

Diabetes Competency Assessment Tool for Non-Registered Practitioners working in General Practice

This tool compliments the 1-day HCAPITstop diabetes course for non-registered practitioners. Competencies from 'An Integrated Career and Competency Framework for Diabetes Nursing' (Trend Diabetes) have been adapted to include people with non-diabetic hyperglycaemia (identified as high risk of developing type 2 diabetes). We have added additional competencies, identified in colour, that are specific to the role of non-registered practitioners working in General Practice.

How to make the most of the Diabetes Competency Assessment Tool

1. Consider your diabetes scope of practice and required skills. Then identify associated competencies.
2. Read each of your identified competencies and rate current ability.
3. Discuss the competency tool with your mentor and agree a pathway for completing unmet competencies. Add comments as you progress.
4. Date completed competencies and ask your mentor to sign next to the date.
5. 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.
6. You can re-visit the competency tool to revalidate your diabetes competencies in the future. To access other diabetes-related competencies, use the reference below

Reference: Trend Diabetes (2019) An Integrated Career and Competency Framework for Diabetes Nursing, 5th edition Available <http://trend-uk.org> (accessed June 2020).

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 competencies will help you to reach your planned scope of practice?

- ❖ Screening, prevention and early detection of non-diabetes hyperglycaemia and type 2 diabetes
- ❖ Promoting self-care
- ❖ Nutrition (and other lifestyle benefits)
- ❖ Urine glucose and ketone monitoring
- ❖ Blood glucose and ketone monitoring, including HbA1c. Recognising when and how to treat a hypoglycaemic episode
- ❖ Cardiovascular disease
- ❖ Retinopathy (retinal eye damage)
- ❖ Neuropathy (nerve damage). Foot care. [Performing a foot assessment and recording risk](#)
- ❖ Chronic Kidney Disease

When completing your chosen competencies, please rate your current ability using the following guide:

- Good** Good standard of skills and/or knowledge, with skills used regularly
- Adequate** You meet the standard required, but are using the skills/knowledge infrequently and may lack confidence, so consider refreshing/practicing the 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

Screening, prevention and early detection of non-diabetic hyperglycaemia and type 2 diabetes

For the prevention and early detection of non-diabetes hyperglycaemia and type 2 diabetes ensure you can:

No.		Rate my current ability <i>Circle as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Describe the risk factors for developing non-diabetic hyperglycaemia and type 2 diabetes.	Good Adequate Need a refresh New to me			

2	Recognise and describe the differences between non-diabetic hyperglycaemia and type 2 diabetes	Good Adequate Need a refresh New to me			
3	Explain the importance of prevention or delay in progression to type 2 diabetes.	Good Adequate Need a refresh New to me			
4	Describe the signs and symptoms of diabetes	Good Adequate Need a refresh New to me			
5	Recognise when it is appropriate to undertake screening for non-diabetic hyperglycaemia and type 2 diabetes	Good Adequate Need a refresh New to me			
6	Be aware of current guidance on screening to identify type 2 diabetes	Good Adequate Need a refresh New to me			

Promoting self-care

To support the person to self-care for their diabetes and work to prevent developing diabetes, ensure you can:

No.		Rate my current ability <i>Circle as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Support the individual to develop self-care skills with guidance from a member of the Practice team	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 (and other lifestyle benefits)

To meet the person's individual nutritional needs, ensure you can:

No.		Rate my current ability. <i>Circle as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Measure and record waist circumference, height, weight and body mass index accurately	Good Adequate Need a refresh New to me			
2	Understand the health benefits of weight reduction for people with non-diabetic hyperglycaemia and 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 and drinks high in carbohydrates and refined sugar	Good Adequate Need a refresh New to me			

5	Recognise which diabetes medications may give rise to hypoglycaemia and advise the person with diabetes to seek prescriber advice before making lifestyle changes	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			
7	Describe simple lifestyle measures, such as diet, exercise and smoking cessation, social isolation, stress and sleep (taken from CVD competency)	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, ensure you can:

No.		Rate your current ability. <i>Circle 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, at the request of a member of the Practice team	Good Adequate Need a refresh New to me			
2	Understand the immediate need for reporting ketones (other than negative), to a member of the Practice team	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			
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Blood glucose and ketone monitoring, including HbA1c. Recognising when and how to treat a hypoglycaemic episode

