

Candidate Pack

For

Rotational Dietitian Band 5 Post: Medical, Medicine for Elderly, Stroke, Oncology, Surgical: Inpatients & Outpatients



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M PATEL
HEAD OF NUTRITION & DIETETICS
APRIL 2024

Our
values



The North Middlesex University Hospital NHS Trust is a medium-sized acute and community trust with over 525 beds and over 600 community staff, serving more than 600,000 people living across Enfield and Haringey and the surrounding areas, including Barnet and Waltham Forest.

The hospital has been on its present site for over 100 years and was established as an NHS trust by statute in December 1990. The Trust's services are provided on the North Middlesex University Hospital site as well as a range of community sites across the London Borough of Enfield, including at partner hospitals. They provide services in collaboration with a range of partners, including local GPs, acute, mental health and other community health service providers across North Central London.

In the year ending 31 March 2022, the Trust reported a turnover of £419.7m and employed almost 4,000 staff. Following the transfer of Enfield Community Services on 1st April 2023, this has increased as we have welcomed over 600 new staff including District Nurses, Community Matrons, Community Physiotherapists, Psychologists and many more across a wide range of adult and children's community services in Enfield. It is an exciting time to join North Mid as we continue our journey to become an integrated care organisation to deliver high quality, seamless care in our local communities, with a focus on tackling health inequalities.

North Mid is part of North Central London integrated care system – consisting of the NHS and Local authority organisations in Camden, Islington, Barnet, Enfield and Haringey. As with other ICS's, we are working increasingly closely with partners and indeed many of our financial and performance objectives are measured at this system level. Whilst all organisations remain as standalone, statutory bodies we have an ICS infrastructure for making shared decisions and agreeing shared approaches.

We are proud of our staff and want to ensure their training allows them to provide excellent clinical care. We are also a training unit for medical students from UCL and St George's University Grenada, and for nursing and midwifery students from Middlesex and City Universities.

Our Vision

At North Mid, we've set out sights on Trust North: a set of five clear ambitions which describe our vision for our Trust.





Additional Information

Location

Situated in North London with a multi-cultural community, the area provides a wide range of facilities and is close to the heart of London. Central London is easily accessible, with Liverpool Street and Kings Cross approximately 30 minutes away by public transport.

Benefits

We want to attract the best and brightest people to work at NMUH and that means looking after you from the moment you apply for a role at the Trust and throughout your career with us. Our staff are our most valuable asset and we believe that investing in colleagues is crucial if we want to enable everyone to reach their full potential.

Learning and Development

As a University Trust, we recognise the importance of investing in our workforce to continue to deliver the right care in the most effective way, based on a sound evidence base and continuing professional development. We offer:

- A structured leadership and management development programme
- Core skills statutory and mandatory training programmes
- A 'one-stop' induction programme for all new staff – introducing you to the Trust, our values and our services
- A structured programme of learning for trainee doctors, student nurses and students across allied health professions
- A coaching network where trained coaches throughout the Trust are matched with staff of all disciplines to provide a powerful development opportunity

- A wide range of Continued Professional Development (CPD) opportunities, working with
- partners – such as Middlesex University and University of Hertfordshire, to deliver training and development programmes and support

Health and Wellbeing

We offer a Health Hub which helps improve staff health and wellbeing across the Trust – encouraging staff to step away from their work and think about their own health. This includes:

- Workshops, challenges and social events throughout the year
- Confidential and safe forums where staff can talk about the emotional impact of their work
- An equality and diversity staff network providing support to all staff
- Mindfulness bite size taster sessions
- Mini health checks
- Free, confidential counselling services 24/7
- Reduced gym rates at a number of local health clubs/gyms

Pay and Annual Leave

- Generous annual leave: starting at 27 days and increasing after five and 10 years
- Maternity/paternity and shared parental leave schemes
- Sick pay for all substantive and permanent staff
- Range of flexible working options across the Trust including compressed hours, term time contracts, part-time working etc.
- One of the best pension schemes in the UK

Road Access and Public Transport

North Middlesex University Hospital NHS Trust is situated on the North Circular Road, the hospital is within very easy reach of the M25, M1, A1, A10 and A12. The hospital is situated close to the residential districts of North London including Enfield and Winchmore Hill, which all have an excellent environment and schools. Silver Street main line railway station is a 5-minute walk away, with services direct to Liverpool Street Station and Seven Sisters underground Station.

