

Job Description



South Tees Hospitals
NHS Foundation Trust

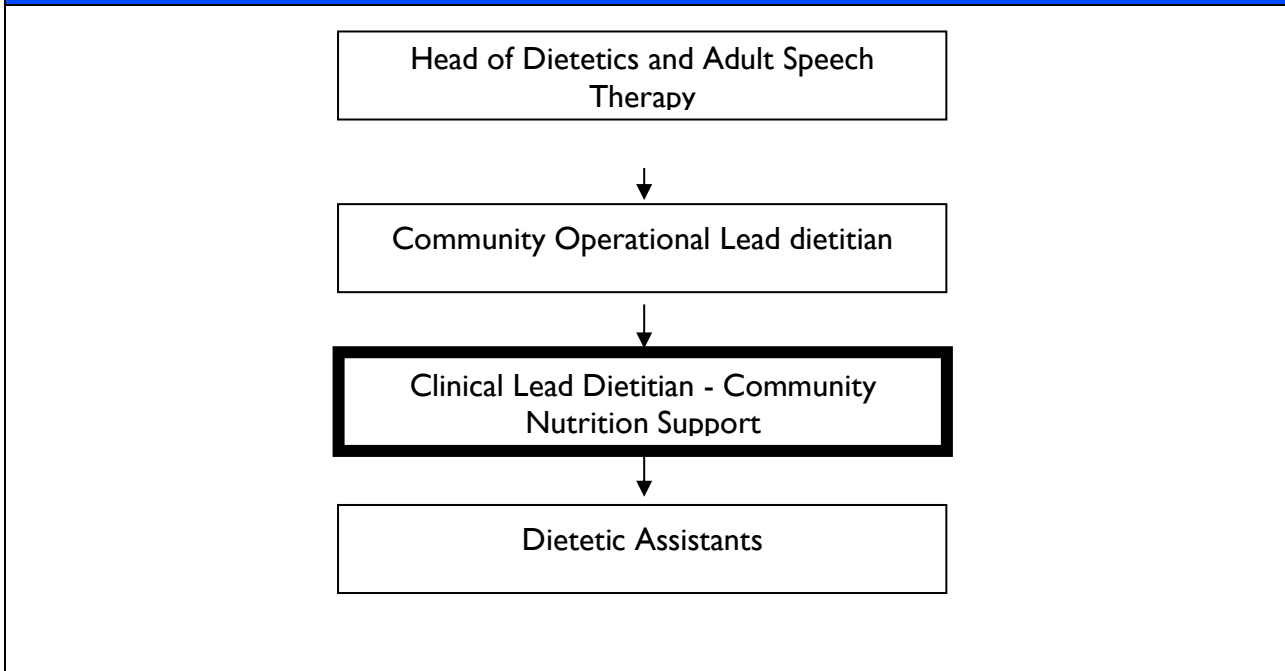
Role Details

Job Title	Clinical Lead Dietitian - Community Nutrition Support
Band	7
Department/Service	Nutrition and Dietetics

Organisational Relationships:

Responsible to:	Community Operational Lead dietitian
Accountable to:	Head of Dietetics and Adult Speech Therapy
Professionally Accountable to:	Head of Dietetics and Adult Speech Therapy
Responsible for:	Community Dietetic Assistants

Organisational Chart:



Job Summary/ Role:

- To plan, organise and provide evidence-based highly specialist dietetic assessment, management and treatment of patients based on national and local priorities within the framework of clinical governance. Working with other dietetic colleagues across community

hospitals, care homes and specialist outpatient clinics. This caseload includes complex Home Enteral Feeding

- To act as a source of expertise to healthcare professionals, dietitians, and others in the dietetic management of malnutrition within South Tees Trust
 - In conjunction with the Operational Manager, to provide line management of a group of dietetic staff working in the South Tees community team.
- To work flexibly and adapt to meet the changing needs of the service.

