



**Scottish Paediatric
Endocrine Group
Network**

**Education Strategy
for Nursing
2018-2021**



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Introduction

Ongoing education in paediatric endocrinology is an essential component of the work of the SPEG NMCN.

Nurse education within the network is an important aspect of the overall education strategy.

*Education and training are core principles of any Managed Clinical Network, as stated in **Strengthening the role of Managed Clinical Networks** NHS HDL (2007).*

Networks education and training potential should be used to the full, in particular through exchanges between those working in the community and primary care and those working in hospitals or specialist centres.

The role of all networks is to ensure that professionals involved in the network are participating in appropriate education which assesses competence to carry out duties through a programme of continuous professional development.

The Scottish Paediatric Endocrine Group National Managed Clinical Network (SPEG NMCN) endorses the principles of ongoing education and training.

The following principles underpin the education strategy for all staff (medical, nursing and AHPs) involved in the SPEG NMCN:

- To ensure that education and training for all health professionals involved in caring for a child or young person with an endocrine condition, is provided to the highest standard.
- To ensure that education and training programmes are in place, are ongoing, with regular review and development by the NMCN members.
- To ensure that education and training programmes are delivered consistently across Scotland.

Education and training should be provided for nursing staff with an interest in paediatric endocrinology as well as to nursing staff working in primary and secondary care who have a role in managing children with paediatric endocrine conditions.

These educational guidelines have been written with specific reference to the RCN (2013) Competences: ***An Integrated Career and Competency Framework for Children's Endocrine Nurse Specialists*** and the ***BSPED (2010) UK Standards for Paediatric Endocrinology***.

Education and training should therefore be aimed at these different levels of expertise.

In addition to the ongoing education provided through SPEG, it is recognised that other valuable educational events are available. It is important to ensure that health professionals have access to these educational events. This is now possible with telemedicine facilities being available in most centres across Scotland.

The SPEG website will host educational materials, presentations and links to useful information for anyone involved in the care of children and young people with endocrine conditions. Some of these materials will be specifically aimed towards nurse education, but most are appropriate to all health professionals.

The website will be the hub for all information relating to education provided by SPEG, and will also act as a signpost to all clinicians interested in paediatric endocrinology, enabling them to find out what is available relating to paediatric endocrine education.

Education aimed at SPEG members and professionals with endocrine interest

The educational events listed below are multidisciplinary events, relevant for nurses, AHPS as well as medical staff.

SPEG Annual Scientific Meeting

This is an annual education event organised by the Education Group (chaired by Dr Louise Bath, Paediatric Endocrinologist, NHS Lothian). Its aims are to deliver up to date education regarding paediatric endocrinology, recent advances and research.

It is a multidisciplinary meeting, aimed at all health care staff involved in caring for children and young people with endocrine conditions.

It provides an opportunity to any member or health care professional working/interested in this field to present audit projects, posters and interesting cases.

SPEG Clinical and Academic Meeting

This meeting is held twice a year across the central belt of Scotland. It is also organised by the Education Group. The meetings are more informal, aimed at health professionals with an interest in paediatric endocrinology. Discussions related to guideline development, research projects and updates in endocrine care, are presented and discussed.

Nurse Education within the Clinical and Academic Meeting

The SPEG network plans to further develop its education and training to be multi-professional.

Regional Clinical Meetings

SPEG would like to develop regional educational events for all healthcare professionals involved in delivering paediatric endocrine services. This is a concept that has worked well in other MCNs in Scotland. It's proposed that these events:

- will be delivered in each region, hosted by the district general hospital teams in turn.
- will be clinically based, around case presentations and discussions.
- take place every six months in each peripheral centre on a rotational basis.

It is envisaged that all centres within a region will attend the sessions.






Education for non-endocrine specialists

National Endocrine Study Day

This meeting is held annually and organised by the Education Group of the Steering Committee.

The meeting is a multidisciplinary event aimed at general paediatricians, paediatricians in training and CYP nurses, as well as healthcare professionals working in both primary care and the community.

It's envisaged to be a rolling programme over 5 years, covering the main themes within in paediatric endocrinology:

-  Growth
-  Puberty & Gonadal conditions
-  Pituitary disorders (anterior and posterior)
-  Adrenal Conditions & management of Adrenal Insufficiency
-  Bone and calcium disorders

Growth Workshops

The resources for delivering growth workshops have been developed by SPEG members, and have been distributed to all endocrine link clinicians across Scotland. The workshops are designed to deliver growth and maturation training to primary care health professionals as well as to paediatricians, paediatricians in training, paediatric and community nursing staff.

It is envisaged that these workshops are delivered annually in each health board area, coordinated by the local link paediatricians.

