



# **South East Coast and London Paediatric Diabetes Nurses Competencies**

## **December 2019**

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# Challenges in SEC + London

- Number of nurses (technologies audit 17/18);
  - SEC & London - 129
  - England and Wales – 560
- Nursing survey undertaken 2018 – emerging themes:
  - Diversity in training for nurses wanting to be DSN's
  - Lack of clarity regarding grade differentiation (in particular 6 versus 7)
  - Issues with retention
  - Vacant posts unable to recruit to



# Why Competencies?

Original concept was presented back at the SEC & London collaborative meeting at the end of 2018

Competencies identified as a network objective Dec 2018

## **Agreed Plan:**

Part 1: Production of Paediatric Diabetes Nurse competencies

➤ Had hoped to be completed by Dec 2019 – slightly delayed

Part 2: Identifying training opportunities across the network to develop each competency



# Writing team

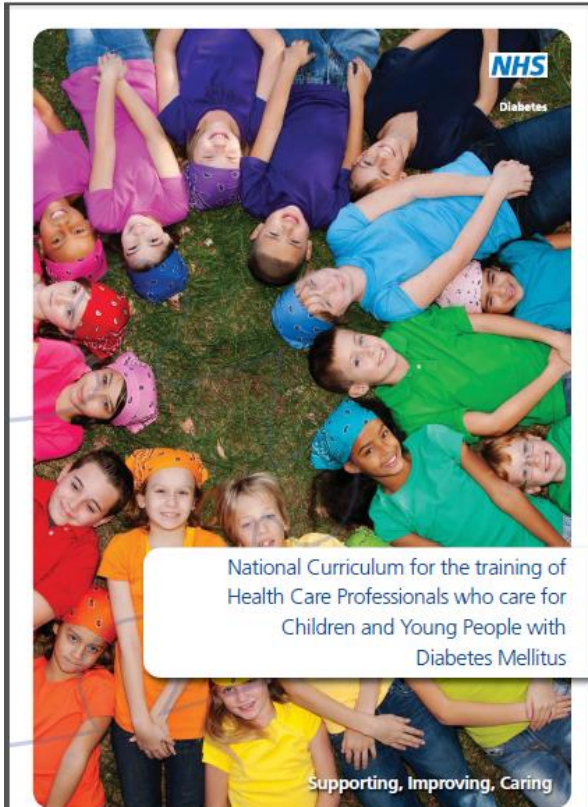
## Working Group:

- Jennifer Brunsdon (East Kent)
- Samantha Drew (GOS)
- Kirsty Dring (St. Georges)
- Rebecca Martin (UCLH - Chair)
- Nicola Moor (Barts Health)
- Anita Newstead (Barking, Havering and Redbridge)
- Maria Padfield (Surrey and Sussex)
- Jennifer Pichierri (UCLH)
- Nicola Richards (Medway)

## Contributors:

- Saniya Akther (Barts Health NHS Trust)
- Jose Cavalcante (Chelsea and Westminster NHS Trust)
- Sue Dawe (Dartford and Gravesham NHS Trust)
- Becky Heffer (Croydon Health Services)
- Alice McCann (Croydon Health Services)
- Toya Mendez (Brighton & Sussex University Hospitals)
- Nimmy Wijesinghe (GOS)

# Differentiation between the competency levels



- Competencies defined against banding
- Based upon the National Curriculum for the training of HCP (2013)
- Competencies have been referenced against other documents including:
  - ✓ ISPAD Consensus Guidelines (2018)
  - ✓ TREND Integrated career and competency framework for adult nursing (5<sup>th</sup> Ed)
  - ✓ RCN documents including Specialist Nursing services for CYP with Diabetes
  - ✓ Intercollegiate document Safeguarding CYP: Roles and Competencies for Healthcare Staff (4<sup>th</sup> Ed 2019)
  - ✓ Original Skills for Health competencies



# Content

- SEC & London competencies has not followed the identical topic headings from National curriculum– some amalgamation across topics
- The SEC & London competencies has been expanded to include competencies around Diabetes technologies, Safeguarding , Language matters
- Section on insulin therapy - includes Insulin Pump Therapy
  - Acknowledgement that some services do not currently offer CSII
- Section on Monitoring of Glycaemic control – includes Capillary blood glucose testing, HbA1c, Flash and CGM
- Idea that individuals would be assessed as working towards, achieving or exceeding each competency



# Next Steps

- To do:
  - Have not yet written band 8a competencies
  - Likely to follow TREND in relation to nurse consultant competencies
  - Suggested examples of how to assess competencies
  - Useful resources
- Also identified:
  - That we would like to highlight the competencies that we would expect to be achieved after the first 6 months in post
  - Need to think about how competencies are assessed
- Phase 2
  - Looking across network at training opportunities to achieve these competencies