Key Relationships:

- Builds personal networks, recognises the value of other team members in enhancing overall performance and encourages and enables contributions from all other team members.
- To attend relevant clinical and non-clinical meetings, for example, clinical MDT's, case conferences, operational, audit and directorate meetings on a regular basis commenting on consequences of changes to clinical care or service provision.
- To develop, sustain and evaluate collaborative approaches to clinical practice.
- To provide support to patients, relatives, and caregivers, to enable them to implement treatment plans and to work with them to overcome barriers.
- To act as a clinical expert and a source of advanced knowledge in the specialist area, liaising with the wider health care community and multi-agency partners such as GP's, Pharmacists, Specialist Nurses, District Nurses, Care Homes and Community Matrons, Community Macmillan Nurses, Palliative Care Team, MUST training team and other AHP services in order to interpret and promote the dissemination of national evidence based guidelines and standards and to provide highly specialised advice on clinical practice issues, providing training and support as necessary
- To be actively involved in relevant regional and national specialist groups
- To use a range of verbal and non-verbal communication tools to communicate complex and sensitive information effectively to patients/ caregivers, who may have barriers to understanding or communicating, and health care professionals in a variety of situations on different levels

Core Functions:

- To act as an advanced practitioner demonstrating advanced dietetic knowledge/skills and clinical reasoning and using a wide range of highly specialised and effective treatment techniques and modalities to deal with complex nutrition support cases including home enteral tube feeds
- Undertake a role in the planning, delivery and evaluation of dietetic services and contribute to Trust wide service planning within the community nutrition support service, and the wider dietetic team
- To work with other specialist dietitians, operational managers and the Head of Nutrition and Dietetics to ensure that high standards of dietetic practice are maintained, in accordance with professional standards, and that the service is developed through knowledge of national guidelines, local initiatives, evidence-based practice and active participation in clinical audit.
- To improve standards and quality of care through the development of professional practice and collaboration with other healthcare professionals.
- To carry out patient and non-patient related duties with moderate physical effort daily.
- To be involved in health promotion initiatives
- To act as a clinical expert and a source of knowledge in the specialist area, liaising with the wider health care community and multi-agency partners, in order to interpret and promote

the dissemination of national evidence-based guidelines and standards and to provide highly specialised advice on clinical practice issues

- To assist with the development of the dietetic teams, medical staff and other health care professionals.
- To work as a member of, and where relevant to take a lead role in the multidisciplinary team to promote the distribution of specialist knowledge and expertise across disciplines locally, regionally and nationally (as appropriate), ensuring good communication and working relationships within the team are upheld.
- To take appropriate action in relation to risks and complaints, including reporting untoward incidents.
- To monitor the health and wellbeing of people with highly complex and changing needs across the service, assisting in protecting individuals and groups whose health and wellbeing may be at risk, participating in the safeguarding process as necessary.
- To work within the legislation, policies and procedures relevant to area of work
- To use good negotiating, persuasive and motivational skills
- To act appropriately in distressing or emotional circumstances.

Travel between sites will be necessary in order to fulfil this role

Administrative Responsibilities

- To maintain records as required for patient care, audit, and statistical analysis.
- To follow the Trust's policy on records management and comply with the NHS Code of Practice for Records Management
- To collect relevant data and information
- To record accurately interventions/ communications either with the person requiring services or other relatives, caregivers, professionals/ agencies, using paper based and/ or electronic systems and use of mobile working devices where required.
- To prepare and plan evidence-based diet sheets, teaching materials and other dietetic service literature.
- Undertake administrative tasks in relation to own work
- Use Microsoft Office applications on a daily basis.
- Make relevant referrals to other members of the multidisciplinary team as appropriate and refer patients to relevant services post discharge
- Provide requests for ongoing prescription of nutritional products post discharge

Clinical Responsibilities

- To be responsible for the comprehensive assessment and diagnosis of the nutritional status of patients, often with highly complex presentations, planning, implementation and evaluation of care as an autonomous and lone working practitioner within appropriate clinical and professional Code of Conduct, Professional Standards and Guidelines where advanced clinical reasoning, evidence based practice and expertise are essential to develop effective individual therapy and management plans.
- Assessment of patients' nutritional status based on physiological measurements, analysing biochemical data, and using skills to obtain accurate anthropometric measurements.
- To demonstrate effective organisational and managerial skills to effectively manage workload.
- To plan and prioritise own workload with an appreciation of impact on colleagues and of the unpredictable nature of the job.

