

Diabetes Competency Assessment Tool for Non-Registered Nurses

This tool compliments the two-day HCA PITstop diabetes course for non-registered nurses. Competencies from 'An Integrated Career and Competency Framework for Diabetes Nursing' (Trend, 2016) have been adapted to include people at 'high risk' of developing diabetes, also known as non-diabetic hyperglycaemia. There are some additions competencies, written in teal, related specifically to the course.

How to make the most of the Diabetes Competency Assessment Tool

1. Consider your diabetes-related scope of practice and required skills. Then identify associated competencies.
2. Read each of your identified competencies and complete 'Rate my current ability'.
3. Share and discuss the competency tool with your mentor and agree a pathway for completing each identified competency. You and your mentor can add comments as you progress.
4. Date each competency as they are completed.
5. Your mentor must sign the completed document before submission. For electronic submissions, their PIN number is required.
6. We recommend a copy is kept in your work file, that the practice team are made aware of your defined scope of practice and your job description is altered to acknowledge your diabetes scope of practice.
7. You can re-visit the competency tool to revalidate your diabetes competencies in the future. To access other diabetes-related competencies please visit www.trend-uk.org

For more generic standards, we recommend you refer to the Care Certificate (Health Education England, Skills for Care, Skills for Health). The Care Certificate is an identified set of standards you should adhere to in your daily working life. They have a Care Certificate Standards Self-Assessment tool, listing 15 standards.

References:

Health Education England, Skills for Care, Skills for Health, CARE CERTIFICATE. Available <http://www.skillsforhealth.org.uk/standards/item/216-the-care-certificate> accessed March 2018.

Health Education England, Skills for Care, Skills for Health, Care Certificate Standards Self-Assessment tool. Available http://www.skillsforhealth.org.uk/images/projects/care_certificate/Self%20Assessment%20tool.pdf accessed March 2018.

Trend (2016) An Integrated Career and Competency Framework for Diabetes Nursing, 4th edition Available <http://trend-uk.org> (accessed July 2018).

Your current diabetes-related scope of practice

What is your current role within the practice diabetes team? How would you describe your skill set?

How would you like to develop your role?

Which of the competencies below will help you to reach your planned scope of practice? Please identify those relevant to you.

- ❖ Prevention and early detection of non-diabetes hyperglycaemia and type 2 diabetes
- ❖ Promoting self-care
- ❖ Nutrition
- ❖ Urine glucose and ketone monitoring
- ❖ Blood glucose and ketone monitoring
- ❖ Hyperglycaemia
- ❖ Cardiovascular disease
- ❖ Retinopathy (retinal eye damage)
- ❖ Neuropathy (nerve damage). [Performing a foot assessment and recording risk](#)
- ❖ Nephropathy (chronic kidney disease)

Prevention and early detection of non-diabetes hyperglycaemia and type 2 diabetes

For the prevention and early detection of non-diabetes hyperglycaemia and type 2 diabetes you should be able to:

No.		Rate my current ability <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Describe the risk factors for developing non-diabetes hyperglycaemia and type 2 diabetes.	Good Adequate Need a refresh New to me			
2	Understand the importance of prevention and delaying onset of type 2 diabetes in high risk individuals.	Good Adequate Need a refresh New to me			
3	Explain the role of exercise in the prevention or delay in progression to type 2 diabetes.	Good Adequate Need a refresh New to me			
4	Explain the importance of weight control and the role of diet in the prevention or delay of progression	Good Adequate Need a refresh New to me			

Good Good standard of skills and/or knowledge, with skills used regularly.

Adequate You meet the standard required, but are using the skills and knowledge infrequently and may lack confidence. You may need to refresh or practice the specific competency

Need to refresh You previously had this skill / knowledge but it is no longer current. You recognise the need to refresh / practice the skills to become competent again

New to me Training and development is required

Promoting self-care

To support the person to self-care for their diabetes and work to prevent developing diabetes you should be able to:

No.		Rate my current ability <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached.
1	Support and encourage the individual to develop self-care skills with guidance from a registered nurse	Good Adequate Need a refresh New to me			
2	Observe and report any concern that might affect the ability of an individual to self-care.	Good Adequate Need a refresh New to me			
3	Encourage people to use their individualised and agreed care plans	Good Adequate Need a refresh New to me			

Nutrition

To meet the person's individual nutritional needs you should be able to:

No.		Rate my current ability. <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached.
1	Measure and record waist circumference, height and weight accurately	Good Adequate Need a refresh New to me			
2	Understand the importance of weight reduction for people at high risk of developing diabetes and with type 2 diabetes	Good Adequate Need a refresh New to me			
3	Be familiar with and able to describe how to complete a lifestyle timeline	Good Adequate Need a refresh New to me			
4	Recognise food groups, especially foods and drinks high in carbohydrates and refined sugar	Good Adequate Need a refresh New to me			
5	Recognise how changes in appetite can affect diabetes control and the need to report changes to a registered nurse / doctor	Good Adequate Need a refresh New to me			
6	Be familiar with and able to describe, the chief medical officer's low risk alcohol guideline	Good Adequate Need a refresh New to me			

Urine glucose and ketone monitoring

For safe use of urine glucose and ketone monitoring and associated equipment you should be able to:

No.		Rate your current ability. <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Perform the test according to manufacturer's instructions and local guidelines	Good Adequate Need a refresh New to me			
2	Perform a test unsupervised but at the request of a registered nurse	Good Adequate Need a refresh New to me			
3	Document and report the result according to local guidelines	Good Adequate Need a refresh New to me			

