

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

Job Details

Job Title	Lead Specialist Dietitian
Band	7
Directorate	Patient Services - Therapy Services
Department	Newcastle Nutrition
Base	Trustwide

Essential Requirements

- Health and Care Professions Council registered Dietitian.
- Degree in Dietetics **or** Science/Nutrition Degree plus Post-graduate Diploma in Dietetics
- Masters degree in relevant area of practice or equivalent level of specialist dietetic experience and training.
- Post registration experience in general clinical dietetics.
- Evidence of continuous professional development in a specialist area.
- Evidence of developing practice in a specialist area and other areas of dietetic practice e.g. Supplementary Prescriber (Non-medical prescribing course V300).
- Evidence of participation in and contribution to the publication of research and audit..
- Experience of training dietetic staff, students and other healthcare staff
- Clinical Supervisory Skills Course and/or Teaching Certificate.
- Standard keyboard skills
- Good interpersonal skills.
- Valid driving licence, if relevant to the role.

Desirable Requirements

- Evidence of initiating and publishing original research in one or more chosen areas.
- Basic training in counselling and CBT.
- Basic Food Hygiene.

Job Purpose

- Lead Specialist Dietitian *See appendix for in depth job details.*
- Provides a professional leadership role in specialist areas of dietetic practice, coaching and mentoring staff and students of any discipline.
- If appropriate to the job, role will provide day to day supervision of Dietetic Assistants, Bands 5 and 6 Dietitians.
- Provides highly specialist dietetic assessment, treatment, monitoring and management in one or more speciality areas of dietetics

- Acts as a source of expertise in dietetics practice locally, regionally and nationally.
- Acts as a source of expertise in nutrition support and dietetics to patients, consultants and other health care professionals.
- Delivers education and training with staff at all levels.
- Contributes to designing, planning and implementing research and audit and contributes to publishing results, working in interdisciplinary teams or with other health professionals.
- Works in close association with specialist nurses/other specialised healthcare professionals in named areas in order to deliver integrated services. This may include supplementary prescribing

Dimensions

- Lead Specialist Dietitian will work within named hospital sites however some outreach clinics and home visits, undertaken independently and/or with other healthcare professionals may be required.
- To meet the needs of the service it will be required to undertake work out of normal hours e.g. attend multi-disciplinary team meetings, deliver training, to take part in an outreach clinic or evening clinic

Organisational Arrangements

Accountable to: Head of Service

Guidance: Head of Service and Consultants



Knowledge, Training and Experience

- See essential requirements

Skills

Communication and Relationships

- Can communicate highly complex dietary advice in verbal and written form with patients, carers and staff from all backgrounds and cultures.
- Can adapt highly complex information from different situations and people using negotiating and motivational techniques at a specialised level of practice.
- Can adapt communication styles for individual patient's comprehension using a variety of education tools.
- Ability to listen, interpret and empathise.
- Can plan, deliver and evaluate training and lectures to large audiences e.g. medical school, conferences.
- Can take a lead role in multi-disciplinary teams.
- Is able to use counselling skills in order to provide most appropriate support for patients and carers.
- Forms excellent relationships with specialist staff in each named specialty eg specialist nurses to deliver integrated services.

- Promotes discussion and debate around approaches to practice within own specialties.
- Is able to work through an interpreter in complex cases.
- Can disseminate good practice and successes through a variety of media

Analytical and Judgemental

- Make clinical judgements and recommendations on patient nutritional care based on a range of complex clinical facts.
- Arrange investigations and interpret results in order to make clinical decisions at a specialised level of practice, including onward referral.
- Analyse complex data and biochemistry to calculate and manipulate individual dietary requirements in order to maximise nutrition for adults/infants/children with specialist problems.

Planning and Organisational

- Plan and organise patient's nutritional care and treatment.
- Flexible, adaptable, able to work to deadlines.
- Manage and prioritise own workload.
- Can organise training sessions, chair meetings and conference sessions.

Physical Dexterity

- Standard keyboard skills,
- Ability to undertake anthropometric measurements using appropriate equipment.
- Able to assemble, programme and operate equipment required for clinical and research purposes.

Key Result Areas

Patient / Client Care

- Responsible for highly specialist nutrition and dietetic treatment or education and in the specialist areas of dietetics.
- There are instances where paediatric conditions are unique – appropriate dietary treatment requires being devised which is original, innovative and can be experimental. (*Paediatric posts only*)
- Maintains records of patient care and communications with referrer.
- Continuously seeks to improve and develop professional practice within safe parameters.
- Leads, reports to and contributes to multi-disciplinary care teams and patient reviews to improve patient care.
- Advises all relevant professional staff of nutrition care required.
- Liaises with Catering Department, Pharmacy and GPs on provision of appropriate foods and prescribed products (*Hospital posts only*).
- Plans dietetic component of patient discharge, arranging continuation of care in the community including e.g. the provision of enteral feeding products and equipment and training of relevant carers to use same.
- Provides advice to Dietitians from other hospitals around the country on specialised patient care when requested.
- Assists Consultants, Head of Service and other colleagues in the development and promotion of the specialist service.
- Is responsible for supervision when Student Dietitians are treating patients.

