

Diabetes Competencies for Community Nurses

Diabetes Competencies for Community Nurses	Lothian Health Board: August 2012	Lindsey Aniello, and Jill Little, Diabetes Specialist Nurses	Judy Hamilton, District Nurse	
Key Content	Identifications of Required Knowledge and Skills	Evidence of reflective practice	Any Identified learning needs	Signature/date
COMPETENCY DESCRIPTOR 1				
Participates, as a member of the multidisciplinary team, in the care of a person with diabetes				
Personal role in diabetes care as a member of the multidisciplinary team (MDT)	Demonstrates the effective assessment and delivery of quality care to patients with diabetes and their carers e.g. care plan/assessment. Demonstrates knowledge of the MDT approach in the management of diabetes and works effectively as a member of this team			
Personal accountability and that of other members of the multidisciplinary team	Works within the NMC Code of Professional Conduct (1). Identifies areas for, or demonstrates continual professional development and up keep of knowledge and skills in diabetes (patient contact, personal study, study days, courses, resource pack). Promotes safe and effective practice as an individual and /or with DN team identifying any areas for development			
Communication systems and methods of record keeping employed by the multidisciplinary team in diabetes care	Demonstrates knowledge of and appropriate use of all communication systems used in diabetes: Green DN recording book, insulin titration sheets, medical and DN records, Lothian diabetes services contact numbers, bleep systems and availability			
Information technology systems for managing the care of people with diabetes	Demonstrates knowledge of and appropriate use of all systems used for communication and collation of information: TRAK, SCI DC Network, GPASS or similar			

Diabetes Competencies for Community Nurses

Key Content	Identifications of Required Knowledge and Skills	Evidence of reflective practice	Any Identified learning needs	Signature/date
COMPETENCY DESCRIPTOR 2				
Has a knowledge of the tests and assessments carried out in diabetes care, their target range or how to access these, and of the devices use				
Knowledge of the specific test used in diabetes care (e.g. HbA1c, blood pressure, random total lipids, eye examination, urinalysis (proteinuria), renal function, foot examination, BMI) and why, when and how often they should be carried out according to individual need	Demonstrates knowledge of, or how to access information of specific tests required - the target ranges, why they are required, and when and how they are carried out: SIGN 116 www.sign.co.uk (2), Lothian Diabetes Handbook (3) via local intranet link / routine reviews			
Interpretation, recording and reporting the results of tests	Demonstrates knowledge of target ranges and how to record results using appropriate communication / information technology systems e.g. GPASS or similar			
Importance of risk assessment and management in diabetes care	Understands the significance of results outwith target ranges and how to respond (appropriate referral within MDT, liaising with specialist services)			

Diabetes Competencies for Community Nurses

Key Content	Identifications of Required Knowledge and Skills	Evidence of reflective practice	Any Identified learning needs	Signature/date
COMPETENCY DESCRIPTOR 3				
Shows an understanding of the diagnosis of diabetes and therapeutic interventions in diabetes care				
Pharmaceutical interventions in diabetes care their actions, interactions and possible side effects	Demonstrates knowledge of the action, duration, timing and side effects of oral diabetes agents or how to access this information to inform safe and effective practice (Resource Pack - Balance Guide page 8-9 (4))			
The influence of diet and nutrition on diabetes and diabetes care	Understands the balance of good health and able to deliver basic dietary advice - identifying obvious dietary modifications required. Make appropriate dietetic referral			
The influence of physical activity on diabetes and diabetes care	Understands the benefits of regular exercise (insulin sensitivity, reduced weight, BP, mood) along with the effects on blood glucose and therefore advice required regarding diabetes medications or dietary intake if indicated			
Recognition of the signs and symptoms of complications in the person with diabetes	Understands complications of diabetes, and who is at risk			
Prevention of complications through health promotion and health education	Demonstrates knowledge and skills in the health promotion and education required for a person with diabetes and when referral is required			

Diabetes Competencies for Community Nurses

Key Content	Identifications of Required Knowledge and Skills	Evidence of reflective practice	Any Identified learning needs	Signature/date
COMPETENCY DESCRIPTOR 4				
Contributes to the continuing education of the patient and family/carers about diabetes and diabetes care				
Lifestyle factors that contribute to the maintenance of health and reduce the risk of complications	Demonstrates knowledge and skills in ongoing health promotion and education of patients and carers (diet, exercise, foot care, smoking cessation) appropriately referring to other members of the MDT if indicated			
The importance of informed consent for patients making decisions about their care	Demonstrates patient centered care, ensuring patients are involved in the decision making process and meeting any specific learning needs identified by them			

Diabetes Competencies for Community Nurses

Key Content	Identifications of Required Knowledge and Skills	Evidence of reflective practice	Any Identified learning needs	Signature/date
COMPETENCY DESCRIPTOR 5				
Able to perform blood glucose monitoring and provide education in blood glucose monitoring for patients and their carers as per local guidance				
perform the test according to manufacturer's instructions	Demonstrates ability perform meter calibration, blood glucose testing and quality control procedures along with knowledge of local guidance on blood glucose testing			
interpret result and assess other parameters and take appropriate action	Demonstrates knowledge of target blood glucose levels for individual patients and how these are recorded - able to identify significant variations and what to do			
teach blood glucose monitoring procedure to person with diabetes/carer	Utilise above for patient education			
identify situations where testing for ketones is appropriate	Understands which patients may require ketone testing and why. Is aware to seek advice from specialist services if indicated			
support people with diabetes to interpret results and take appropriate action	demonstrates ability to motivate and promote self care where appropriate			

Diabetes Competencies for Community Nurses

Key Content	Identifications of Required Knowledge and Skills	Evidence of reflective practice	Any Identified learning needs	Signature/date
COMPETENCY DESCRIPTOR 6				
Participates in the safe administration of insulin or the supervision/ ongoing education of patients to promote self care. Has knowledge of insulins and equipment required in the community setting				
demonstrate a basic knowledge of different insulins, i.e. action, timing, side-effects and treatment	Able to describe the action, duration, timing of commonly used insulins (Resource pack - Balance Guide pg 12-13 (4)). Also describe the main side effect of insulin therapy - hypoglycaemia what this is, causes, signs/symptoms and treatment			
demonstrate a knowledge of insulin administration and devices used locally e.g. syringes, needle length, pen devices	Demonstrates understanding of insulin administration and use of devices e.g. drawing up and leaving insulin for patients to self administer, patients using insulin pen devices (refer to RCN guidance for Community Nurses document "Advance preparation of insulin syringes for patients to administer at home" (5)) Also has knowledge of who to contact if review of devices required			
teach basic method of insulin administration	Understands injection technique - needle length, sites and rotation to prevent lipohypertrophy (Resource Pack - BD Logo & BD Microfine 044 March 2010 insert).			
assess individual patient's educational needs and meet these needs or refer on as appropriate				
recognise when treatment needs to be adjusted	Able to interpret results and take appropriate action using agreed documentation. Demonstrates appropriate use of insulin titration sheets			
recognise the potential psychological impact of insulin therapy and offer support to a person with diabetes and significant others				