Blood glucose and ketone monitoring

For safe use of blood glucose and ketone monitoring and associated equipment you should be able to:

No.		Rate my current ability <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached

1	Perform a blood glucose test according to manufacturer's instructions and local guidelines, if training has been completed	Good Adequate Need a refresh New to me			
2	Perform a blood ketone test according to manufacturer's instructions and local guidelines, if training has been completed	Good Adequate Need a refresh New to me			
3	Perform a test unsupervised, if trained and competent to do so, at the request of a registered nurse. Document and report the result, according to local guidelines	Good Adequate Need a refresh New to me			
4	Follow local policy for safe disposal of sharps	Good Adequate Need a refresh New to me			
5	Understand the normal range for blood glucose and report readings outside this range	Good Adequate Need a refresh New to me			
6	Understand the normal range for blood ketones and report readings outside this range	Good Adequate Need a refresh New to me			
7	Quality control the blood glucose/ketone meter. Maintaining the 'diabetes box'*	Good Adequate Need a refresh New to me			

* The Diabetes box is recommended for every practice and contains a blood glucose/ketone meter, glucose strips, ketone strips, single-use lancets, a quality control log book, quality control solution (plus spare supplies), cotton wool, guidance in measuring blood ketones and hypoglycaemia treatment

Hyperglycaemia

For the identification and treatment of hyperglycaemia you should be able to:

No.		Rate my current ability. <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	State the normal blood glucose range and be able to describe an HbA1c result to a patient	Good Adequate Need a refresh New to me			
2	Take an HbA1c blood test as requested by a registered nurse or doctor	Good Adequate Need a refresh New to me Not applicable			
	Describe signs and symptoms of hyperglycaemia	Good Adequate Need a refresh New to me			
3	Perform blood glucose and blood/urine ketone tests according to local guidelines	Good Adequate Need a refresh New to me			
4	Correctly document results and report those outside the accepted range for the individual	Good Adequate Need a refresh New to me			

Cardiovascular Disease

To care for people with diabetes, part of their annual screening review is to check for raised blood pressure and abnormal lipid levels. You should be able to:

No.		Rate my current ability. <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Demonstrate awareness of the risk factors for Cardiovascular disease	Good Adequate Need a refresh New to me			
2	Perform a blood pressure measurement after receiving training, in accordance with the hypertension guidelines*. Recognise when different cuff sizes are required. Know how to record the result	Good Adequate Need a refresh New to me			
3	Demonstrate awareness of blood pressure targets related to diabetes, including people with microvascular (small vessel) disease	Good Adequate Need a refresh New to me			
4	Recognise when to report blood pressure results that are above the individual's blood pressure targets	Good Adequate Need a refresh New to me			
5	Recognise and describe the impact of fear and anxiety on blood pressure readings	Good Adequate Need a refresh New to me			

6	Take fasting and non-fasting lipid blood tests as requested by a registered nurse or doctor	Good Adequate Need a refresh New to me Not applicable			
7	Demonstrate awareness of how to record and report a QRISK measurement and what it means to the individual	Good Adequate Need a refresh New to me			
8	Can discuss lifestyle measures, such as diet, exercise and smoking cessation, social isolation, stress and sleep, and their impact in terms of reducing CV risk	Good Adequate Need a refresh New to me			

*British hypertension guidelines (2011, updated 2016)NICE CG 127. Hypertesion in adults: diagnosis and management. Available <https://www.nice.org.uk/guidance/cg127> accessed March 2018

Retinopathy

To care for people with, or at risk of, retinopathy, you should be able to:

No.		Rate your current ability. <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Understand Retinal Screening Procedure, screening frequency and the importance of encouraging patients to attend.	Good Adequate Need a refresh New to me			

Neuropathy (nerve damage). Performing a foot assessment and reporting risk

To care for people with or at risk of neuropathy you should be able to:

No.		Rate my current ability <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Demonstrate awareness that all people with diabetes are at risk of neuropathy, including foot-related neuropathy	Good Adequate Need a refresh New to me			
2	Demonstrate the procedure of basic diabetes foot screening in line with national guidance and /or local protocols and record screening results in the patient record	Good Adequate Need a refresh New to me – I am prepared to perform six foot assessments under supervision			
3	Know where to access patient resources to help explain low, moderate and high risk foot assessment outcomes	Good Adequate Need a refresh New to me			
4	Understand the importance of reporting individuals who have moved from low risk to moderate or high risk	Good Adequate Need a refresh New to me			
5	Understand the importance of reporting active foot problems immediately, to a registered nurse or doctor	Good Adequate Need a refresh New to me			

Nephropathy (chronic kidney disease)

To care for people with, or at risk of, nephropathy, you should be able to:

No.		Rate my current ability. <i>Circle or date as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Demonstrate an awareness that all people with diabetes are at risk of nephropathy	Good Adequate Need a refresh New to me			
2	Take a urea and electrolyte blood test as requested by a registered nurse or doctor.	Good Adequate Need a refresh New to me Not appropriate			
3	Understand why the urea and electrolyte blood test is performed as a screening test	Good Adequate Need a refresh New to me			
4	Describe how to collect an Albumin/Creatinine (ACR) urine specimen and why we collect this screening test	Good Adequate Need a refresh New to me			
5	Report any abnormal findings to a registered nurse or doctor	Good Adequate Need a refresh New to me			