	<ul style="list-style-type: none"> • To provide services and leadership within various settings including, but not limited to: <ul style="list-style-type: none"> ○ South Tees Community Dietetic Service locality, including clinics, patient's own home, care homes, rehabilitation settings, inpatient settings, GP practices • To devise and deliver specialised, individually agreed nutritional care plans for patients and communicate treatment details to patients, carers and members of the multi-disciplinary team in the following patient groups. <ul style="list-style-type: none"> ○ Adult nutritional support, including enteral feeding ○ This may include patients with other co-morbidities, for example patients with diabetes, gastro-intestinal disease and respiratory conditions • To negotiate and agree dietary changes/ treatment options using appropriate counselling, motivational and behaviour change techniques and skills. • To monitor and review nutritional care plans against outcome measures and adjust care plans to facilitate the achievement of treatment goals. • To co-ordinate the discharge process and arrange on-going support for highly complex patients where relevant • The role will involve potential exposure to unpleasant working conditions on a regular basis e.g. bodily fluid including sputum, vomit, urine, fleas, lice and occasional exposure to verbal and physical aggression.
Management and Leadership Responsibilities	<ul style="list-style-type: none"> • Champion the Trust improvement and leadership strategy, through attendance at New and Aspiring Leaders and Foundation Quality Improvement training • Maintain an appropriate repertoire of clinical skills with well-developed leadership, influencing skills and the ability to enthuse and motivate. • To assist with the delivery of work plans for oral and enteral nutrition in relation to the Trust Nutrition Steering Group and relevant councils. • To be involved in the recruitment and induction process for new staff • In conjunction with the Operational Manager, to provide day to day management for a group of dietetic staff within relevant clinical team including annual appraisals, objective setting, of PDP's and some aspects of performance management including during the initial probationary period and sickness. • To escalate any personnel issues as required • To participate in relevant meetings contributing to the development of services

	<ul style="list-style-type: none"> • To identify and seek opportunities for service development for dietetics. • To contribute to achieving performance targets for the service and to be responsible for achieving targets within their clinical area • To actively embed any recommendations following serious case reviews or SIU ensuring all learning is acted upon. • To lead and support the development of knowledge, ideas and work practice within the service and work area. • To be involved in planning and implementing service development considering research, audit and outcome measures • To use service activity data to monitor performance of staff and locality service against productivity targets/KPIs
Policy and Service Development	<ul style="list-style-type: none"> • Champion and lead quality improvement initiatives across your immediate team and within your service, contributing to the Trust Quality Improvement programme • To lead and participate in the development, implementation and evaluation of evidence-based policies, clinical guidelines, and pathways of care using national guidelines as a basis for locally agreed policy. • To lead service development projects within the service considering research, audit and outcome measures • To be an integral part of the dietetic team by leading on the delivery of directorate objectives, delivery of relevant policy/strategy actions within the service and specialist area. • To improve standards and quality of care through the development of professional practice and collaboration with other healthcare professionals
Research and Audit Responsibilities	<ul style="list-style-type: none"> • Contribute to designing, planning and implementing relevant research and contribute to publishing results. • To lead and be actively involved in clinical audit and outcome measures to interpret and analyse clinical and non-clinical facts to modify treatments accordingly
Managing Resources Responsibilities	<ul style="list-style-type: none"> • Participates in aspects of resource management as directed by the department manager. • To contribute towards the service's financial initiatives through income generation and cost saving activities • To justify the need for specialist resources and be responsible for stock levels of nutritional supplements and enteral feeds in clinical areas. • To remain 'cost aware' and utilise equipment and resources in a cost-effective manner.
Education and Training	<ul style="list-style-type: none"> • To participate in training, supervision, and development of dietetic students • To identify needs and provide on-going nutritional advice, support and training to other students, healthcare professionals, nutrition link nurses, social care and other partnership agency workers and

relevant groups to ensure appropriate referral, integrated dietetic treatment options and effective dietary monitoring.