For safe use of blood glucose and ketone monitoring and associated equipment, ensure you can:

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	Understand the normal range for blood glucose	Good Adequate Need a refresh New to me			
4	Understand the normal range for blood ketones. Understand the immediate need for reporting ketones above 0.6mmol/l, to a member of the Practice team	Good Adequate Need a refresh New to me			
5	Document and report any results which are outside the agreed target range to a member of the Practice team	Good Adequate Need a refresh New to me			

6	Follow local policy for safe disposal of sharps	Good Adequate Need a refresh New to me			
7	Quality control the blood glucose/ketone meter. Maintain the 'diabetes box'*.	Good Adequate Need a refresh New to me			
8	Recognise the signs and symptoms of hypoglycaemia and administer the appropriate amount of fast-acting glucose	Good Adequate Need a refresh New to me			
9	Describe an HbA1c blood test and when the test is used for people with non-diabetic hyperglycaemia and type 2 diabetes	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. Quality control of the meter and stock management of the Diabetes Box content is an important role.

Cardiovascular Disease (CVD)

To care for people with diabetes, part of their annual screening review is to check for raised blood pressure and cholesterol, to reduce their CVD risk, so ensure you can:

No.		Rate my current ability. <i>Circle as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Demonstrate awareness of the risk factors for CVD	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 and recognise alternative ways of measuring blood pressure	Good Adequate Need a refresh New to me			
6	Understand why cholesterol is included as part of the annual diabetes screening	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	Describe simple 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			

* NICE NG136 ((2019) Hypertension in adults: diagnosis and management, lead to an update in NICE NG28 Type 2 diabetes in adults (2015, updated Dec 2020). Accessed January 2021

Retinopathy

To care for people with, or at risk of, retinopathy, ensure you can:

No.		Rate your 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 developing retinopathy	Good Adequate Need a refresh New to me			
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). Foot care. Performing a foot assessment and reporting risk

To care for people with or at risk of neuropathy and to record their foot risk status, ensure you can:

No.		Rate my current ability <i>Circle as appropriate</i>	My comments / plan	My mentor's comments	Date competency reached
1	Describe the importance of foot screening as part of the diabetes annual review	Good Adequate Need a refresh New to me			
2	Understand what neuropathy is and how a person with diabetes might describe it	Good Adequate Need a refresh New to me			

3	<p>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</p> <ul style="list-style-type: none"> • Demonstrate how to access peripheral sensory neuropathy using appropriate tools (e.g. 10g monofilament) • Palpate <i>or listen to</i> pulses (dorsal pedis and posterior tibial) • Identify common foot deformities (e.g. bunions, hammer toes) • Identify skin pathologies (e.g. calluses, ulcers, bacterial/fungal infection) 	<p>Good Adequate Need a refresh New to me – <i>I am prepared to perform six foot assessments under supervision</i></p>			
4	<p>Provide basic foot care advice and signpost to information. <i>Identify patient resources to help explain low, moderate and high risk foot assessment outcomes</i></p>	<p>Good Adequate Need a refresh New to me</p>			
5	<p>Report changes in pain, sensitivity, skin integrity, colour, temperature to a member of the Practice team</p>	<p>Good Adequate Need a refresh New to me</p>			
6	<p>Understand the importance of reporting individuals who have moved from low risk to moderate or high risk <i>and who is eligible for attending community podiatry</i></p>	<p>Good Adequate Need a refresh New to me</p>			
7	<p>Understand the importance of reporting active foot problems immediately, to a registered nurse or doctor</p>	<p>Good Adequate Need a refresh New to me</p>			

Chronic Kidney Disease (CKD)

To care for people with, or at risk of CKD, ensure you can:

No.		Rate my current ability. <i>Circle 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 chronic kidney disease	Good Adequate Need a refresh New to me			
2	Understand why the urea and electrolyte blood test is collected as an annual screening test	Good Adequate Need a refresh New to me			
3	Understand why the Urine Albumin/Creatinine Ratio (Urine ACR) is collected as an annual screening test	Good Adequate Need a refresh New to me			
4	Describe how to collect a urine ACR and when it is necessary to repeat the test	Good Adequate Need a refresh New to me			

Notes