



JOB DESCRIPTION

POST: Specialist Community Dietitian

DEPARTMENT: Community Nutrition Service/Home Enteral Feeding

BAND: 6

HOURS PER WEEK: 37.5 hours (Part time hours also considered)

REPORTS TO: AHP Lead (North)/Rehabilitation Service Manager/Lead Dietitian/Professional Body

RESPONSIBLE FOR: Support workers

WORK BASE: Community Bases across North/Central/South Manchester

JOB PURPOSE

- Assess and treat own caseload of patients / clients in a variety of settings including patients homes, clinics who need nutritional support and are at risk of malnutrition.
- To act as an autonomous practitioner and source of expertise in these areas to junior staff and other health care professionals.
- Undertakes training including audit and evaluation. To be involved in the training and supervision of student dietitians

KEY DUTIES AND RESPONSIBILITIES

Responsibilities for patient care

- To work as an independent practitioner in the assessment and management of complex patients, using clinical reasoning and a variety of evidence-based, expert skills. Working in a variety of settings including patients own homes, intermediate care units and residential homes.
- To ensure regular review of the caseload within a patient centered goal setting model and make decisions regarding own capacity against patient complexity and prioritising as appropriate.
- Support on the Implementation of evidence based interventions, pathway development and progress of teams to ensure a high quality, effective and efficient therapy service is provided to clients receiving nutrition and home enteral feeding interventions across the MLCO.

Powered by:

- To provide guidance and advice to other professions and bodies in the community, integrated neighbourhood teams regarding area of expertise in nutrition, dietetics and home enteral feeding and to the patients and their carer's.

Communication

- To be actively engaged and be responsible for linking with acute and community staff where relevant to support best practice and smooth pathways including Abbott Nurses.
- To employ excellent communication skills to enable patients, families and carers, some of whom may have highly challenging communication impairments, to understand and engage in intervention and demonstrate skills in motivating patients.
- To negotiate conflict at clinical levels and alert the senior specialist to this and to any cases with ethical and legal implications.
- To support the Lead Dietitian in managing service provision, shortfalls, staffing issues and training requirements of team members and provide suggestions for change. To deputise in times of absence keeping open channels of communication with all team members.

Service Development/Managerial

- To provide leadership, supervision and training to dietetic support workers.
- Assist as part of the wider team in completing clinical governance action plans, and in strategic planning, co-ordinating, delivering and evaluating the clinical aspects within the speciality service.
- To support on implementation and development of clinical guidelines and local policies ensuring evidence-based, and audited.
- To generate initiatives within the nutrition and home enteral feeding service to contribute to the development of the Service Plan and priorities.
- To audit own/team practice against current research and government guidelines to recommend changes to service delivery and clinical practice.
- To contribute with the team taking part in the NICE process and any baseline assessments relevant to the team that are identified at governance and completed.
- To maintain own clinical professional development (CPD) by keeping abreast of any trends and developments, incorporating this as necessary into your work. Undertake own CPD, maintain up to date knowledge of speciality through research, IST and work of clinical interest groups.
- To deputise for the Dietetic Lead in times of absence with day to day team operations.

- To be professionally and legally responsible and accountable for all aspects of own work including the management of patients.
- To be aware of the cost/benefit implications in the selection of appropriate equipment/products to be provided for patient long-term use as an individual.

Partnership working

- To support promotion of partnership working with multidisciplinary team and multiagency and social services partners inside and outside the MLCO.
- To support the team leader with initiatives to ensure that the community nutrition and home enteral feeding service contributes to the public and patient involvement process.

The above indicates the main duties of the post, which may be reviewed in the light of experience and developments within the service. Any review will be undertaken in conjunction with the post holder

KEY RELATIONSHIPS

- Health and Social care professionals within the Manchester Local Care Organisation
- Professionals with in Greater Manchester Acute Hospital Settings
- Abbott Nurses
- Voluntary sector partners
- Care agencies
- Care Homes

INFECTION CONTROL

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust's Infection Control manual. The post holder is also responsible for ensuring all their staff attends mandatory training, including infection control and to provide support to the Director of Infection Control.

HEALTH AND SAFETY

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety to either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

SAFEGUARDING

Ensure that the policy and legislation relating to child protection and Safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns to the identified person within your department/division or area of responsibility.

