

JOB DESCRIPTION

JOB TITLE:	Highly Specialist Dietitian
BAND:	7
LOCATION:	Blackpool Victoria Hospital
DEPARTMENT:	Department of Nutrition & Dietetics
RESPONSIBLE TO:	Deputy Head of Therapies
ACCOUNTABLE TO:	Deputy Head of Therapies
CRB DISCLOSURE:	Please note that this post is subject to Criminal Records Bureau Disclosure

Job Purpose

- To deliver a high quality, evidence based Nutrition and Dietetic service. To act autonomously in the management of an adult caseload with a varying degree of nutritional complexity.
- To act as an expert nutritional resource within various services and to educate and train dietetic students and other health professionals within the Trust.
- To contribute to the Trusts clinical governance programme by taking part with audits, development and implementation of evidence based guidelines/protocols and continuing professional development.
- To be responsible for training and clinical supervision of junior staff.

Working relationships

1. Provides specialist Nutrition and Dietetic input to multi-disciplinary teams including medical, nursing, AHPs, pharmacy, catering and ward housekeepers.
2. Provides specialist advice to patients, carers, community services e.g. GPs, community organisations, doctors, nurses and other allied health professionals, voluntary organisations and companies that provide nutritional products.
3. To work with dietetic colleagues to share knowledge and develop nutritional standards, protocols, and guidelines which can be implemented Trust-wide.
4. To play a key role in training of student dietitians on clinical placement.

Overview of Responsibilities:

Clinical

- 1) Post holder will work independently (work will be self-directed and autonomous) to manage and provide the dietetic service seeking peer support, if necessary, through their clinical team or via specialist dietetic networks.
- 2) To provide highly specialist dietetic advice to patients and/or carers with particular focus on the specialist condition of the patient, whilst taking into account ethical, social, emotional, psychological and cultural needs. To be able to use this complex and sensitive information in formulating individual dietetic advice in inpatient and outpatient settings.
- 3) To provide nutritional and dietetic counselling to educate a diverse patient population. To understand the complex dietary changes which are needed and to employ advanced motivational and behavioural change skills to overcome barriers to change particularly where there is non-compliance.
- 4) To utilize and develop communication tools and teaching skills in order to educate patients who may have barriers to understanding e.g. disabilities, non-English speaking, poor literacy.
- 5) To organise and deliver training sessions for groups of patients with specialist dietary needs.
- 6) To receive and communicate highly complex and sensitive information, which may include unwelcome or difficult information; for example, long-term adherence to complex and multiple dietary interventions or initiation of invasive nutritional support e.g. tube feeding. To present this in an understandable form to patients and their carers to facilitate compliance with treatment leading to improvements in clinical condition.
- 7) To make dietary recommendations after calculation of nutritional requirements based on interpretation of biochemistry, anthropometrics, anatomy and physiology, clinical condition/prognosis and other physical parameters.
- 8) To provide appropriate treatment, monitoring and review of patients' dietary needs, involving other agencies when indicated.
- 9) To discuss and advise on any medications which may have an adverse effect nutritional therapies e.g. laxatives, anti-emetics.
- 10) To advise on appropriate use of nutritional products. The Dietitian will specify product type, quantity and regime to meet individual patient needs.
- 11) To be aware of the enteral feeding equipment used within the Trust and community.
- 12) To advise the multi-disciplinary team and the patient on most appropriate routes of feeding, product type, rate and volume to meet patients' individual nutritional requirements.

- 13) To be responsible for organising the discharge of patients on alternative feeding. This includes prescription of feeds, liaising with community nursing, other hospital trusts, medical and dietetic teams and the companies providing the feed in the community.
- 14) To work in a frequently stressful environment with patients who may be critically ill, chronically ill, terminally ill or undergoing long periods of rehabilitation. To support them and their carers, both nutritionally and emotionally during the course of their disease.
- 15) As part of the dietetic team to advise the catering department on the provision of nutritionally adequate menus within budgetary constraints. To be responsible for the adaptation of standard menus to suit therapeutic diets.
- 16) To be accountable for the appropriate supply of nutritional products to ward areas in accordance with the pharmacy department and trust policy.