Policy and Service Development

- Works within agreed policies, contributes to policy review
- Proposes policy changes within clinical dietetic services in the department which will impact outside of own work area,
- Contributes to local and national service standards and protocols and leads on these in own specialty areas of dietetics to ensure best practice.
- Interprets national policy for local use.
- Supports managers in the development of guidance for staff, policies and protocols as appropriate.

Financial and Physical Resources

- Follows the Trust aim that 'Every Penny Counts'
- Is mindful of the financial implications of feeding products and resources.
- Is mindful of the financial implications of education programmes and projects

Human Resources

Education

- Regularly involved in the practical training of student dietitians and of health care professionals and assistants.
- Presents lectures at national conferences.
- Demonstrates preparation of modular feeds to patients/parents/carers.

Leadership

- If appropriate provides day to day supervision of Dietetic Assistants, Bands 5 and 6 Dietitians.
- Takes responsibility for clinical supervision/mentorship of junior qualified staff and Student Dietitians.
- Support staff within the same specialty areas in prioritising workload.

Information Resources

- Maintains patient records of care and activity analysis as required in written and electronic format.
- Participates in the updating and development of patient information and teaching materials using Trust guidance on patient information leaflets and make available for national use.

Research and Development

- Contributes to the design, planning and implementation of research and audit projects in interdisciplinary teams.
- Supports dietetic, medical and other staff in developing and implementing research and audit.
- Continually evaluates own work and current practices through the application of the available evidence base.

Freedom to Act

- Works independently, being responsible for autonomous assessment, clinical decision making, treatment selection and evaluation, within the Health Professions Council Code of Conduct, the British Dietetic Association Professional Standards of Practice and the Trust policies and procedures.

- Has regular feedback sessions with Head of Service and Consultants
- Is eligible to be a supplementary prescriber to implement an agreed patient-specific written Clinical Management Plan (CMP) with the patient's agreement and in partnership with a registered medical practitioner
- Has access to clinical supervision from Consultants as required.

Clinical governance

- Achieves the responsibilities of the Trust in clinical dietetics.

Effort & Environment

Physical

- Light physical work
- There will be a frequent requirement for light physical effort in the transport of teaching resources and equipment to wards and clinics.

Mental

- Frequent requirement to concentrate for report writing and dietary analysis calculation.
- Able to concentrate in a variety of clinical settings where work pattern is unpredictable and subject to frequent interruptions by DECT phone which results in a change of work plan e.g. start a feed.

Emotional

- Frequently provides dietetic care and advice to terminally ill, distressed patients and their relatives.
- Management of emotional and occasionally abusive reactions from patients, relatives and occasionally staff.
- Able to counsel staff and students who are experiencing difficulties relating to work in general and specialty areas of practice.
- Occasionally involved with cases where there are safeguarding issues.

Working conditions

- Occasional exposure to offensive odours, proximity to bodily fluids, occasional verbal aggression

Reviewed February 2018


The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Lead Specialist Dietitian

BAND: 7

DIRECTORATE: Patient Services (Therapy Services)

<u>REQUIREMENT</u>	<u>ESSENTIAL</u> Requirements necessary for safe and effective performance of the job	<u>DESIRABLE</u> Where available, elements that contribute to improved/immediate performance in the job	<u>ASSESSMENT</u>
Qualifications & Education	<ul style="list-style-type: none"> Health and Care Professions Council registered Dietitian. Degree in Dietetics or Science/Nutrition Degree plus Post-graduate Diploma in Dietetics Master degree in relevant area of practice or equivalent level of specialist dietetic experience and training. Clinical Supervisory Skills Course and/or Teaching Certificate. Valid driving licence, if relevant to the role. 	<ul style="list-style-type: none"> Basic training in counselling and CBT. Basic Food Hygiene. 	
Knowledge & Experience	<ul style="list-style-type: none"> Post registration experience in general clinical dietetics. Evidence of continuous professional development in a specialist area. Evidence of developing in a specialist area and other areas of dietetic practice e.g. Supplementary Prescriber (Non-medical prescribing course V300). Evidence of participation in and contribution to the publication of research and audit. Experience of training dietetic staff, students and other healthcare staff 	<ul style="list-style-type: none"> Evidence of initiating and publishing original research in one or more chosen areas. 	
Skills & Abilities	<ul style="list-style-type: none"> Valid driving licence, if relevant to the role. Standard keyboard skills Good interpersonal skills. 		
Values / Behavioural / Attitudes	<ul style="list-style-type: none"> Flexible, adaptable, creative, self-motivated. 		
Core Behaviours	<ul style="list-style-type: none"> Alignment to Trust Values and Core Behaviours 		

CANDIDATE:

REFERENCE NO:

SIGNED BY:

DATE:

DESIGNATION: