

Mater Misericordiae University Hospital Dublin



Job Description & Person Specification

(Diabetic CNS)
Permanent term Contract

Job Title / Grade: Clinical Nurse Specialist (Diabetes)

Directorate: (CVRRE)

Location: Mater Misericordiae University Hospital.

Reporting Relationship:

- Professionally accountable to the Director of Nursing
- Reports to the Directorate Nurse Manager and CNM3
- Clinical Issues: Consultant endocrine team, MMUH

Responsible to: Director of Nursing

JOB DESCRIPTION

Job Purpose:

The role of the Clinical Nurse Specialist in Diabetes is to provide efficient and effective care for all patients and their families. S/he will be a key member of the Multi-Disciplinary Team involved in the assessment and management of their care. The post holder will engage in timely patient reviews and act as a role model demonstrating clinical expertise relating to Diabetic care. S/he will actively promote and develop holistic care plans for each patient who attends the service. The post holder will be responsible for coordinating the care of Diabetic patients referred to MMUH from external partner sites. This post also encompasses collecting and collating of data for all patients who present to the Mater Misericordiae University Hospital.

KEY RESPONSIBILITIES

- Practice Nursing according to the Code of Professional Conduct as laid down by the Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland) and Professional Clinical Guidelines.
- Adhere to national, regional and local Health Service Executive (HSE) guidelines, policies, protocols and legislation.
- Work within their scope of practice and take measures to develop and maintain the competence necessary for professional practice.
- Maintain a high standard of professional behaviour and be accountable for their practice.
- Be aware of ethical policies and procedures which pertain to their area of practice.
- Respect and maintain the privacy, dignity and confidentiality of the patient.
- Follow appropriate lines of authority within the Directorate Nurse Management structure.
- Attend outpatient clinics to ensure an effective pathway is established for patients who attend MMUH for ongoing care.

Clinical Focus

Direct Care

- Be a key member of the MMUH Diabetes Nursing Team, involved in the assessment of diabetic patients.
- Perform nursing assessments at presentation to hospital, plan and initiate care and treatment within agreed interdisciplinary protocols to achieve patient centred outcomes.
- Work in collaboration with nursing staff in assessing, planning, implementing and evaluating an individualised plan of care for patients with diabetes which meets each patient's needs.
- Provide an efficient, effective, and high quality service, respecting the needs of each patient establishing a history from the family and patient, management of acute complications and providing information and education to both patient, staff and family.
- Promote a therapeutic safe care environment which maintains and supports dignity, respect, privacy and independence for patients with diabetes
- Provide specialist advice and guidance to nurses and patients with concerns relating to the diagnosis and treatment.
- Provide education in relation to options of care and treatment plans available. Deliver information to patients in order to improve their overall health status.
- Implement health promotion strategies for patient in accordance with the public health agenda.
- Provide a telephone advice line service, for patients with queries relating to their condition.

Indirect Care

- Establish clear referral patterns and lines of communication with the multidisciplinary team and act as an expert practitioner to seek improvements in patient outcomes.
- Contribute to the planning and organisation of patient clinics within the hospital setting and in community units.
- Develop a network of contacts and communication links with other professionals in this specialised field.
- Assist nursing staff with discharge planning arrangements aimed at improving quality of life for patients in the home and community units

- Be up-to-date on current procedures, policies and standards in relation to care and contribute where appropriate in formulating or updating policies and procedures that comply with best practice.
- Contribute in team discussions regarding patient treatment, admission priorities and new policies, evaluating clinical problems, co-ordinate investigations, therapy and patient follow up, in order to optimise care
- Demonstrate flexibility by assisting in other areas as needed.

Patient Advocate

- Develop and support the concept of advocacy particularly in relation to patients' participation in decision making thereby enabling informed choice of treatment options through education and information.
- Act as patient advocate, involving communication, negotiation and representation of patient's values and decisions in collaboration with other members of the MDT.
- Demonstrate effective communication skills and convey information as appropriate with patients, families/carers.
- Be the first line contact to nursing staff with queries relating to care of patients with a diagnosis of Diabetes to promote the concept of best practice.
- Communicate and represent nursing staff and patients at professional and patient interest group meetings to represent their concerns and issues on the development and ongoing delivery of the service.

Education & Training

- Maintain clinical, nursing and managerial competence in the field of diabetes to include keeping up to date with relevant research to ensure evidence-based practice and research utilisation.
- Evaluate educational needs of patients & nursing staff in conjunction with the Clinical Nurse Manager/s and Directorate Management team.
- Plan, co-ordinate and initiate structured and impromptu educational opportunities to facilitate staff development and patient education.
- Provide learning opportunities for nursing staff and students
- Communicate and disseminate knowledge and changes in nursing practise relating to Diabetes care.
- Develop, implement and evaluate teaching packages for patients and their relatives to optimise patient diabetic care outcomes. Educate and provide supportive care to the patient and their family through all stages of care.

Audit & Research

- Manage the outcome measures and complications in order to audit and review the service.
- Conduct and participate in clinical audit and research to improve standards of care for patients with Diabetes.
- Communicate results of clinical audit to nursing staff and identify trends and potential areas for improvement.
- Identify and integrate nursing research that incorporates best evidence based practise to meet service need.
- Act as a role model in order to translate knowledge and evidence in practise.
- Participate in and implement initiatives for streamlining care delivery for Diabetes patient/s.
- Continue to review clinical practise guidelines and protocols in collaboration with the consultant physician, Clinical Nurse Manager and Directorate Management team.

Consultative

- Act as resource in providing specialist knowledge, expertise and care.
- Work with, support, advise and help build up the knowledge and expertise of nursing staff and other healthcare professionals involved in providing care for patients, through regular formal and informal education methods.
- Demonstrate a commitment to enhancing the quality, efficiency and effectiveness of care for patients requiring Diabetes care.
- Provide a consultation service for patients ensuring privacy and confidentiality at all times.

Educational Responsibilities:

- Ensures that all practice is evidence based
- Educates all nursing and allied staff in the Diabetic DDC department
- Participates in training and in-service education modules for staff, post graduate students and other medical and nursing students
- Liaises with G.P.s and community nursing staff.
- Demonstrates a high level of interest in advances in clinical management
- Attends study days that have a general focus as well as days that have an advanced practice focus
- Promotes self – care and wellness through patient's education, communication with relatives and partners in order that the patient will have an understanding of their condition thereby increasing compliance with treatment and advice
- Monitors and improves standards of care and develops practice by active involvement in advanced clinical practice, undertaking audits and conducting research
- Participates in the audit – programme of the unit

Managerial responsibilities:

- Works with the Directorate Management team in developing nurse led initiatives and developments that will enhance health gain for patients of the service.

Communication:

- Maintains good communication with the multi-disciplinary team on clinical and professional issues to ensure that prescribed care is delivered according to agreed protocols.
- Develops relationships with wards and departments that help promote the role and practice of the Clinical Nurse Specialist.
- Liaises with all other agencies and hospitals to assist patient's needs.
- Liaise with other international experts in order to promote clinical development.

This is an outline of these posts and is subject to review may include other duties and responsibilities as may be determined by the Hospital authorities. The extent and speed of change in the delivery of health care is such that adaptability is essential.

The post holder will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes necessary to respond to a changing situation.

The Hospital is at the developmental stage therefore this job description must be regarded as an outline of the major areas of accountability at the present time which will be reviewed and assessed on an on-going basis

General Responsibilities and Accountabilities

1. Confidentiality
You will be aware of the confidential nature of Hospital work and in particular, the right of patients to confidentiality.
2. Policies & Procedures
You are required to familiarise yourself with and adhere to all policy and procedural documents relevant to your position.
3. Hygiene Standards
The highest standard of hygiene must be maintained in the Hospital at all times and all staff members are responsible for ensuring compliance with the Hospitals requirements and standards with regard to hygiene. It is the responsibility of all staff to have a fundamental understanding of their individual responsibility in maintaining departmental & site hygiene standards.
4. Health and Safety
Ensure that effective safety procedures are in place to comply not only with the Safety, Health and Welfare at Work Act 2005 but also within the spirit of the Hospital's mission, vision and values, and they are known and followed by staff. You are required to familiarise yourself with the requirements of employees under the Safety, Health and Welfare at Work Act 2005 and to promote a work environment that is compliant with the Safety, Health and Welfare at Work Act 2005. Each staff member is individually responsible for ensuring that the Hospital remains a safe place to work.
5. Information Technology
Ensure the most effective and efficient use of developments in information technology for administrative support in a manner, which integrates well with systems throughout the organisation.
6. Business Continuity Management
Business Continuity Management (BCM) is a holistic management process that identifies potential impacts that threaten an organisation and provides a framework for building resilience and the capability for an effective response that safeguards the interests of its key stakeholders and reputation" (BS 25999)

All Staff employed in the Mater Misericordiae University Hospital are obliged to:

- make themselves familiar with the Organisational Business Continuity Plan
- attend BCM education sessions provided for them
- make themselves familiar with their individual roles as set out in their departmental business continuity plan if applicable and or the Organisational business continuity plan

Note:

These duties and responsibilities are reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of the Hospital. The incumbent CNS will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes necessary to respond to a changing climate.

PERSON SPECIFICATION

<u>Job Title/Grade</u>	Clinical Nurse Specialist in Diabetes
<u>Department</u>	CVRRE Directorate
<u>Location</u>	MMUH
<u>Date</u>	Sep 2026
<u>Requirements</u>	Essential
Qualifications	Be registered in the General Division of the Register of Nurses & Midwives maintained by Bord Altranais agus Cnáimhseachais na hÉireann (Nursing and Midwifery Board of Ireland). Post Graduate Qualification in diabetic Nursing. Experience in Diabetes and management of same.
Experience	Have at least 5 years' post-registration experience. Current experience in diabetes Nursing essential.
Professional Knowledge	Familiarity with Diabetic National Structures
<u>Core Aptitudes</u>	• Analytical & Judgemental Skills • Planning & Organisational Skills • Strong leadership and influencing skills. • Excellent interpersonal and communication skills. • Demonstrate the ability to work as an independent practitioner. • Information Technology [IT] literate and competent with databases.

Signatures: Paul Hynes

Title: DNM CVRRE

Date: 25/09/2026