

Band 6 Specialist Dietitian

Renal Services

Department of Nutrition and Dietetics
GHNHSFT

A BETTER **CAREER** STARTS HERE

At Gloucestershire Hospitals NHS Foundation Trust, we take great pride in delivering high quality acute services and we understand just how precious life is.

People entrust their lives to our care every day and they have the right to expect the very best experience and outcomes. That's why our ambition and the pursuit of excellence is the foundation of everything we do.



Job details

Job Title:	Specialist Renal Dietitian
Division	Diagnostics and Specialities
Department:	Nutrition and Dietetics
Responsible and accountable to:	Responsible to: Highly Specialist Renal Dietitian
Band:	Band 6 (Up to 37.5 Hours per week) available would consider Part Time Working
Location:	Gloucestershire Royal Hospital & Cheltenham General Hospital

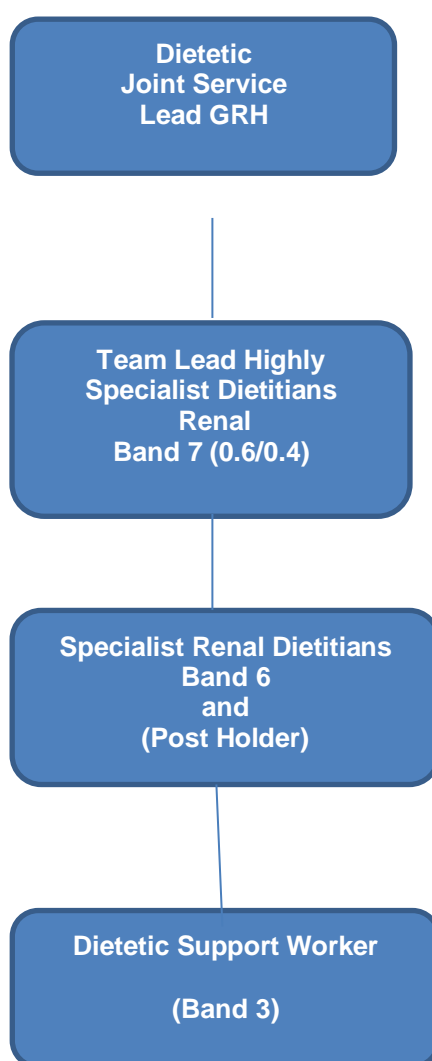
Overview

Job purpose

- To work as a member of the Renal Nutrition and Dietetic Service; providing, developing and auditing/evaluating the renal service with supervision from the lead specialist renal dietitian.
- To ensure that the service is evidence based in line with clinical governance requirements
- To act as a specialist practitioner in renal dietetics, providing dietetic service to this patient cohort
- To actively support the development and delivery of education and training regarding renal nutrition to a range of health professionals, students, patients and carers.
- To actively contribute to service and relevant policy development within both the Nutrition and Dietetic Service and GHNHSFT Renal Services.
- To be involved with non-dietetic projects within the GHNHSFT Dietetic service. This will include elements of Quality, and Health and Safety
- To provide supervision and training of Nutrition and Dietetic staff and student dietitians within the Renal Dietetic Team.
- Provide support and clinical supervision to other members of the Department of Nutrition and Dietetics as required.

Dimensions

The post holder will work autonomously and within the wider MDT, within professional guidelines and policies to manage a case load of patients with highly complex medical, nutritional and psychological needs. Care will be delivered across site to ensure nutritional intervention is available throughout the treatment pathway. They will be supported directly by Team Lead Highly Specialist Renal Dietitians, and work within the dietetic renal team and wider renal MDT. Additionally, they will provide clinical supervision as required to staff in other specialities and be responsible for contributing to regular student training for approximately 12 weeks per year (4-6 students). Although the post holder will have no budgetary responsibilities, they will have responsibility to deliver a service within existing resources.



Knowledge, skills and experience

- Degree/Post Graduate Diploma in Nutrition and Dietetics
- Registered with the Health Professions Council
- At least 1 years post qualification experience, experience in renal desirable but not essential
- Post registration training in dietetics (e.g. BDA accredited courses).
- Effective communication, motivational and behavioural change management skills
- To be able to work without supervision, prioritise and plan own workload and manage time effectively
- Proven ability to work effectively within the MDT to deliver nutritional care to patients within a renal setting.
- Relevant and proven involvement in audit, projects, clinical and service development work
- Leadership training/experience
- Familiarity with principles of clinical governance and professional and national guidelines for best practice
- Clinical supervisory skills training
- Experience of delivering group nutritional education sessions
- Experience and competence in using word processing, Excel spreadsheet, database and Powerpoint programmes together with specialist dietetic computer applications.

