specific types of diabetes such as forms of monogenetic diabetes, steroid-induced diabetes and diabetes that occurs secondary to other chronic diseases in childhood – such as cystic fibrosis, haemoglobinopathies. Explain and describe the relationship between blood glucose and insulin in healthy people including gluconeogenesis, glycogenolysis, lipolysis and ketogenesis. 			

Core Specific Competency Area: Glycaemic Monitoring			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> Demonstrate knowledge of how to interpret blood glucose measurements and inform others as required. Demonstrate knowledge of how to safely adjust insulin doses in children and young people (CYP) on different insulin regimens in response to the results of blood glucose test results. Demonstrate competence in current technologies and provide education to CYP, their families and carers. Undertake point-of-care testing for HbA1c. Identify and discern what the limitations of glycated haemoglobin are e.g. in haemoglobinopathies. 			

Core Specific Competency Area: Phases of type 1 Diabetes			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> Assess and, where appropriate, liaise with MDT regarding investigation of abnormalities of growth and development. Explain to patients, carers and other staff members about the need to alter insulin doses when entering 'remission'⁵ period and as puberty progresses. Provide education and evaluate its impact on patients and/or their carer/s ability to promote self-management e.g. adjusting insulin. 			

Core Specific Competency Area: Management of other types of Diabetes			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> Define the role of genetic and environmental factors, obesity, insulin sensitivity/resistance and insulin deficiency in the development of type 2 diabetes. Demonstrate understanding of the treatment required for type 2 diabetes, MODY and neonatal diabetes and be able to explain the mode of action, possible side effects, and recommended dose of different blood glucose-lowering agents. Identify the criteria for considering a diagnosis of neonatal diabetes and when appropriate genetic testing should be undertaken. Demonstrate knowledge of when to obtain genetic testing for the various monogenic forms of diabetes (e.g. neonatal and MODY). 			

⁵ Remission period is also known as 'honeymoon' phase

Core Specific Competency Area: Insulin Therapy			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Initiate insulin therapy, i.e. pumps and injections. • Educate individuals on how to adjust their insulin dosages to achieve their targets for blood glucose control. • Identify when and how to test basal rates, with consideration of the child's stage of development/ treatment regimen and be able to explain this to others. • Educate others when and how: <ul style="list-style-type: none"> – advanced bolus delivery should be used in pump therapy – to evaluate the use of different patterns of bolus administration e.g. square waves etc. • Explain how to alter basal and bolus rates/ carbohydrate ratios in response to continuous glucose monitoring. • Set and evaluate the use of correction ratios over a 24 hour period and evaluate the effects of this intervention. 			

Core Specific Competency Area: Education of Children and Young People, their families and Carers			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Provide appropriate teaching tools for CYP and their families/carers in partnership with others. • Deliver education programmes to CYP and their families/carers on a one to one basis and/or as part of a structured diabetes education programme and review their impact. • Develop processes to enable equal learning opportunities for all CYP and their families/carers involved in group teaching and reflect on the impact of these. • Contribute to the assessment and audit of educational tools/programmes in partnership with others. • Recognise the adverse psychological impact of diabetes on CYP and their families and refer as appropriate. • Provide education and support to siblings and parents/carers to promote sound family functioning and review the impact of this. • Provide education including competency based training to other agencies such as schools and Early Years settings and review the impact of this. 			

Core Specific Competency Area: Nutrition			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Support CYP, and families/carers to adapt diet to achieve target glycaemic control and reduce complications. • Explain the impact of nutrition on other conditions associated with diabetes (e.g. coeliac disease). • Identify difficulties which can impact on diabetes management and make appropriate referrals to other HCPs. • Demonstrate knowledge of the influence of society, culture and religion on eating patterns, beliefs and myths about various foods and be sensitive to the impact of this on CYP and their families/carers 			

Core Specific Competency Area: Management of Physical Activity and Exercise			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> Educate CYP, families and other HCP's on exercise management strategies using both carbohydrate and advanced insulin management. Recognise when and how to refer for specialist exercise advice. 			

Core Specific Competency Area: Monitoring of Diabetes and Screening for Associated Conditions			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> Demonstrate knowledge, in accordance with national guidelines, regarding which CYP require: <ul style="list-style-type: none"> – screening for thyroid, coeliac – screening for renal disease – retinal screening – lipid screening – ophthalmic and foot checks. Identify abnormalities of growth and refer for investigations as appropriate. 			

Core Specific Competency Area: Psychological Aspects			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> Identify and implement strategies for managing behavioural and psychological issues that might impact on diabetes management and refer as appropriate. Contribute to complex interventions as part of a multi-disciplinary team. 			