SECURITY

The post holder has a responsibility to ensure the preservation of NHS property and resources.

CONFIDENTIALITY

The post holder is required to maintain confidentiality at all times in all aspects of their work.

TEAM BRIEFING

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

NO SMOKING POLICY

The Trust operates a no smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas.

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER

This job description indicates the main functions of the post holder and may be subject to regular review and amendment in the light of service development. Any review will be undertaken in conjunction with the post holder and in line with Trust policy.

ORGANISATIONAL CHART

Day to Day
Operational
Locality
Management x 3

8b
AHP Lead

8a
Clinical Lead

Band 7
CNS Team Lead

Band 7
HEF Team Lead

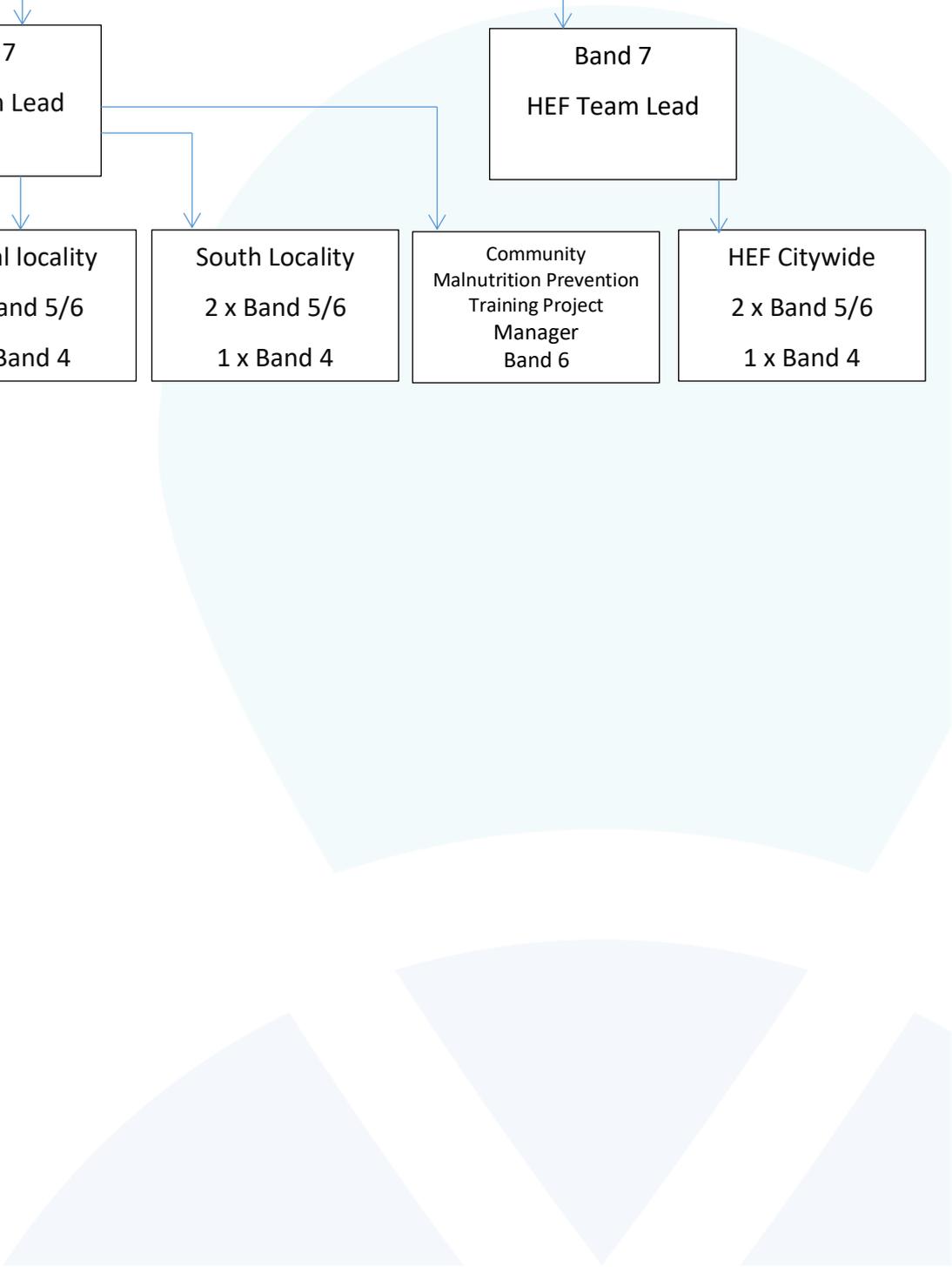
North locality
2 x Band 5/6
1 x Band 4

Central locality
2 x Band 5/6
1 x Band 4

South Locality
2 x Band 5/6
1 x Band 4

Community
Malnutrition Prevention
Training Project
Manager
Band 6

HEF Citywide
2 x Band 5/6
1 x Band 4



Person Specification

Job Title: Rotational Dietitian

Attributes	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Honours degree in dietetics or equivalent • Clinical supervisory skills • Registered with Health Profession Council. 	<ul style="list-style-type: none"> • Member of PENG/BAPEN • Member of special interest group.
KNOWLEDGE & SKILLS	<ul style="list-style-type: none"> • Able to prioritise work. • Well-developed oral communication skills with people from a wide variety of backgrounds. • Able to convey complex information in an understandable way. • Anthropometrics measurement skills. • Self-motivated particularly re skills and knowledge development. • Evidence of current and relevant CPD. • Good written communication skills. • Evidence of time management skills 	<ul style="list-style-type: none"> • Able to look at options to overcome problems regarding caseload. • Time management skills • Leadership ability re inspiring other staff. • Ability to present to a variety of audiences. • Computer literate. • Conscientious. • Caring attitude and ability to deal with patients with poor prognosis or where information is sensitive.
TRAINING AND EXPERIENCE	<ul style="list-style-type: none"> • Post graduate level or equivalent qualification. • Relevant post registration experience. • Relevant specialist clinical knowledge. • Good clinical knowledge of nutrition support and enteral feeding. • 	<ul style="list-style-type: none"> • Experience of working in a community setting • Previous experience of working in the area of home enteral feeding. • Knowledge of clinical supervision. • Basic clinical supervisory skills