Main Duties of Post

Leadership and Management

- To provide clinical supervision and support to staff in the nutrition and dietetic service, including students as required.
- To support Highly Specialist Renal Team Leads/ fellow renal dietitians and management team in service planning, review, and evaluation to ensure a modern and clinically effective dietetic renal service.
- To support audits and service risk assessments if and when needed.
- To contribute to recruitment to dietetic posts within the Nutrition and Dietetic service, particularly in renal, including induction of new personnel as required.
- To ensure activity, quality, audit, and other measures of performance required are collected and reported to line manager, departmental service leads and then any relevant clinical teams as seen appropriate
- Attend and contribute regularly to local and regional networking groups regarding the care of patients with renal conditions
- To attend and actively contribute to the Nutrition and Dietetic Department and Quality meetings
- To actively contribute to renal dietetic team's compliance with Trust and Directorate policies, including Health and Safety and departmental policies. Identifying areas for development and review e.g. standards of nutritional care
- Ability to inspire and influence others and support introduction of new ways of delivering care to patients with renal conditions.
- Ability to work effectively within teams
- Ability to work autonomously but also as an active member of a team both within and outside the Dietetics Department. Actively working with other dietetic services,

Nutrition and Dietetic Management Team, Renal MDT and Trust Services as required.

Clinical Responsibilities

- To act as Specialist Renal Dietitian to provide expert opinion on appropriate practice and supporting the development of the service. This will include reviewing current literature in the area and disseminating the findings to highly specialist renal dietitians, Nutrition and Dietetics Management Team and the Renal MDT as required.
- To use specialist knowledge and clinical expertise to assess renal patients including calculating nutritional requirements of patients with complex conditions and using anthropometry appropriate for renal patients.
- To use this information with the patient to then agree, plan, implement and monitor an individual nutrition and dietetic care plan. Advice will be tailored to the specific needs of the individual patient, by using skilled active listening and acquiring a full and in-depth history of the patient. The nutritional goals will be to optimise clinical outcomes for patient by improving nutritional status/wellbeing.
- To have knowledge and prescribing of ONS and enteral feeds appropriate for renal patients. To ensure safe and efficient discharge of patients on home enteral feeding with appropriate and timely liaison to all agencies involved.
- To use enhanced communication/behavioural change skills and motivational techniques, in order to provide effective nutritional care to patients and advice to staff. To use these skills to overcome resistance to dietary change in supporting patients and carers, so that they are empowered with the knowledge and skills to meet their nutritional needs and control their medical conditions. This includes patients with multifaceted dietary needs who may also have barriers to communication through social and psychological issues as well as cognitive or physical impairment e.g., dysphasia, deafness, blindness, and those who may not be able to accept a diagnosis.
- To undertake an extended role in educating patients about phosphate binding medications and to actively adjust the doses and timings of these medications.
- To be able to critically appraise the available guidelines/protocols and able to appraise own practice against guidelines and develop relevant nutritional strategy in conjunction with the Nutrition and Dietetic Service Leads and renal MDT.
- To act as an independent practitioner and be professionally and legally accountable and take responsibility for all aspects of own highly complex specialist area. Working with Consultants, Nurses and associated staff, having the freedom to decide which patients need to be seen and what care they need.
- To work within the renal multidisciplinary team communicating patients' nutritional and dietetic treatment to nursing, medical, and other healthcare professionals. To communicate using appropriate verbal and written instructions to ensure other health care professionals can understand how to support the patients' treatment plan. To update the members of the team on patients' progress and changes to the treatment plan.
- To deliver nutritional education sessions to patients and healthcare staff as required
- Through continual professional development (CPD), by external companies/courses, develop and maintain a high level of evidence-based clinical knowledge in renal care.
- To provide support with the MDT to the local user support group for patients for patients with renal conditions.

- To supporting the gathering of data in accordance with the BDA Outcomes Guidance to identify development needs/gaps in service provision and development and is able to demonstrate outcome data that results in improvement.
- To maintain clear and accurate patient information in department record cards, electronic records, and medical notes, including writing letters to outside medical referrers, in line with department and trust policies. To collect accurate patient information and statistics as per department standards.
- To be responsible for maintaining own CPD and competence to practise in line with HPC guidelines
- To actively participate in Individual Peer Review (IPR)

Training and Education

- To actively develop and participate in the training of dietitians and the multidisciplinary team in nutritional care for patients with renal conditions within the organisation and outside.
- Participate in the development and revision of an in-house training programme for dietitians
- Acting as a role model, supporting clinical supervision with the renal and wider dietetic team, and support other teams as required, undertaking tutorials, feedback and assessment
- To develop and maintain evidence based educational material for patients and staff within the area of renal dietetics
- To keep up to date with developments in relevant research, thinking and resources by attending training courses, personal study, MDT ward rounds, regularly attending national and local renal conferences and presenting own work if required.
- Actively engage in BDA research symposiums and contribute to regional and national working groups and networks.