Our community services are based in a various locations around Enfield including:

St Michael's Primary Care Centre, Gater Drive, Enfield, EN2 0JB
Lucas House, 305-309 Fore Street, Edmonton, N9 0PD
Forest Primary Care Centre, 308A Hertford Road, Edmonton, N9 7HD
Chase Farm Hospital and the Skye Unit, The Ridgeway, Enfield, EN2 8JL
Eagle House Surgery, 291 High Street, Enfield, EN3 4DN
Highlands Health Centre, 3 Florey Square, Winchmore Hill, N21 1UJ
Bowes Road Clinic, 269 Bowes road, Enfield, N11 1BD
George Marsha Centre, St Ann's Hospital Site
Bay Tree House, Enfield

For more information about the services available at these locations click [here](#)

Our Values and Expected Behaviours

You are part of Team North Mid, a workforce over 4,000 strong. A big part of working here is having a culture and values that help us to achieve our vision of delivering outstanding care to local people.

We are caring:

What it means	Our behaviours
<ul style="list-style-type: none"> We are compassionate and take time out to check on colleagues and patients We are understanding and recognise each other as individuals We are committed to improving our community for colleagues, patients and carers 	<ul style="list-style-type: none"> Showing empathy Being curious Showing humility Listening to others

We are fair:

What it means	Our behaviours
<ul style="list-style-type: none"> We respect and understand each other's differences and backgrounds We are consistent with providing realistic, clear expectations and constructive feedback We are always looking for opportunities to develop all our staff and our services 	<ul style="list-style-type: none"> Being consistent Listening to others Supporting each other

We are open:

What it means	Our behaviours
<ul style="list-style-type: none"> We embrace change and continuously challenge ourselves and colleagues to create meaningful improvement We ask for help when we need it; we offer help when we see a colleague struggling and we are always open to challenge We actively look for new ways of working and explore new partnerships across teams, divisions and organisations 	<ul style="list-style-type: none"> Speaking up Being curious Learning from mistakes

These values are extremely important to us and we expect everyone who works at the Trust in any capacity to share and uphold these values. Further information on the Trust's values is available on our website.

Our
values



Care and Compassion

Ensure that any escalation of care concerns or safeguarding escalations are made robustly through the appropriate channel. Undertake audits and where appropriate cooperate with the corporate nursing team to maintain Trust standards of care.

Job Description

Position	Rotational Dietitian Post: Medical, Medicine for Elderly, Oncology, Stroke, Surgical: Inpatients & Outpatients
Salary/Band	Band 5
Location	North Middlesex University Hospital NHS Trust
Hours	37.5 per week
Responsible to	Head of Nutrition & Dietetics (Clinical & Professional Lead)
Accountable to	Head of Nutrition & Dietetics (Clinical & Professional Lead)

Key Working Relationships

Patients, Carers, NMUH MDTs, Medical teams, Medicine for Elderly teams, Oncology teams, Stroke teams, Surgical teams, ward staff, Head of Nutrition & Dietetics, Bed managers, Pharmacists, Therapies, Psychology and Psychiatric team, Catering, Community services, External Enteral Feeding companies

Job Summary

To provide a comprehensive Nutrition and Dietetic Service, with supervision, to General Medicine, Medicine for Elderly (MFE), Oncology, Stroke, Surgical or a combination of these services at the North Middlesex University Hospital NHS Trust (NMUH), and other areas as required. You will be required to provide a service to the dietetic-led general outpatients clinic and education programmes for patients and staff within the Trust, including cardiac rehabilitation groups. To provide cover for other areas as and when required. You will be required to complete competencies and participate in the Trust Preceptorship programme in the first 6 months in post to support your development. To be responsible for contributing to developing education resources and education programmes for patients, carers, and staff. To work with the Head of Nutrition & Dietetics, and contribute to producing, implementing, and updating policies and procedures. To regularly participate in research and audit within the Dietetic Service. To participate in seven day service on a rota basis. To undertake planning, organisation, allocation, and training of student training placements for this area. Multidisciplinary team working, close liaison between acute, community teams, and effective communication skills with patients, carers, and other service users is essential. Daily support and regular supervision will be provided by the Band 6/7 dietitian.

