



Department of  
**Health**

An Roinn Sláinte

Máinnystrie O Poustie

[www.health-ni.gov.uk](http://www.health-ni.gov.uk)

## ***CORE COMPETENCE ASSESSMENT TOOL FOR ADULT DIABETES SPECIALIST NURSING ROLES***



December 2018



# ADULT DIABETES SPECIALIST NURSING

## Core Specific Competency Areas and Learning Outcomes

These are specific core competency areas and learning outcomes relevant for Adult Diabetes Specialist Nurses, in Northern Ireland. The core competencies build on the generic core competencies designed for all Specialist Nurses<sup>1</sup> regardless of the area of practice or care setting (see Appendix 1). The specific diabetes competencies for Specialist Nurses have been adapted with permission from Trend-UK <sup>2</sup> (2015); from the Senior Practitioner Level in the Trend-UK Framework <http://trend-uk.org/>

It is assumed that Diabetes Specialist Nurses will already have the competences identified by Trend-UK as relevant for Practitioners below Senior Practitioner Level. Diabetes Specialist Nurses should also refer to the Trend-UK Framework for the following specific care settings: Prisoner and Young Offender Units and Residential and Nursing Homes. The core specific competency areas for diabetes have also been mapped to the relevant themes of the Nursing and Midwifery Council's Code of Conduct (2015)<sup>3</sup> and specific dimension of the Knowledge and Skills Framework (KSF), (Department of Health, 2004)<sup>4</sup>

- 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 Adult Diabetes Specialist Nurses and Diabetes UK representatives and all those who provided feedback to ensure they are fit for purpose.

---

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

<sup>2</sup> Trend- UK (2015) *An Integrated Career and Competency Framework for Diabetes Nursing* 4<sup>th</sup> edition, Version 9. London: SB Communications Group.

<sup>3</sup> Nursing and Midwifery Council (2015) *The Code: professional standards of practice and behaviour for nurses and midwives*. London: NMC.

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

## **Adult 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 Adult 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 *Adult 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

<b>Core Specific Competency Area: Screening, Prevention and Early Detection of Type 2 Diabetes</b>			
<b>The Adult Diabetes Specialist Nurse will be able to:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Provide expert advice on the benefits of screening programmes/ procedures for high-risk groups to Health Care Professionals (HCP), care workers and those at risk of developing type 2 diabetes.</li> <li>• Contribute to the evidence base and implement evidence-based practice in relation to the prevention of type 2 diabetes and screening in high risk groups.</li> </ul>			

<b>Core Specific Competency Area: Promoting Self-Care</b>			
<b>The Adult Diabetes Specialist Nurse will be able to:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Demonstrate knowledge of theoretical frameworks and educational philosophies underpinning behavior change.</li> <li>• Explain bio-physical and psychosocial factors affecting self-management of long-term conditions.</li> <li>• Demonstrate skills to facilitate behavior modification.</li> <li>• Develop and deliver structured patient education programmes, supportive networks and models of diabetes care that foster empowerment and lifelong learning about diabetes.</li> <li>• Collaborate with stakeholders, including people living with diabetes, to develop a culture of person-centred care.</li> </ul>			

<b>Core Specific Competency Area: Mental Health</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Provide support and expert advice to other HCPs on the management and care planning of diabetes for people with mental health problems and the impact this has on for example, behaviour, lifestyle choices and glycaemic control.</li> <li>• Work in collaboration with other non-diabetes HCPs, such as GPs and community psychiatric nurses, in planning diabetes care plans for people with diabetes experiencing poor mental health.</li> <li>• Assess the impact of a diagnosis of diabetes on individuals, their families/carers and those important to them<sup>5</sup> and implement effective support mechanisms to aid coping.</li> </ul>			

<b>Core Specific Competency Area: Nutrition</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Assess how lifestyle (i.e. diet and physical activity) and pharmacological agents impact on glycaemic control.</li> <li>• Support the person with diabetes to make informed decisions about appropriate nutritional choices and refer to dietetic services.</li> <li>• Educate the person with diabetes and/or their carer on the principles of carbohydrate awareness/counting, as appropriate, and medication dose adjustment, in collaboration with members of the multidisciplinary team.</li> <li>• Demonstrate knowledge and skills to facilitate behavior change.</li> <li>• Demonstrate knowledge of how to manage the specific needs of people with diabetes undergoing enteral feeding.</li> </ul>			

<sup>5</sup> Hereafter referred to as individuals and their families/carers

<b>Core Specific Competency Area: Urine Glucose and Ketone Monitoring<sup>6</sup></b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Initiate, as appropriate, further diagnostic and surveillance tests, such as HbA1c, random blood glucose and blood ketones, eGFR (estimated Glomerular Filtration Rate) or blood gases.</li> <li>• Develop and disseminate, as appropriate, specific guidelines for use in different situations.</li> <li>• Assess competencies of other HCPs and people living with diabetes.</li> </ul>			

<b>Core Specific Competency Area: Blood, Glucose and Ketone Monitoring<sup>7</sup></b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Interpret results to optimise treatment interventions in partnership with people living with diabetes.</li> <li>• Initiate continuous blood glucose and blood ketone monitoring, when appropriate, if available locally; interpret the results and recommend appropriate adjustments in treatment.</li> <li>• Develop specific guidelines for use of Blood Glucose and Ketone monitoring in different situations.</li> <li>• Assess competencies of other HCPs and people living with diabetes to undertake these tests.</li> </ul>			

<sup>6</sup> This specific competency relates to the safe use of urine glucose and ketone monitoring and associated equipment

<sup>7</sup> This specific competency relates to the safe use of blood glucose and ketone monitoring and associated equipment

<b>Core Specific Competency Area: Administration and Use of Oral Therapies</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Explain the rationale for, and the potential risks and benefits of, different oral diabetes therapies.</li> <li>• Identify and assess the need to optimise or add in other glucose-lowering therapies, including insulin.</li> <li>• Facilitate and support structured evidence-based education relating to oral anti-hyperglycaemic agents for individuals or groups.</li> <li>• Critically appraise current research in new oral therapies and disseminate information, as appropriate, to inform evidence-based practice.</li> <li>• Adjust oral treatment according to individual circumstances, following local policies or individual clinical management plans.</li> <li>• Audit outcomes of care against accepted national and/or local standards, to improve care.</li> <li>• Act as a resource or point of contact for other HCP's.</li> </ul>			

<b>Core Specific Competency Area: Administration of Injectable Therapies<sup>8</sup></b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Demonstrate knowledge of current practice and new developments.</li> <li>• Establish local guidelines or policies according to local needs.</li> <li>• Report near misses/incidents to relevant agencies and investigate as appropriate, including the development of an action plan to promote learning and prevent recurrence.</li> <li>• Prescribe injectable therapies according to age, diagnosis and individual circumstances, as appropriate, following local policies or individual clinical management plans.</li> <li>• Critically appraise emerging research relating to injection technique and competently implement outcomes into daily practice, as appropriate.</li> </ul>			

<sup>8</sup> Injectable therapies such as insulin and GLP-1 receptor agonist

<b>Core Specific Competency Area: Hypoglycaemia - Identification and Treatment</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>Educate people with diabetes, their families/carers and HCPs on the impact that hypoglycaemia has on the individual (e.g. in relation to their occupation, safety to drive, as a barrier to intensification of treatment and psychological impact).</li> <li>Provide expert advice on complex cases.</li> <li>Identify and teach appropriate strategies for prevention of hypoglycaemia during and after exercise, alcohol consumption and under special circumstances (e.g. during Ramadan or periods of fasting).</li> <li>Act as an expert resource for information on hypoglycaemia for other HCPs for example in the Emergency Department or Northern Ireland Ambulance Service (NIAS).</li> </ul>			

<b>Core Specific Competency Area: Hyperglycaemia - Identification and Treatment</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>Identify and teach appropriate strategies for the prevention of hyperglycaemia.</li> <li>Educate people with diabetes, their families/carers and HCPs on the impact that hyperglycaemia has on the individual including drug interactions that can cause hyperglycaemia (e.g. steroids).</li> <li>Provide expert advice on complex cases and in the development of management plans for people with hyperglycaemia.</li> <li>Act as an expert resource for information on hyperglycaemia for other HCPs and liaise with Emergency Department and NIAS to identify people frequently presenting with episodes of DKA (Diabetic Ketoacidosis) or HHS (Hyperosmolar hyperglycemic state).</li> </ul>			