Clinical Governance

- To ensure that own practice is evidence-based and complies with current guidelines for good practice. Where an evidence base or current guideline does not exist, to inform practice by developing best practice guidelines for the directorate based on scientific literature, clinical experience and judgement and liaison with colleagues nationally.
- To take part in research and development activities, leading by example and undertaking research and audit projects in line with the department R&D strategy. To disseminate the results at local and national level e.g. by poster or oral presentation or by submission to peer-reviewed journals.
- To be responsible for maintaining own CPD and competence to practise in line with HPC guidelines
- To actively participate in appraisal and IPR
- To support on the development of guidelines, policies and written information for renal conditions and any other relevant areas of the dietetic services as required.
- To maintain clear and accurate patient information in department record cards, electronic records and medical notes; including writing letters to outside medical referrers, in line with department and trust policies. To collect accurate patient information and statistics as per department standards.
- To comply with Trust and Departmental policies and procedures e.g. Health and Safety at Work Act (1974), Manual Handling, clinical equipment competency, risk

management, Data Protection Acts and patient confidentiality at all times. This will include demonstrating compliance with the terms of all safeguarding policies and processes relevant to the safeguarding of adults and children in the care of GHNHSFT and to undergo regular mandatory training concerned with safeguarding matters.

Research and Service Evaluation

- To assist with clinical audit, nutritional project and research within The Nutrition and Dietetic Service and Lead in areas related to renal dietetics
- To assist in data collection, analysis, for the production of reports and summaries and Lead in areas related to renal dietetics
- To undertake searches of evidence-based literature and research to assist The Nutrition and Dietetic Service in evidence-based practice and service development.
- Evaluate the effectiveness of the service provided to renal patients

IT Responsibilities

- To maintain personal records including clinical observations, information, outcome measures and work records in accordance with trust policies.
- To enter undertake data entry and processing as required.
- To engage with the Trusts Digital Strategy and within this leadership role actively working towards implementing this strategy for the department at every opportunity and as early adopters

General

- To contribute to the development and maintenance of the highest professional standards of practice, through active participation in training and development programmes, in consultation with the service lead.
- To maintain the highest standards of clinical record keeping in accordance with professional codes of practice and Trust policies and procedures.
- To perform other duties of a similar kind appropriate to the grade, e.g. during times of Annual leave/sickness or in line with service delivery needs.
- To attend and contribute to appropriate clinical/non-clinical meetings if required, and to report back to line manager.
- To develop skills and competencies that assist post holder in the delivery of service.
- To participate in current Trust performance / development review systems (e.g. appraisal). Performance will be monitored against objectives set in appraisals.
- To remain abreast of recent developments in relevant areas of Dietetics in order to deliver high quality patient centred care.
- This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties may change to meet the needs of the service or because of the introduction of new practices or technology. This job description may be reviewed from time to time and changed, after consultation with the post holder.

Physical Effort and Working Conditions

- Job may require exposure to distressing and/or highly emotional circumstances.
- Job may involve occasional exposure to unpleasant working conditions (e.g. body fluids, noxious odours, verbal aggression and visual exposure to treatment processes).
- Work in areas where infection control policies must be observed.
- Occasional exposure to contagious conditions and bodily fluids
- Working with patients that can be distressed, angry, anxious and resistant to change
- Working with palliative patients
- Frequently working under pressure with heavy caseloads and time/staffing level constraints
- Frequent repeated concentration for sustained periods e.g. assessment, analysis and problem solving etc.
- Work effectively and professionally with colleagues whilst maintaining emotional resilience.
- Maintain a positive and compassionate attitude.
- Create friendly, professional and welcoming interactions with patients, family members and colleagues across all aspects of the post.
- Job requires application of computer keyboard and IT skills.
- Frequent use of computers/ VDU equipment for long periods of time.
- The ability to drive or travel to community sites outside of GRH & CGH may be required.
- Working as an autonomous practitioner and having to take responsibility for your own decisions whilst prioritising a mixed caseload.
- Covering other clinical areas during periods of annual leave and staff shortages

General conditions

Confidentiality

In the course of your employment, you may have access to, see or hear confidential information concerning the medical or personal affairs of patients and or staff. Unless acting on the instruction of an authorised officer, on no account must such information be divulged or discussed except in the performance of normal duties. Breaches of confidence, including improper passing of registered computer data, will result in disciplinary action, which may lead to dismissal. You should be aware that regardless of any action taken by your employing authority, a breach of confidence could result in a civil action for damages.