Introduction to the Department

The Nutrition & Dietetic department at the North Middlesex University Hospital NHS Trust (NMUH) is part of the Therapies Department provides a service to all inpatients and

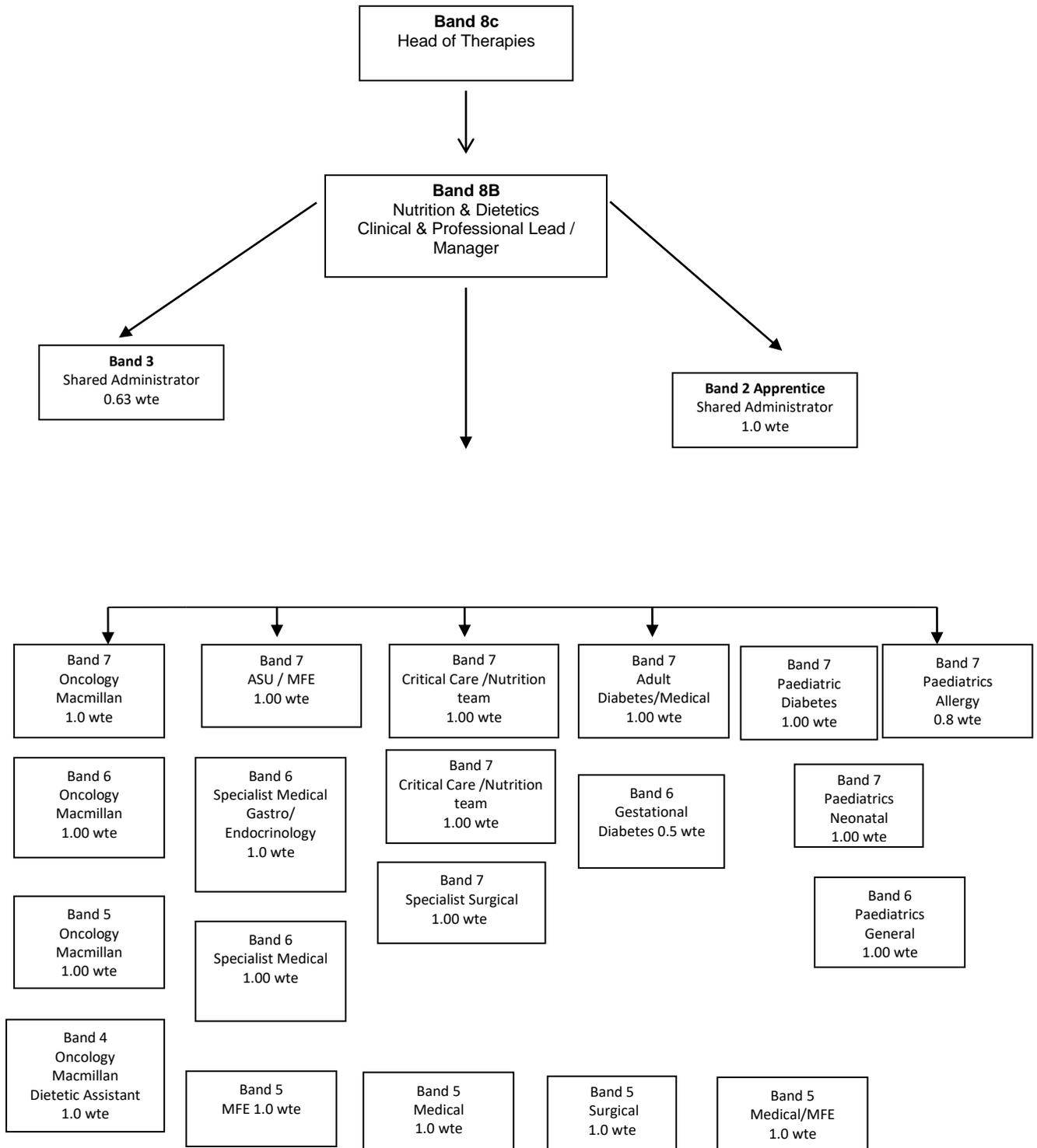
outpatients on site, serving clients from Enfield, Haringey and other boroughs – particularly for oncology.