<b>Core Specific Competency Area: Management of Intercurrent Illness</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Provide expert advice on complex cases and multiple pathologies.</li> <li>• Advise on treatment adjustments according to individual circumstances, following local policies or individual clinical management plans.</li> <li>• Contribute to the evidence base and implement evidence-based practice in relation to the management of intercurrent illness in people with diabetes.</li> </ul>			

<b>Core Specific Competency Area: Management of Diabetes in Hospital</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Provide expert advice on the care of people with complex diabetes or unusual regimens while in hospital, including those undergoing surgery or investigations.</li> <li>• Support the person with diabetes and other HCPs to maintain and re-establish diabetes self-management.</li> <li>• Participate actively in research, audit and national initiatives relating to the care of people with diabetes in hospital.</li> <li>• Identify the need for change and proactively generate practice innovations, quality improvement and lead new practice and service redesign solutions to effectively meet the needs of patients during a hospital admission.</li> </ul>			

<b>Core Specific Competency Area: Pre-conception Care</b>			
<b>The Adult Diabetes Specialist Nurse will be able to:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Demonstrate knowledge and understanding of both pre-existing and gestational diabetes during pregnancy and pathophysiology of diabetes complications in pregnancy.</li> <li>• Demonstrate knowledge of national and local guidelines relating to diabetes pre-pregnancy care.</li> <li>• Recognise situations that could lead to urgent referral and/or need for admission during pregnancy (e.g. symptoms of pre-eclampsia, euglycaemic DKA, severe hypoglycaemia).</li> <li>• Prescribe and advise on management of diabetes medications, dosage and regimens during and after pregnancy.</li> <li>• Plan, implement and deliver education programmes around diabetes pregnancy care for all HCPs.</li> <li>• Advise on management of diabetes if steroid use is necessary during pregnancy.</li> <li>• Contribute to the development of management protocols and guidelines.</li> <li>• Implement effective communication systems to inform general practice of the diagnosis of gestational diabetes in their patients.</li> <li>• Participate in research and audit.</li> </ul>			

<b>Core Specific Competency Area: Ante and Post Natal Care</b>			
<b>The Adult Diabetes Specialist Nurse will be able to:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Recognise situations that could lead to urgent referral and/or need for admission during pregnancy (e.g. symptoms of pre-eclampsia, euglycaemic DKA, severe hypoglycaemia).</li> <li>• Demonstrate an in-depth knowledge and understanding of both pre-existing and gestational diabetes during pregnancy.</li> <li>• Develop and implement individual management plans.</li> <li>• Contribute to the development of management protocols and guidelines.</li> <li>• Advise on diabetes medications, dosage and regimens during and after pregnancy.</li> <li>• Plan, implement and deliver education programmes around diabetes pregnancy care for all HCPs.</li> <li>• Participate in research and audit.</li> <li>• Advise on management of diabetes if steroid use is necessary during pregnancy.</li> <li>• Implement effective communication systems to inform general practice of the diagnosis of gestational diabetes in their patients.</li> </ul>			

**Core Specific Competency Area: Management of People with Cardiovascular Disease<sup>9</sup>**

**The Adult Diabetes Specialist Nurse will:**

Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> <li>• Demonstrate knowledge of the management and treatment of people with Cardio Vascular Disease and the associated diabetes management.</li> <li>• Conduct a holistic assessment of the person with diabetes for Cardio Vascular Disease risk and ability to self-care.</li> <li>• Advise and support people with diabetes and their carer/s about Cardiovascular Disease and its management.</li> <li>• Provide or refer for psychological support, as required.</li> <li>• Contribute to the development of integrated care pathways with multi-disciplinary teams and liaise with team members, including cardiac nurse specialists.</li> <li>• Educate HCPs on the prevention, progression and screening for Cardio Vascular Disease. Integrate management of diabetes with other contributing conditions.</li> <li>• Contribute to or support multidisciplinary clinics.</li> <li>• Monitor and adjust diabetes treatment in line with local guidelines.</li> <li>• Contribute to audits and research in the management and outcomes of diabetes for people with Cardiovascular Disease.</li> </ul>			

<sup>9</sup> This relates to caring for people with established Cardio Vascular Disease or associated risk factors (including hypertension and dyslipidaemia)

