

AGENDA FOR CHANGE: JOB DESCRIPTION

Post title:	Specialist Dietitian – Rotational
Directorate/department:	Dietetics/Speech and Language Therapy
	Clinical Support/Division C
Agenda for Change band:	Band 6
Accountable to:	Head of Dietetics/Speech and Language Therapy through line management structure
Accountable for:	N/A
Main purpose:	<ul style="list-style-type: none"> • Provides specialist dietetic advice for defined area, providing expert advice to the Trust and local units. • Develops in collaboration with team lead/line manager the dietetic service for defined area • Assess treats and manages specialist caseload in designated clinical areas, providing expert dietetic advice and support. • Undertakes training and education of staff and students within UHS • Supports junior members of dietetic staff / assistants
Key working relationships:	<ul style="list-style-type: none"> • Medical and nursing ward staff • MDT members e.g. Speech therapists, physiotherapists • Patients and carers • Dietetic colleagues within the acute and community services
General duties:	<ul style="list-style-type: none"> • As a dietetic specialist for defined services, to provide a specialist, high quality, evidence-based, effective dietetic service to patients treated in Southampton. • To attend appropriate ward rounds and multidisciplinary meetings in order to provide expert advice to multidisciplinary teams regarding provision of nutritional support and advice for patients and carers based on clinical evidence. • To independently assess nutritional status, to include the calculation of nutritional requirements based on the interpretation of diet history, biochemistry, anthropometry, clinical condition and other physical parameters. To make clinical judgements and decisions, select and evaluate appropriate treatment plans without supervision. • To provide complex nutritional counselling to patients and relatives providing appropriate advice, reassurance and motivational skills. • Draws on a wide range of communication skills to effectively negotiate nutritional goals with in and out patients where there are barriers to understanding e.g. emotional distress, physical illness • To be responsible for ensuring that patients and carers have consented prior to dietetic intervention in line with professional guidelines • To be responsible for direct prescription of nutritional supplements within UHS as agreed with the medical team. • To communicate and liaise with the community multidisciplinary team regarding nutrition related prescriptions and nutritional management of outpatients and where necessary providing information and education to clinicians, patients and carers. • Adapts national clinical guidelines to ensure that dietetic treatment enables the patients within defined clinical area to achieve the optimal improvement in quality of life.

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	<ul style="list-style-type: none"> • Simplifies complex nutritional issues for patients and their carers, using a variety of teaching methods as part of a structured programme for identified patient groups. • Maintains dynamic working relationships with the key staff, e.g. link nurses, thereby facilitating improved clinical nutrition practice in hospitals • Provides an interface between all parties involved within food provision and patient care. • Liaises with the Pharmacy and Catering Departments to ensure that appropriate nutritional support is provided – particularly for patients receiving prescribed therapeutic diets and enteral tube / sip feeds. • To provide a service to other designated specialist areas as agreed with line manager. • Provides cover for leave for other members of the dietetic team <p>2. Professional / Management Responsibilities</p> <ul style="list-style-type: none"> • To be an active team member of the dietetic department at UHS participating in departmental developments, projects and evidence based groups; as well as attending staff and continuing professional development meetings. • To promote multi-professional working with senior clinical and management colleagues within UHS and local units to ensure an effective patient focused service is available to patients, and that nutrition is integrated within the healthcare agenda for defined patient group. • To provide clinical support for identified members of staff within UHS and the network i.e. mentoring, visits • To be involved in developing, implementing, participating in and evaluating training programmes for a variety of healthcare professionals within UHS e.g. Student / Trained Nurses, AHPs • To be involved in researching, developing the use of patient forums, audit and publish evidence based departmental literature for use within and outside the trust. • To be involved with relevant operational and strategic planning for the dietetic service within defined area • To participate in regular multi-professional research projects and initiate, co-ordinate audit relating to nutrition within defined area in line with departmental research and audit procedures. It will be expected that any relevant findings should be published and/or presented at appropriate conferences, staff or patient groups. To take part in presentations of complex nutritional information to large groups of people in a formal setting. • To contribute expert nutrition opinion in initiating, developing and reviewing nutrition related standards, guidelines and protocols within UHS • To build and maintain relationships with other dietitians within UHS and local units to develop resources and share service development issues. • To participate in the recruitment and selection of members of staff • To participate in the planning, supervision, training and assessment of student Dietitians.
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IMPORTANT ADDITIONAL INFORMATION RELATING TO YOUR EMPLOYMENT

Duty of care	<p>You are responsible for ensuring that the patient, family and carers are at the centre of everything you do.</p> <p>Be open, honest, and willing to acknowledge when something has gone wrong. Make timely apologies and take action to report incidents, including near misses; to ensure that as an organisation we learn.</p> <p>You should continuously seek to reduce harm by speaking up to managers and leaders if you believe that a lack of skills, knowledge, or resources place patients at a risk of harm or if your concerns are not being listened to. Managers and leaders must listen to others when they raise concerns and take action.</p> <p>Wholeheartedly commit to learning about safety, continually striving to improve excellent care. Develop your own ability to detect and correct defects.</p>
NHS standards of business conduct and professional registration	<p>All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.</p> <p>All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HCPC) and ensure that they maintain updated registration as required by the role.</p>
Living our values every day	<p>All staff are expected to strive to make the Trust values 'what we do' – to inspire, develop and support every one of us to live our values; every patient, every colleague, every day.</p> <p>Each post holder is expected to ensure they live the values of:</p> <ol style="list-style-type: none"> 1. Patients First 2. Always Improving 3. Working Together <p>These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff and partners in continuing to improve the experience people have using and delivering our services</p>
Health and safety:	<p>Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare</p>
Infection prevention and decontamination of equipment:	<p>All staff are reminded of their responsibility to adhere to Trust and departmental infection prevention policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.</p>
Child protection/safeguarding	<p>All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and departmental child protection and safeguarding policies including employment checks.</p>
Confidentiality	<p>All employees of University Hospital Southampton NHS Foundation Trust are reminded of the need to treat all information, particularly clinical and management information, as confidential.</p> <p>Any employee who wilfully disregards Trust and departmental policies may be liable to serious disciplinary action including dismissal.</p>

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	This job description will be reviewed yearly as part of the annual appraisal, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.
Mental Capacity Act 2005	All Staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role. It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first.
Sustainability	Staff are reminded of their responsibility to take care of the resources used whilst at work. These include careful use of energy and water; for example, ensuring unnecessary equipment is turned off when not in use. Waste needs to be segregated properly. UHS policies and strategies for sustainability should be followed whilst undertaking daily duties. We encourage staff to be involved with sustainability at work, through participation in the Green Guardians network.
Last updated	23 June 2022