

Job Description

Job Title	: Specialist Dietitian Antenatal Diabetes
Department	: Nutrition and Dietetics
Division	: PRUH and South Sites
Band / Grade	: 7
Responsible to	: Clinical Lead Dietitian
Accountable to	: Head of Nutrition and Dietetics
Number of direct reports	: None
Budgetary Responsibility	: None
Location	: Princess Royal University Hospital and Orpington Hospital

King's College Hospital

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching hospitals with a turnover of c£1 billion, 1.5 million patient contacts a year and more than 12,500 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's College Hospital NHS Foundation NHS Trust is currently delivering an ambitious financial efficiency programme with the aim to achieve long-term financial sustainability.

Job Summary

The post holder will work collaboratively within the Diabetes and Obstetrics and Gynaecology Multidisciplinary Teams providing a highly specialised diabetes dietetic service at The Princess Royal University Hospital.

The post holder will provide comprehensive evidence based care and education for people with diabetes and healthcare professionals within the antenatal diabetes service.

Working as a highly skilled independent practitioner, the post holder will implement and recommend dietetic treatment based on expert clinical judgement and current evidence base and guidelines. The Diabetes services at PRUH and South Sites is expected to grow with further investments, the post holder will work collaboratively with other Dietitians within Diabetes to provide specialist cover.

The post holder will contribute to the continuing development of the antenatal diabetes service.

Key Working Relationships

Dietitians
Dietetic Assistants
Administrators
Students
Therapists
Social Workers
Main Duties and Responsibilities

Nurses
Medical professionals
Surgeons
Pharmacists
Patients
Carers

Main Duties and Responsibilities

Clinical Responsibilities

1. To be professionally and legally accountable for all aspects of work in compliance with the ethical code of practice set out by the Health and Care Professions Council (HCPC).
2. To work with the dietetic and multidisciplinary diabetes teams to formulate and deliver individual diabetes dietetic and education treatment plans for patients based on a sound knowledge of evidence-based practice and treatment options using clinical assessment, critical thinking, reasoning skills and knowledge of a wide range of dietetic treatments.
3. To act as an expert resource involved in the development and provision of evidence based dietetic diabetes nutrition services.
4. To provide high quality specialist clinical advice and educational support to others involved in providing care for people with diabetes in the local community.
5. To work both as an independent practitioner and within a multidisciplinary team to effectively communicate and demonstrate specialist dietetic skills and knowledge in diabetes care.
6. To be responsible and accountable for managing and prioritising a varied patient caseload including patients with complex needs in a range of settings, predominantly in an outpatient setting.
7. Lead our antenatal diabetes Dietetic service including 1:1 and group education for pregnant women with existing diabetes (type1 & type 2) and gestational diabetes.
8. Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
9. Evaluate patient progress, reassess and alter treatment regimens as required.
10. To manage clinical risk within own patient caseload.

11. Work within Trust clinical guidelines and to have good working knowledge of national and local standards and monitor quality of practice as appropriate.
12. To be responsible for maintaining accurate and comprehensive patient treatment records in line with British Dietetic Association (BDA) and Health and Care Professions Council (HCPC) standards of practice.

Team working and communication

13. Represent the dietetics service and/or individual patients at multidisciplinary team meetings, to ensure the delivery of a coordinated multidisciplinary service, and integrate dietetic therapy into the treatment programme. This will include discussion of patient care and patient progress.
14. Use a broad range of counselling techniques including cognitive behavioural therapy and motivational interviewing to support people living with diabetes (and their carers) to engage and manage their diabetes on a daily basis. To listen non-judgmentally and empathetically to provide a safe environment to explore current diabetes self-management behaviours and address any barriers and facilitators for change.
15. To provide expert dietary advice to patients, carers and clinicians regarding provision of nutrition and dietetic support for patients based on clinical evidence. This requires detailed nutritional and lifestyle assessment; to include the calculation of nutritional requirements based on the interpretation of biochemistry, anthropometrics, clinical condition and other physical parameters.
16. To complement nursing and medical teams with dietary and diabetes medications (including insulin) management decisions by review of self-management behaviours and interpretation of diabetes data (self-reported and via downloaded diabetes technologies: blood glucose meters, sensors and insulin pumps).
17. Liaise with the catering department to promote optimal nutrition for inpatients and outpatient education groups with diabetes if/when needed.
18. To demonstrate flexibility in providing cover in times of staff shortage within clinical areas.
19. To undertake any other duties appropriate to the grade as requested by the Head of Nutrition and Dietetics.