		<p>training.</p> <ul style="list-style-type: none"> • Experience of pre-registration dietetic student training.
ATTRIBUTES	<ul style="list-style-type: none"> • Able to reflect and appraise own performance. • Able to recognise own limitations. • Ability to work effectively as part of a team. • Flexible and adaptable in different situations. • Self-motivated and able to work independently. • Caring and sensitive to the needs of patients, staff and colleagues. • Smart, professional appearance... 	
OTHERS	<ul style="list-style-type: none"> • Unpredictable environment in patients homes incl. dirt/smoke/animals/cold sputum/bodily fluids • Hold a UK driving licence and have access to own vehicle 	

Date Prepared: 22/10/19 – reviewed March 2023

Prepared By: Tracy Walker

Agreed By: Emma Flynn/Jenny Dunn

Employee's Name and Signature:

Date:

Manager's Name and Signature:

Date:

Date Reviewed:

MFT Values and Behaviours Framework 'Together Care Matters'

This below table outlines the types of behaviours you'd be expected to exhibit if you were living our Values and Behaviours effectively within your role.

Value	Behaviours we want - Examples of this Value in practice
Working Together	<ul style="list-style-type: none">• I listen and value others views and opinions• We work together to overcome difficulties• I effectively communicate and share information with the team• I do everything I can to offer my colleagues the support they need
Dignity and Care	<ul style="list-style-type: none">• I treat others the way they would like to be treated – putting myself in their shoes• I show empathy by understanding the emotions, feeling and views of others• I demonstrate a genuine interest in my patients and the care they receive• I am polite, helpful, caring and kind
Everyone Matters	<ul style="list-style-type: none">• I listen and respect the views and opinions of others• I recognise that different people need different support and I accommodate their needs• I treat everyone fairly• I encourage everyone to share ideas and suggestions for improvements
Open and Honest	<ul style="list-style-type: none">• I admit when I have made a mistake, and learn from these• I feel I can speak out if standards are not being maintained or patient safety is compromised• I deal with people in a professional and honest manner• I share with colleagues and patients how decisions were made