The workshops are relevant to a Health Visitors, School Nurses, CCNs as well as paediatric nurses working in all settings including specialist nursing.

An online educational module on growth and puberty has been developed by SPEG and is available through the LearnPro and hopefully in 2019, the Turas Learning & Development platforms.

Summary

- SPEG NMCN will provide education and training to health professionals in Scotland relating to paediatric endocrinology so that those involved in caring for children and young people with endocrine conditions will be better equipped to manage their care through that access to education and appropriate professionals
- Education and training needs of nurses involved in the care of children and young people with Endocrine conditions is seen as an essential part of SPEG education and the specific needs of nurse education will be considered as part of the overall SPEG education strategy with separate provision where applicable
- Through the SPEG website, the network will ensure that health professionals in Scotland are informed of the education and training resources available in all formats

- SPEG will continue to evaluate the education it makes available, adapting and developing resources to meet the needs of the health professions in Scotland and ensure that nurse education is provided as part of the overall education strategy for the SPEG NMCN

Structure of Education for Nurses in Scotland

Primary Care – GPs, Health Visitors, School Nurses, CCNs

- National Study day with some nurse specific education as part of the programme where applicable
- On line materials and module – e.g. growth assessment, measurement techniques, adrenal insufficiency, information leaflets; sign posted from the SPEG NMCN website

Secondary care –District General Hospital

- National Study day with some nurse specific education as part of the programme where applicable
- Study Days – BSPED, ESPE, pharmaceutically sponsored Nurse meetings – Novo Nordisk Endocrine Nurse Workshop/Merck: Insights for Growth
- Regional Clinical Meetings with nurse involvement
- Local teaching sessions
- On line materials through LearnPro & TURAS, links to resources such Health Sketches and support groups such as the Pituitary Foundation; sign posted from the SPEG NMCN website

Tertiary care and paediatricians and nurses with an interest in paediatric endocrinology

- SPEG annual scientific meeting
- SPEG Clinical and Academic Meeting
- National Study day
- Nurse Study Days – supported by other organisations
- Local teaching sessions
- Study Days – as above
- On line materials – as above

Suggested Nurse Education Curriculum

With reference to the RCN competency framework:

<https://www.rcn.org.uk/professional-development/publications/pub-003264>

Generic - applicable to all nurses working with Children and Young People (CYP)

- Knowledge of endocrine anatomy and physiology
- Knowledge and understanding of normal growth and puberty and awareness of normal variation
- Assessment and monitoring of growth: measurement, use and interpretation of growth charts.
- Understanding of abnormal growth and pubertal development including childhood obesity

These core skills are encompassed within CYP nurse undergraduate training

Intermediate (applicable to nurses working with endocrine patients in a secondary and tertiary care setting)

In addition to the Generic level:

- Working knowledge of common endocrine conditions:
 - Thyroid
 - Constitutional delay in growth and puberty and normal variations in growth and puberty
 - Small for gestational age
 - Sexual precocity
 - Pituitary Dysfunction
 - Adrenal disorders
 - Genetic disorders such as Turner syndrome, Noonan syndrome, Prader-Willi syndrome or Silver-Russell syndrome
 - Endocrine Late effects following treatment of childhood cancer
- Detailed knowledge and understanding of:

- Growth and weight measurement
 - Use & interpretation of generic and specialised growth charts
 - Calculation of height velocity, BMI, BSA, mid parental height and target centile ranges
 - Pubertal assessment
-
- Knowledge and understanding to perform some of the more common endocrine investigations.
 - Has an understanding of the more complex endocrine tests
 - Understands the management of adrenal disorders and involved in the therapeutic education of families
 - Understands and participates in the management of sexual precocity
 - Involved in the process of transition to adult services, and of the adult services structure.
 - Care of patients on growth hormone therapy.
 - Care of patients with adrenal disorders.

Advanced (Tertiary Care setting)

Applicable to the Paediatric Endocrine Nurse Specialist who should be working towards the aims in the mission statement for the RCN CYP Endocrine Community: ***To offer support, advice and expertise to nurses and professionals working with children, young people and their families with an endocrine disorder. (RCN 2013)***

In addition to the Generic & Intermediate levels:

- Provision of specialist knowledge & education
- Support and undertake prolonged dynamic function testing such as ITTs, Arginine & Glucagon stimulation tests
- Participate and lead where applicable in the management, education and support of children with complex endocrine conditions in the acute, community and home settings
- Participate in the multi disciplinary management, education and support of a child/young person with a difference in sex development (DSD) condition and their family in the acute, community and home setting.
- Consider module *Principles of Care for the Child and Young Person in Endocrinology* provided through Southbank University London and financially supported by the BSPED as part of Masters Degree
- Consider Non Medical Prescribing qualification