- To be able to plan, deliver and evaluate training and lectures to a variety of audiences
- Seeks, applies and shares knowledge both internally and externally by making use of the knowledge and experience of other team members and colleagues in order to improve business performance.
- Ensure that own mandatory training and personal development is kept up to date and is in keeping with the strategic direction of the Trust.
- To actively participate in clinical supervision.
- To continue to develop own clinical skills and knowledge and demonstrate a commitment to lifelong learning and continuous professional development in this specialist area.
- To attend mandatory training as required
- To actively participate in the appraisal process and achieve annual personal objectives with provision of evidence.
- To act as a source of highly specialist knowledge and expertise and mentor to members of the clinical team.

The job description and duties may be subject to future review as the needs of the service change.

KNOWLEDGE & SKILLS		
Essential	Desirable	Assessment Method
Good understanding of the structure, policies, priorities and organisation of the NHS		Interview
Knowledge of relevant national guidelines and standards within adult nutritional support		Interview
Demonstrates excellent knowledge within specialist area of adult nutritional support		Interview
Evidence of audit and research and participation in service development		Application, interview
Basic IT skills		Application, interview
To demonstrate analytical skills and judgment		Interview
To demonstrate effective problem-solving skills		Interview
To demonstrate effective clinical reasoning skills		Interview
	Membership of: British Dietetic Association (BDA), BDA specialist groups and other relevant groups	Application
	Skills in the use of SystemOne or another electronic patient record	Application
QUALIFICATIONS & TRAINING		
Essential	Desirable	Assessment Method
To hold a Degree in Dietetics or equivalent		Application
To be registered as a Dietitian and fit to practice by the Health and Care Professions Council (HCPC)		Application
To have achieved or willing to work towards relevant post graduate courses at master's level or an MSc if available		Application
To be committed to continuing professional development		Interview
To have on-going evidence of continuing professional development in their specialist area		Application, interview
Leadership training	Attendance at the leadership and development and improvement programme (4.5 days)	Application, interview
Clinical supervisory skills training		Application

EXPERIENCE		
Essential	Desirable	Assessment Method
Can demonstrate relevant/varied post graduate experience, some of which is at senior level		Application, interview
Experience in specialism of Nutrition Support at Band 6 level or above		Application, interview
Evidence of MDT teaching		Application, interview
Involvement in service development and clinical audit		Interview
PERSONAL ATTRIBUTES		
Essential	Desirable	Assessment Method
Ability to work both as an autonomous practitioner and as part of a team		Interview
To demonstrate initiative		Interview
Ability to respond to unpredictable work patterns on a frequent basis e.g. working to deadlines, interruptions		Interview
Prioritisation of complex workload/ time management		Interview
To be able to travel independently throughout the localities		Interview
To demonstrate effective communication skills		Interview
Good negotiating, persuasive and motivational skills		Interview
Ability to work across professional boundaries working with multiple teams of healthcare professionals in more than one location		Interview
Excellent awareness of own strengths and weaknesses		Interview

General Requirements:

Communications and Working Relations

The post-holder must treat colleagues in a manner that conveys respect for the abilities of each other and a willingness to work as a team.

2. Policies and Procedures

All duties and responsibilities must be undertaken in compliance with the Trust's Policies and Procedures. The post-holder must familiarise the ways in which to raise a concern to the Trust e.g. Freedom to Speak Up – Raising Concerns (Whistleblowing) Policy in order that these can be brought to the Trust's attention immediately.