**Core Specific Competency Area: Management of People with Nephropathy**

**The Adult Diabetes Specialist Nurse will:**

Core Learning Outcomes	LD	SD	WD
<ul style="list-style-type: none"> <li>• Assess knowledge of people with diabetes of nephropathy risk.</li> <li>• Advise and support people with diabetes and their carer about Nephropathy and its management. Provide or refer for psychological support as required.</li> <li>• Educate HCPs regarding prevention, progress and screening for nephropathy.</li> <li>• Demonstrate a broad knowledge of renal treatments, including renal replacement therapy and transplantation.</li> <li>• Demonstrate knowledge of how immunosuppressant treatment, including steroids, may affect glycaemic control.</li> <li>• Explain the impact of renal treatments on glycaemic control.</li> <li>• Support or contribute to multidisciplinary clinics.</li> <li>• Monitor and adjust diabetes treatment in line with local guidelines</li> <li>• Contribute to audits and research in the management and outcomes of diabetes for people with Nephropathy</li> </ul>			

<b>Core Specific Competency Area: Management of People with Retinopathy</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Assess knowledge of people with diabetes of retinopathy risk.</li> <li>• Advise and support people with diabetes and their carers about retinopathy and its management. Provide or refer for psychological support as required.</li> <li>• Educate HCPs regarding prevention, progress and screening for retinopathy.</li> <li>• Plan, implement and deliver education programmes for HCPs and new retinal screeners.</li> <li>• Appraise new therapies available for patients with diabetic macular oedema.</li> <li>• Support or contribute to multidisciplinary clinics.</li> <li>• Monitor and adjust diabetes treatment in line with local guidelines.</li> <li>• Contribute to audits and research in the management and outcomes of diabetes for people with retinopathy.</li> </ul>			

<b>Core Specific Competency Area: Management of People with Neuropathy</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Demonstrate detailed knowledge of the management and treatment of neuropathy and the associated diabetes management.</li> <li>• Conduct a holistic assessment of the person with diabetes for neuropathic risk and ability to self-care.</li> <li>• Assess knowledge of people with diabetes of neuropathy risk.</li> <li>• Advise and support people with diabetes and their carer about neuropathy and its management.</li> <li>• Provide or refer for psychological support as required.</li> <li>• Educate HCPs on the prevention, progression and screening for neuropathy.</li> <li>• Integrate the management of diabetes with other contributing conditions.</li> <li>• Support or contribute to multidisciplinary clinics.</li> <li>• Monitor and adjust diabetes treatment in line with local guidelines.</li> <li>• Contribute to audits and research in the management and outcomes of diabetes for people with Neuropathy</li> </ul>			

<b>Core Specific Competency Area: Management of People Requiring End of Life Care</b>			
<b>The Adult Diabetes Specialist Nurse will:</b>			
<b>Core Learning Outcomes</b>	<b>LD</b>	<b>SD</b>	<b>WD</b>
<ul style="list-style-type: none"> <li>• Initiate and develop personalised care plans in collaboration with the person with diabetes and their carers/family and other HCPs where relevant.</li> <li>• Prescribe and advise on the initiation or discontinuation of blood glucose-lowering agents in agreement with the person with diabetes their families/carers and other HCPs.</li> <li>• Provide advice on blood glucose monitoring and, if required, the appropriate frequency of monitoring in agreement with the person and families/carers.</li> <li>• Identify and give advice when treatment needs to be adjusted.</li> </ul>			

## 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 them<sup>10</sup> 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.

<sup>10</sup> 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

<b>Organisation</b>	<b>Representative</b>
Public Health Agency	Rose McHugh (Chair of Writing Group)
NIPEC	Cathy McCusker (Project Lead)
Diabetes UK	Roberta McCullough Sara Carse
Belfast HSC Trust	Eileen Breslin Maureen Begley Una McErlean
Northern HSC Trust	Sonia Kirkpatrick Sharon Wilson
South Eastern HSC Trust	Michelle Burke Nicky Fuller
Southern HSC Trust	Aine Kelly Claire Black
Western HSC Trust	Lisa King Liz Williams
HSC Trust Workforce Leads Representative	Aisling Pelan
Health & Social Care Board	Sophie Lusby
Clinical Education Centre	Evelyn Walton
Ulster University	Professor Vivienne Coates