

## **Poster Presentation by The HCT Diabetes Team**

### **Provision of dual purpose insulin administration training for community Health Care Assistants and trained Community Nursing staff, designed and delivered by the HCT Diabetes Team.**

#### **Background and introduction**

The HCT Community Diabetes team were invited in Spring 2017, by the HCT Clinical Quality Team, to join them on a joint venture to take over the formal classroom training for Health Care Assistants to help prepare them to take on the extended role of insulin administration in the community.

This project had already been running for some months with the 1 day training course being delivered by the University of Hertfordshire.

The objective of the "Insulin project" was to allow trained community nursing staff to safely delegate the task of insulin administration for patients meeting a strict selection criteria, to the health care assistants in their teams, following an intensive training programme.

The objective of this project was to free up valuable trained nurse time to focus on other areas where their skills were needed e.g terminal care and wound management.

It was highlighted at that time also that there was no formal diabetes and insulin administration update being provided to the trained community nurses in the Trust.

The challenge for the HCT Diabetes team was to create a one day course that could both meet the needs of HCA's needing to be prepared to safely administer insulin for the first time, with a one day course that would act as a best practice clinical update for fully qualified nurses who were already administering insulin on a daily basis.

A course was designed by the diabetes team in collaboration with the clinical quality team and delivery of the one day course began in September 2017 taking over from the University of Hertfordshire course. Alongside the full day courses, there were also ½ day annual HCA update courses for HCA's trained under the previous system.

#### **\*HCT Insulin administration training for community staff – 1 day Course. Content:**

What is diabetes? Back to basics.

How is diabetes monitored? Why do we need targets?

Insulin therapy.

Theory behind the practical aspects of administration.

Hypoglycaemia.

Key dietary messages.

Ketone monitoring in type 1 and type 2 diabetes.

Overview of oral hypoglycaemic agents and GLP-1 therapy.

DVLA rules for driving whilst on insulin.

Step by step guide to safe insulin administration. Practical, hands- on and interactive session.

#### \*Additional learning

As well as the HCT Insulin Administration course the HCA's are required to complete :

- Anaphylaxis Training
- Blood Glucose Monitoring Training
- I.M Injection Technique Training
- Carbs Awareness Course
- HCT Sharps Safety Awareness Course
- 6 Steps to Insulin Safety on-line course
- HCT Mandatory Training
- HCT Competency Workbook
- Insulin Safety Workbook)

#### **Teaching methods:**

Classroom teaching with a relaxed interactive and highly practical element.

Powerpoint presentations with accompanying lesson plans to aid consistency from course to course.

An "Assume No Knowledge" approach .

Enlisting the existing skills and experience of the trained staff on the course in the afternoon practical session, to assist with supporting the HCA's during learning. This helped prevent any boredom when skills they were already familiar with were being taught.

#### **Feedback.**

Despite the challenge of delivering one course to two very different levels of nursing staff, the feedback has been extremely positive. For trained staff providing a much needed clinical update on diabetes and it's clinical management and potential complications and emergencies and for HCA's providing the skills and confidence to take on this extended role.

(Feedback quotes to be included on the poster presentation)

#### **Course numbers delivered since taking over from University of Hertfordshire course**

Full day combined HCA **and** trained nursing staff course:

September 2017 – December 2018 = 10 full day courses. 8 completed to date with 125 attendees.

Half day HCA updates February –December = 3 half day courses completed with 42 attendees.

## **Conclusion**

Impact on manpower and resources has been significant:

Each insulin visit undertaken by a HCA saves £2.78 totalling £12,175.76 during 2017.

During 2017, 1453 registered nurse hours were released due HCAs undertaking insulin visits allowing them the time to focus on our more complex patients who require their skills. This number is set to grow further in 2018 and 2019 as further courses are rolled out and the HCT Community diabetes team are proud to support this initiative now and in the future to help ensure excellence in diabetes care to our patients in the community, by ensuring our workforce are equipped with the necessary skills and best practice knowledge.

## **Authors**

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