In addition, records, including VDU screens and computer printouts of registered data must never be left in such a manner that unauthorised persons can obtain access to them. Written records must either be destroyed or retained in safe custody when no longer required, VDU screens should always be cleared when unattended.

Terms and Conditions of Service

The principle terms and conditions of your appointment will be those set out in the Agenda for Change national agreement as amended from time to time by the NHS Staff Council. These terms and conditions are set out in the NHS Terms and Conditions of Service Handbook, which is available on the Trust's intranet and NHS Employers web site.

Health and Safety

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers.

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in practice.

Data Quality

As part of your employment you may be required to record Patient Information (computerised or on paper). You have a responsibility to ensure that information is entered accurately, completely and consistently. It is particularly important that patients' demographic details are kept up to date. Problems should be reported to your Manager.

No Smoking Policy

Gloucestershire Hospitals NHS Foundation Trust operates a no smoking policy. Smoking is not permitted anywhere within the buildings and grounds of all Trust sites. These restrictions include all areas up to the boundaries of all sites.

Job Share

As part of its commitment to Equal Opportunities in employment, Gloucestershire Hospitals NHS Foundation Trust has a policy on Job Sharing. Under this policy all posts, unless exempted, are open to Job Share.

NB

This job description is not intended to form part of the contract of employment or to be a complete list of duties and responsibilities, but is a good guide for information to the job. It will be periodically reviewed in the light of developing work requirements in the department. The officer in the post will be expected to contribute to that review.

Job description agreement

Job holder's signature:	Date: DD / MM / YYYY
Head of department signature:	Date: DD / MM / YYYY

Person specification: Band 6 Dietitian

Key to terms: E: Essential, D: Desirable. *How is it assessed?* I: Interview, A: Application

Qualifications

Degree/Diploma in Dietetics	E	A
Registered with HCPC	E	A
Post registration training e.g. Masters level in dietetics	D	A
Member of the British Dietetic Association	D	A/I
Attendance on relevant accredited courses	D	A
Training and /or demonstrated experience in Leadership and Development	D	A/I
Experience of working within the NHS	E	A/I
Car owner/driver	D	A/I

Experience

Demonstrate specialist clinical knowledge in renal dietetics	D	A
Demonstrate specialist clinical knowledge in decision making all types of enteral/parenteral feeding	D	A/I
Demonstrate specialist clinical knowledge in decision making and parenteral tube feeding	D	A/I
Demonstrate experience of involvement in service development	D	A/I
Demonstrate contribution to treatment pathways and outcomes that have resulted in improvements	D	A/I
Develop and deliver training materials to a variety of audiences	E	A/I
Demonstrate a willingness to be flexible	E	A/I
Experience of effective working relationship within a team/teams	E	A/I
Prioritise workloads	E	A/I
Implement evidence-based practice.	E	A/I
Experience of Leading and managing staff	D	A/I
Be responsible for clinical supervision of junior staff and students	D	A/I
Experience in implementing clinical governance	D	A/I

Skills, Abilities

Excellent interpersonal skills including observation, listening, caring and empathy skills and can relate well to staff and patients.	E	A/I
Evidence of excellent verbal and written communication skills including active listening skills.	E	A/I

Ability to assess individuals with complex medical problems and to plan their dietetic care	E	A/I
Ability to make decision regarding change of practice based on clinical evidence and to disseminate same to other health professionals.	E	A/I
Able to implement research evidence based practice and apply to practice for continuous service improvement	D	A/I
Ability to problem-solve.	E	A/I
To demonstrate Trust required behaviours in working towards Individual, Department, Divisional and Trust Objectives/Goals.	E	A/I
Ability to deliver education sessions to patients, colleague and healthcare staff	E	A/I
Prioritisation, planning and organisational and time management skills with ability to meet deadlines	E	A/I
The ability to manage change and conflict to ensure resolutions with positive outcomes.	D	A/I
Evidence of Continued CPD, including evidence of reflective practice, service evaluation and utilisation of best practice.	E	A/I
Excellent computer literacy skills: email, data input, internet, Microsoft Word, PowerPoint, Excel	E	A/I
Ability to work outside normal working hours, including occasional evenings if the service requires.	E	A/I
Able to travel to other hospital sites and community locations.	D	A/I

Qualities

Can cope with working across sites in a busy and changing environment with ability to remain calm & in control during busy phases	E	A/I
Willing to lead change.	D	A/I
Desire to deliver a high-quality service.	E	A/I
The ability to inspire, influence, persuade and negotiate.	D	A/I
Ability to work independently, reliably and consistently with work agreed and managed at regular intervals	E	A/I
Professional attitude to routine/non-routine tasks.	E	A/I
Experience of handling difficult & sensitive situations well	E	A/I
To maintain professional appearance and behaviours in the workplace	E	A/I