The services include General medical & surgical, Gastroenterology, Medicine for the elderly, Acute Stroke unit, Renal inpatients, Haematology, Respiratory, Dermatology, Endocrinology, Orthopaedics, Cardiology, Neurology, Urology, Intensive care, High dependency unit, HIV, Oncology including radiology and chemotherapy, Paediatric & Women's' services including gynaecology and maternity,

Our aim is to:

- Provide a high standard of evidence-based clinical services, to all clients who have an underlying medical condition, which requires adjustment to normal dietary intake, including those clients that require artificial nutritional support in the form of enteral (oral or tube feeding) or total parenteral nutrition
- Conduct audit and research to improve client care and delivery of dietetic services
- Provide education to clients, to enable short and long-term changes to their dietary intake
- Educate staff, including medical staff, nurses, other AHPs, at the NMUH on evidence-based practice to enable appropriate patient care of a high standard
- Liaise with catering to ensure appropriate meals are provided to inpatients
- Communicate with, and engage in multidisciplinary team-working
- Provide student training to ensure continuity of the profession and ensure training is a positive experience for the student.

Organisation Chart



Duties and Responsibilities:

1. To be professionally and legally responsible and accountable for all aspects of your caseload, for a combination of General Medicine, Medicine for Elderly (MFE), Oncology, Stroke, Surgical, including the management of patients in your care. To ensure a high standard of clinical care for the patients under your management and support more junior staff to do likewise.
2. To provide a dietetic service to your allocated wards of either: General Medicine, Medicine for Elderly (MFE), Oncology, Stroke, Surgical or a combination of these wards or other wards whilst rotating, as and when required in response to service needs.
3. The above services will include other wards and clinics as required by the service and Trust bed pressures.
4. To provide a service to the general adult outpatient clinics, oncology, cardiac rehabilitation groups as allocated, ensuring appropriate assessment, advice, counselling and monitoring.
5. To assess, treat and provide specialist treatment and advice plans to all patients in your area, carers and clinicians, regarding the provision of nutritional support for in patients based on clinical evidence, as a vital part of the patient treatment plan. This requires key elements of prescribing, monitoring, maintaining an appropriate standard of nutritional care. Taking into account social, psychological factors.
6. To conduct complex nutritional assessments and treatments, for all patients in your area, including the calculation of nutritional requirements, interpretation of medical information, pharmacology, biochemistry, haematology, anthropometry, clinical condition/s and other physical parameters. This will require analysing complex, conflicting and contentious information, including ethical dilemmas regarding nutritional support/continuation of nutritional support, ensuring appropriate treatment and monitoring is provided, ensuring appropriate treatment and monitoring is provided. To be able to use computer packages for assessment of patients' nutritional requirements and dietary assessments. Negotiating skills will be required to consider the appropriate treatment from a range of possible options. The appropriate nutritional care plans need to be practical, realistic and evidence based to suit the needs of the patient.
7. To provide dietetic advice in making decisions on initiating artificial nutritional support, analysing the range of options available.
8. To ensure effective liaison and communication with the relevant MDT and ward staff. To liaise with ward staff to assess, treat, monitor and safely discharge patients for nutrition support in a timely manner with the aim to optimise treatment outcomes.
9. To ensure safe treatment plans are in place prior to patient discharges to prevent/reduce deterioration in nutritional status and readmissions.