Core Specific Competency Area: Complications of Diabetes - Acute Identification and treatment of Hypoglycaemia			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Demonstrate understanding and be able to teach others about the: <ul style="list-style-type: none"> – aetiology and management of hypoglycaemia. – physiology and biochemical changes that occur as hypoglycaemia develops. • Demonstrate knowledge of other medication/oral therapies and other agents that may result in hypoglycaemia and be able to teach others. • Act as a resource on hypoglycaemia for other Health Care Professionals (HCPs). • Provide expert advice on complex cases of hypoglycaemia management. • Implement evidence based guidelines which are current and accessible for other HCPs to treat hypoglycaemia across all care settings. 			

Core Specific Competency Area: Complications of Diabetes - Acute Identification and treatment of Hyperglycaemia and Diabetic Ketoacidosis (DKA)			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Identify and teach appropriate strategies to CYP and their families/carers for the prevention of hyperglycaemia and DKA. • Demonstrate the ability to manage periods of hyperglycaemia and DKA, including appropriate referral. • Act as an expert resource for information on hyperglycaemia and DKA for other HCPs. • Provide expert advice on complex cases and in the development of management plans for CYP with hyperglycaemia. 			

Core Specific Competency Area: Complications of Diabetes - Chronic Eye complications			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Identify the services that exist for eye screening and ophthalmology referral. • Be aware that tightening control of diabetes may cause an initial deterioration of retinopathy and be able to inform others. • Be aware of other rare forms of diabetes that may be associated with eye abnormalities. • Be aware of potential therapies that are available for eye complications and be able to inform others. 			

Core Specific Competency Area: Complications of Diabetes - Chronic Nephropathy			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Identify the criteria for regular screening for renal complications in children and demonstrate knowledge regarding appropriate referral to other HCPs. • Advise parents and CYP about the risks of developing nephropathy associated with poor glycaemic control and offer options for them. • Demonstrate awareness of the various intervention studies highlighting the benefits of improving glycaemic control – including the Diabetes Control and Complications Trial (DCCT) and United Kingdom Prospective Diabetes Study (UKPDS). • Demonstrate understanding of the relationship between hypertension and the progression of kidney disease in diabetes. • Demonstrate awareness of potential side effects of therapy and specific need for counselling CYP of reproductive age and be able to inform others. • Demonstrate awareness of rare forms of diabetes that may be associated with renal abnormalities. 			

Core Specific Competency Area: Complications of Diabetes - Chronic Neuropathy, Macrovascular and Dental disease			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Identify diabetic neuropathy and macrovascular changes and be able to refer appropriately. • Demonstrate understanding that, in type 1 diabetes, obesity may contribute to increased insulin resistance and be able to teach others. • Demonstrate knowledge regarding the increased risk of dental caries in people with diabetes and explain the need for regular dental checks. • Outline potential side effects of therapy and specific need for counselling females of reproductive age. 			

Core Specific Competency Area: Surgery and Fasting			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Provide expert advice to CYP and their families/carers in the management of diabetes in relation to fasting and surgery. • Act as an expert resource for information on fasting and surgery for other HCPs. • Contribute to the development of specific guidelines for diabetes management during surgery in partnership with key stakeholders. 			

Core Specific Competency Area: Managing Intercurrent Illness - Sick Day Rules			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Educate CYP and their families/carers how to safely manage intercurrent illness using local/national guidelines. • Provide expert advice on complex cases and multiple pathologies. • Advise on treatment adjustments according to individual circumstances, following local policies or individual clinical management plans. • Contribute to the evidence base and implement evidence-based practice in relation to the management of intercurrent illness in people with diabetes. 			

Core Specific Competency Area: Young People preparing for transition to Adult Care			
The Children's Diabetes Specialist Nurse will:			
Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> • Support and prepare CYP and families/carers for transition to adult services. • Recognise disorders of growth and sexual development during this time and make appropriate referrals. • Provide expert advice on areas such as: <ul style="list-style-type: none"> – life style issues e.g. sexual health, smoking, alcohol, drugs – risk taking behaviours impacting on diabetes management – driving regulations – employment/higher education – pre-pregnancy. 			

Core Competency Domains and Learning Outcomes for all Specialist Nurses

Core Competency Domain: Clinical Practice

The Specialist Nurse maintains, develops, and analyses knowledge with regard to their area of nursing practice including the relevant epidemiology, prevention, process, diagnosis, treatments and care interventions to make professional judgements in meeting the needs of patients/clients and their families/carers.