3. Health and Safety

The post-holder must be aware of the responsibilities placed upon themselves under the Health & Safety at Work Act (1974), subsequent legislation and Trust Policies; to maintain safe working practice and safe working environments for themselves, colleagues and service users.

4. No Smoking

All Health Service premises are considered as non-smoking zones; the post-holder must familiarise themselves with the Trust's Smokefree Policy (G35)

5. Confidentiality

All personnel working for, on behalf of or within the NHS are bound by a legal duty of confidentiality (Common Law Duty of Confidentiality). The post-holder must not disclose either during or after the termination of their contract, any information of a confidential nature relating to the Trust, its staff, its patients or third party, which may have been obtained in the course of their employment.

6. Equal Opportunities

The Trust believes that all staff have a responsibility to make every contact count. This is to ensure that we are able to reduce health inequalities to the people we deliver services to and to our employees in our goal to deliver seamless, high quality, safe healthcare for all, which is appropriate and responsive to meeting the diverse needs of individuals. In working towards achieving our goals, it is important that staff and users of our service are treated equitably, with dignity and respect, and are involved and considered in every aspect of practice and changes affecting their employment or health care within the Trust.

7. Infection Control

The post-holder will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies. All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

8. Safeguarding Children and Adults

The Trust takes its statutory responsibilities to safeguard and promote the welfare of children and adults very seriously. The Board of Directors expects all staff will identify with their manager during the SDR process their own responsibilities appropriate to their role in line with statute and guidance. This will include accessing safeguarding training and may include seeking advice, support and supervision from the trust safeguarding children or safeguarding adult teams. Where individuals and managers are unclear of those responsibilities they are expected to seek advice from the safeguarding teams.

HR Use Only*Job Reference No:*

**South Tees Hospitals**
NHS Foundation Trust**APPENDIX 2****PROFILE SUPPLEMENT**

This Role Involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting weights/objects between 6-15 kilos	X			X		Use of wheelchair and hoist scales
Lifting weights/objectives above 15 kilos		X				
Using equipment to lift, push or pull patients/objects		X				
Lifting heavy containers or equipment	X			X		Scales as noted above
Running in an emergency		X				
Driving alone/with passengers/with goods	X				X	Community based role requires travelling to different venues, sometimes with students and possibly with weighing equipment/resources
Invasive surgical procedures		X				
Working at height or in a confined space		X				
Concentration to assess patients/analyse information	X				X	Dietetic assessments, audit/service development projects and reports
Response to emergency situations	X		X			May unexpectedly occur on home visit/ward e.g. BLS

To change plans and appointments/meetings depending on the needs of this role	X			X		May need to support more urgent clinical issues, provide clinical cover as part of BCP
Clinical interventions	X				X	
Informing patients/family/carers of unwelcome news	X		X			May have some difficult conversations regarding feeding routes and appropriateness
Caring for terminally ill patients	X			X		Maybe supporting palliative patients
Dealing with difficult family situations	X		X			Maybe involved in some safeguarding cases
Caring for/working with patients with severely challenging behaviour	X		X			If working with complex mental health patients though unlikely to be alone
Typing up of formal minutes/case conferences	X			X		Maybe attending complex patient MDT meetings
Clinical/hands on patient/client care	X			X		Depends on skills – may be doing MUAC measurements, supporting with feeding tube issues
Contacts with uncontained blood/bodily fluids	X		X			Possible exposure on wards/if supporting with feeding tubes
Exposure to verbal aggression	X		X			Possible in clinical situations
Exposure to physical aggression	X		X			Possible in clinical situations
Exposure to unpleasant working conditions dust/dirt/fleas	X		X			On home visits environment maybe unpredictable environment
Exposure to harmful chemicals/radiation		X				
Attending the scene of an emergency		X				
Food preparation and handling	X		X			If involved in training others e.g. supplement testing
Working on a computer for majority of work	X				X	All patient records are electronic, report writing etc



Use of road transport	X				X	Community based role will be driving between various venues
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