

# DSN Workforce Audit 2010

## Diabetes UK and NHS Diabetes

- What do DSNs do, and where do they do it (Hospital, Community)?
- How many DSNs are due to retire in the next 10 years?
- How many DSN posts are vacant because of cost savings?

This audit was carried out by Diabetes UK and funded by NHS Diabetes to support DSNs in the UK. Building on the first audit in 2009, in 2010 we sought to examine changes to the skills and experience of DSNs, vacant posts, where they work and what they do.

Over 700 nurses responded to the web and postal surveys - following stratification, a sample of 593 DSNs was identified from all UK nations. They gave 172 different job titles, 80% of which were "DSN", with 11% representing Paediatric DSNs.

### *Settings and Role*

47% of DSNs work solely in Hospital, with 20% working solely in Community. There was a decrease in the proportion working across both. 9% work in Paediatrics and Adolescent, 90% work with General Adults (76% '09) though 23% of these work in both General Adult and Adolescent (no data '09). 60% of DSNs deliver Structured Patient Education, although just 20% of hours are given to this activity; whereas 18% more DSNs are working in Inpatient care than in '09 (59% vs 41%).

### *Qualifications*

An average DSN in this survey has 2.2 post-basic qualifications, demonstrating a high level of training.

- 64% have a diabetes diploma/ certificate (74% '09)
- 27% have undertaken ad hoc degree modules (54% '09)
- 15% have ad hoc Masters modules (18% '09)
- 41% have undertaken non-medical prescribing courses (40% '09)
- 68% have more than one post-basic qualification

### *Experience*

63% of DSNs work full time (more than or equal to 37.5 hours per week), compared with 57% in '09. The average DSN in this survey has 10.1 years of experience as a DSN (9.6 in '09). 88.5% are Band 6 or 7 (83% in '09), with 40% of DSNs due to retire in the next 10 years (44% in '09).

### *Leadership and Vacant Posts*

The amount of DSNs with no clinical leadership hasn't changed since '09 (11%), but Nurse leads have increased (32% vs 9%) where Consultant leadership has decreased (83% vs 62%).

60 nurses reported 94 vacant posts – almost twice that recorded in '09 – and there was an increase in the proportion of these vacant due to "Cost savings" (43%, compared to 34% in '09).

By repeating this study annually we aim to help predict manpower, service needs over time and assist with workforce planning. We thank all those who took part this year, and look forward to your continuing support for this audit.