NMC Code Theme: Practise Effectively, Preserve Safety, Promote Professionalism and Trust;

KSF Core Dimensions: Personal and People Development, Health and Safety, Quality.

The Specialist Nurse will:

- Understand diagnostic pathways, investigations, interventions and treatments in own area of practice.
- Apply specialist knowledge, skills and behaviours relevant to the area of practice.
- Act as a source of specialist knowledge and assist in meeting the information needs of patients/clients, their families/carers, those important to them⁶ and staff members through information provision and signposting.
- Contribute as a member of the multi-professional team through the development and implementation of collaborative and innovative practices including the use of technology.
- Contribute to multi-professional and interagency discussions related to critical, serious and adverse incidents and/or root cause analysis.
- Apply ethical processes to enable informed decision making, giving due consideration to the management of clinical risk.
- Advocate for the rights of individuals, their families/carers within the care environment and recognises the influences of power, control and conflict.
- Incorporate professional accountability and responsibility to ensure safe and effective person-centred nursing practice within the context of the multi-professional team to meet the needs of patients/clients, their families/carers.
- Contribute to the development and review of protocols, policies, procedures and guidelines.
- Analyse health and care technologies and provide feedback to inform selection and use in own area of practice.
- Evaluate the prescribed care and modify as appropriate to patient/client need.

⁶ Hereafter referred to individuals their families/carers

Core Competency Domains and Learning Outcomes for all Specialist Nurses

Core Competency Domain: Education and Learning

The Specialist Nurse maintains and develops professional knowledge and practice by participating in lifelong learning, personal and professional development for self and with colleagues through supervision, appraisal and reflective practice.

NMC Code Theme: Prioritise People, Practise Effectively, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Personal and People Development.

The Specialist Nurse will:

- Accept responsibility for professional development and the maintenance of professional competence and credibility.
- Engage in clinical supervision, reflective practice and self-evaluation and use this to improve care and practice.
- Facilitate others to care for patients/clients, their families/carers through provision of specialist nursing advice and support.
- Supervise and support others within the scope of each individual's role, competence and capability.
- Identify and participate in the development, delivery and evaluation of educational initiatives for health and social care providers that address the needs of patients/clients, their families/carers.
- Participate in local, regional and national clinical forums or professional groups and facilitates sustainable partnerships.
- Participate in inter-professional teaching
- Facilitate an effective learning environment to support the professional development of staff and students.

Core Competency Domains and Learning Outcomes for all Specialist Nurses

Core Competency Domain: Research and Evidence-based Practice

The Specialist Nurse develops and updates knowledge of research, evidence, and policy initiatives relevant to caring for patients/clients, their families and carers, to promote and develop effective, evidence-based practice.

NMC Code Theme: Practise Effectively;

KSF Core Dimension: Quality.

The Specialist Nurse will:

- Maintain and develop knowledge and understanding of relevant local, regional and national policies and guidelines and collaborate with other members of the multi-professional/multi-agency team to implement them in own area of practice.
- Critically appraise research in specialist area and use knowledge of relevant findings to inform clinical decision making.
- Work collaboratively with others to initiate the implementation of research and audit findings into practice.
- Use specialist knowledge, of the field of practice, to identify areas of potential research and audit.
- Contribute to audit and research design, data collection and analysis.
- Disseminate audit, quality/service improvement and research findings through presentations and publications, locally, in collaboration with the multi-professional team.

Core Competency Domains and Learning Outcomes for all Specialist Nurses

Core Competency Domain: Leadership and Management

The Specialist Nurse works in partnership with other practitioners and agencies to improve health and wellbeing. S/He engages with and leads teams, managing resources and facilitating change to enhance the delivery of quality, person-centred care and services.

NMC Code Theme: Prioritise People, Preserve Safety, Promote Professionalism and Trust;

KSF Core Dimension: Communication, Service Improvement, Equality & Diversity.

The Specialist Nurse will:

- Work collaboratively to identify gaps in service provision within own setting and across geographical and organisational boundaries.
- Work collaboratively to implement initiatives to streamline patient care and enhance or redesign services.
- Act as a change agent and encourage staff to contribute ideas and solutions for quality improvement and innovation.
- Understand and contribute to Patient and Public (PPI) Involvement through co-design and co-production initiatives and activities.
- Actively contribute to relevant professional networks.
- Negotiate and influence locally in relation to professional practice.
- Respond in a transparent and structured way to any complaints about care or services.
- Promote teamwork within defined areas of responsibility.
- Contribute to and manages other members of the team by sharing information and experience.
- Influence the multi-professional team in the development and management of services that meet the needs of patients/clients, their families and carers.

Membership of Writing Group

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