Professional

- 1) To participate fully in the appraisal system in line with Trust policy. Develop an individual Personal Development Plan (PDP) in line with the Health Professional Council requirements for registration.
- 2) To ensure own practice is up to date and evidence based, and able to demonstrate an awareness of current relevant research through teaching, attending courses/study days and peer review.
- 3) To promote safe caseload/workload management, using appropriate assessment, organisational, time management and reporting skills.
- 4) To be responsible for the clinical supervision and training of junior staff, facilitating their professional development and postgraduate learning. To be involved in and evaluate the junior staffs rotational programme.
- 5) To facilitate the induction of new staff.
- 6) To identify the need for educational resources for patients treated within the speciality. To lead and develop non-biased evidence based written materials and teaching resources as required for a diverse client group. Undertake regular review of these resources.
- 7) To identify nutritional training needs of other health care staff within the area of clinical speciality. To develop, plan and deliver training in relevant aspects of nutrition and dietetics. To evaluate and monitor this training in order to promote understanding of nutrition in relation to patient care and improvement in quality of care.
- 8) To act as a resource for specialist dietary information relating to the HSAU within the Trust, primary health care team, other community groups and related interest

groups.

- 9) To plan and deliver specified sections of the student clinical placement training programme, being responsible for the clinical supervision (both theoretical and practical) of student dietitians as part of the departments national accreditation.
- 10) To accurately record all assessments and interventions in medical notes, nursing documentation and dietetic records (EMIS) in line with Trust and departmental policies. To communicate in writing with other agencies including GPs, community nurses and dietitians about patient care e.g. prescription requests for nutritional products, home enteral feeding forms.
- 11) To develop and implement departmental and strategic standards and policies for patients within the specialist area in line with national and local guidelines.
- 12) To work in accordance with the professional standards set by the British Dietetic Association, the Health Professionals Council and local Trust and departmental policies.
- 13) To be professionally accountable for all aspects of clinical workload.
- 14) To identify, facilitate and be responsible for the development and implementation of evidence based dietetic practice and audit within the area of speciality.
- 15) To share the results of audit by producing reports and presenting to the multi-disciplinary team, dietetic colleagues, and where appropriate in wider Therapy and Trust wide Forum.
- 16) To support other members of the dietetic team and provide cover for their specialist area in times of staff shortages, annual leave and sick leave cover.
- 17) To play a key role in team meetings and departmental interest/working groups and contribute to the development of departmental policies via these groups.
- 18) To play a key role in meetings related to service development within the specialist area and report back to the Team Leader.
- 19) To plan and deliver health promotion activities within the Trust as required e.g. talks, displays, posters and health promotion campaigns for staff.
- 20) To comply with departmental requirements for the data collection and assist the team leader with interpretation of activity data in specialist area.
- 21) To be competent in the use of Microsoft Office, feed company enteral feeding ordering systems, and other NHS informatics systems as a requirement of the post.
- 22) To undertake any other duties commensurate with the post as requested by the Head of Service or Team Leader.
- 23) To promote the Dietetic profession within the Trust.
- 24) To attend regional groups for Dietitians within the speciality and British Dietetic Association (BDA) specialist groups as appropriate.

GENERAL REQUIREMENTS

1. Quality

Each member of staff is required to ensure that:

- a) The patient and customer is always put first
- b) That in all issues, the patient/customer requirements are met and all staff contribute fully to achieving the Trust corporate goals and objectives.

2. Confidentiality

Each member of the Trust's staff is responsible for ensuring the confidentiality of any information relating to patients and for complying with all the requirements of the Data Protection Act whilst carrying out the duties of the post. Any breaches in confidentiality will be dealt with by the Trust's Disciplinary Procedure and may result in dismissal.

3. Health and Safety

Each member of the Trust's staff is responsible for ensuring that they carry out the duties of their post in accordance with all appropriate Health and Safety legislation, guidance and procedures and they do not, by any act or omission on their part, create a threat to the Health and Safety of any other person.

4. External Interests

Each member of the Trust's staff is responsible for ensuring that any external interest they have does not conflict with the duties of their posts and they must disclose the external interest if this is likely to occur, or if they are in doubt about a possible conflict of interest.

5. Mandatory Training

Each member of the Trust's staff has a statutory obligation to attend mandatory training. It is the responsibility of each member of staff to ensure that they comply with this legal requirement.

6. Flexibility

This job description is intended to act as a flexible guide to the duties of the post and therefore will require revision in consultation with the post holder to reflect the changing requirements of the post, to enable the Trust to achieve its corporate goals and objectives.

7. Physical Effort

Frequent use of keyboard, IT systems and telephone
Frequent use of car to attend different sites within the trust

Regular transport of training material to different sites

8. Mental Effort

Ability to negotiate in difficult situations, deal with highly emotional circumstances, conflict and frustration in a professional manner.

Ability to concentrate to generate reports and required information

Ability to re-prioritise tasks according to clinical pressures

9. Working Conditions

Office based which requires frequent use of computers and VDU equipment.

Regular meeting attendance.

Public speaking at training events or conferences to present research