Audit and Research

20. Undertake the measurement and evaluation of your work and current practices through evidence-based practice projects, audit and outcome measures either individually or with colleagues of the dietetic and multidisciplinary teams.
21. To initiate and participate in regular research and audit within the specialised area. This includes coordination and supervision of research projects for undergraduate dietetic students. Relevant findings will be published or presented at appropriate conferences.
22. To undertake as directed the collection of data for use in service audit and research projects. To manage and undertake research into specific areas of clinical practice and

service delivery using a range of research methodologies as part of MDT audit and departmental research initiatives.

23. To research, develop, audit and publish evidence based departmental patient information literature for use within and outside the trust. Development will include involvement of appropriate patient groups.

Developmental activities

24. Participate in the staff Performance Review scheme as an appraisee and be responsible for complying with your agreed personal development programmes to meet required knowledge and competency goals.
25. Work with the Head of Nutrition and Dietetics and other staff to produce a risk management plan and ensure quality standards are set and reviewed and that services provided are evaluated.
26. Be an active member of the in-service training programme by attendance at, and participation in, in-service training programmes, tutorials, individual training sessions, external courses and peer review.
27. Undertake an evidence-based project to improve service delivery and clinical practice. Make recommendations for change to the appropriate development group in the Department.
28. Be actively involved in professional clinical groups, such as the department's development groups and other professional development activities.
29. To be an active team member of the Nutrition and Dietetic department at King's participating in departmental development and attending monthly staff and professional development meetings.
30. To assist the Head of Nutrition and Dietetics in ensuring that department resources are used to best effect and in appropriate aspects of budget management.

Education and Training

31. Maintain and develop current knowledge of evidence-based practice in diabetes, developing specialist knowledge of diabetes and people living with it.
32. To be responsible for maintaining own competency to practice through CPD activities and maintain a portfolio which reflects personal development.
33. To develop and lead specialised nutrition/diabetes teaching programmes for medical, nursing and other staff within the Trust.
34. To provide specialised education and support for the wider dietetic workforce in the NHS where appropriate.

35. To actively participate in, and be responsible for, the supervision and development of newly qualified and student dietitians; both those on formal placement and ad-hoc visitors to the department.
36. To supervise student dietitians record keeping according to professional and dietetic service standards.
37. To develop resources to support the delivery of high-quality care, including diet sheets, posters and presentations as required.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.
- To live and role model the King's Values of:
 - Kind
 - Respectful
 - Team
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION
Band 7 Specialist Dietitian Antenatal Diabetes

	Essential	Desirable
Education and Qualifications		
BSc/ Post graduate diploma in Nutrition and Dietetics	✓	
HCPC registered - Dietitian	✓	
A recognised and appropriate post-graduate course		✓
Knowledge and Experience		
Previous dietetic experience within the specialist area – Diabetes and antenatal services	✓	
Evidence of continuing professional development	✓	
Knowledge of dietetics within the NHS	✓	
Advanced specialist knowledge demonstrated by evidence of post registration courses and experiential learning eg. Diabetes module	✓	
Dose Adjustment For Normal Eating (DAFNE) trained		✓
Continuous Subcutaneous Insulin Infusion (CSII) experience and or training		✓
Experience of initiating and facilitating clinical audit	✓	
Experience of clinical research		✓
Experience of providing clinical supervision	✓	
Experience of multidisciplinary team working	✓	
Formal teaching and or lecturing experience		✓
Skills and Competencies		
Good oral and written communication skills with people from a variety of backgrounds	✓	
Presentation skills and ability to work autonomously with individuals and groups	✓	
Evidence of development of clinical guidelines and protocols		✓
Clinically competent to give specialist advice, treatment, and dietary counselling to support behaviour changes, in adults and their carers with diverse healthcare needs	✓	
Ability to prioritise own workload and support caseload management of junior staff/students	✓	
Confident in the use and demonstration of blood glucose monitoring equipment	✓	
Ability to work as part of a team, identifying and leading on service change	✓	
IT and keyboard skills	✓	
Leadership Skills	✓	
Motivational interviewing and counselling skills	✓	
Personal Attributes		
Confident	✓	
Self-motivated	✓	
Flexible, adaptable and creative	✓	
Able to respond to unpredictable work patterns and frequent interruptions	✓	
Able to set priorities and meet daily deadlines	✓	
Able to reflect and appraise own performance	✓	
Able to deal with distressed patients and their relatives	✓	
Able to maintain effective working relationships with relevant stakeholders	✓	