10. To provide dietetic advice in making decisions on withdrawal of treatment, including withdrawal of artificial nutritional support for elderly services. This highly contentious, sensitive, and emotive area will require analysing complex, conflicting information, and evidence-based decisions will be required.
11. To be able to use anthropometric equipment for assessment of nutritional status, such as bioelectrical impedance, callipers and hand grip dynamometer. Inputting this data in the appropriate software package and interpreting the results, resulting in the possibility of changing e.g., medications and nutritional prescriptions for treatment.
12. To be responsible for the complex and safe discharge planning and follow up for those patients requiring artificial nutritional support in the community and those requiring extended Dietetic intervention. To participate in early discharge planning meetings/plans. To liaise with community dietitians, GP's, district nurses and Companies for the training, supply and delivery of specialist products, plastics.
13. To provide a patient focused service and participate in seven-day service as required by the Trust and department. You will work weekends on a rota basis with all other staff within the department.
14. To advise and liaise with the catering staff concerning the specialist dietary needs for these patients, and to assist in instructing the catering department on preparation of special meals as required. To adapt and analyse the menu cycle to ensure suitability for the patients, including for all dysphagia patients, in liaison with the speech and language therapists, and make recommendations to the site Catering Manager.
15. To advise the multidisciplinary team, patients, carers, within and out-with the Trust, on the appropriate use of nutritional supplements, vitamin and minerals, and other borderline substances as listed in the British National Formulary, after assessment of the nutritional status of patients. To liaise with the community teams for specialist products and prescriptions. To ensure the relevant and appropriate monitoring and follow-up is in place as part of the treatment plan.
16. To make decisions regarding referring patients to the appropriate agencies such as Housing Support, Citizens Advice Bureau, social services with regards nutrition, housing, legal and highly complex social issues as and when they arise.
17. To work with the Head of Nutrition & Dietetics and contribute towards the development and implementation of policies for this area, in addition to reviewing and updating existing policies and procedures affecting service delivery. They will be evidence based, taking into account national programmes such as the National Service Frameworks, NICE (National Institute for Health & Clinical Excellence) guidelines, national clinical guidelines, local and national strategies, Better Hospital Food, as they will impact within and out-with the Trust.
18. To contribute to the nutrition team ward rounds. To contribute to clinical decisions for the Trusts' Nutrition Team about the appropriateness of patients referred for Total

Parenteral Nutrition (TPN) appropriate, safe administration of TPN to the patient, recommendations as to the alternative forms of artificial nutrition support, advise on changes in TPN prescriptions based on interpretation of vital signs, biochemical and fluid status monitoring.

19. To work with the Head of Nutrition & Dietetics, and contribute to developing, evaluating and reviewing existing resources to be used for your area of work. To ensure resources are developed appropriate for communicating with adults with barriers to understanding, and that the resources are based on evidence-based treatment. To provide a clinical dietetic service with written information to patients.
20. To contribute to research and audit in your area of work, and the Dietetic department. Results of findings should be reported within and out-with the Trust.
21. To use computer skills for data entry and analysis. This will include use of specialist nutritional analysis programmes.
22. To be an active member of the British Dietetic Association and the relevant specialist groups.
23. Support will be provided on a daily basis by the Head of Nutrition & Dietetics and Band 6/7 dietitian, including regular clinical supervision.

Communication

24. **Care and compassion:** Post holders must be able to actively demonstrate and proactively to deliver effective and personal care which is safe for patients in a calm, caring and compassionate manner to every patient, every time. This should be at the core of all care planning which actively involves the patient and where appropriate their relatives/carers. Ensure systems are in place to ensure that the standards of nursing and midwifery care deliver safe, effective and compassionate care to every patient, every time.
25. **Care and compassion:** Ensure that any escalation of care concerns or safeguarding escalations are made robustly through the appropriate channel.
26. To provide dietetic advice to the multidisciplinary team through attendance and participation in relevant multidisciplinary team meetings. This includes doctors, nurses, pharmacists, speech and language therapists, physiotherapists, and occupational therapists as appropriate. This will require communicating complex, contentious information, including ethical dilemmas regarding nutritional support/continuation of nutritional support, and where there are barriers to communication. Working closely with the relevant MDT teams, advising the teams of any biochemical changes, and requesting them, if appropriate. Negotiating skills will be required to consider the appropriate treatment from a range of possible options.
27. To provide, receive, and deal with complex, sensitive, and contentious information, including on conflicting issues such as ethical dilemmas, alternative nutritional therapies for treatment. You will be required to communicate in situations which will

be highly emotive, hostile, and with significant barriers to understanding, including expressive and receptive dysphasia, cognitive impairment, loss of hearing, pain and depression. Use of reassurance and motivational skills are required.

28. To provide nutritional counselling to patients and carers where use of reassurance and motivational skills is required to achieve medical and dietary targets even when there are complex barriers to change and non-compliance.
29. To communicate and liaise with the community multidisciplinary team regarding nutrition related prescriptions and nutritional management of outpatients and where necessary providing information and education to clinicians, patients and carers.
30. In emergency situations and as part of Trust bed pressures and during leave periods, to be the cover for other dietitians during staff shortages, and be allocated other dietetic services, as requested by the Head of Nutrition & Dietetics and as part of Trust winter contingency plans /bed pressures. To ensure timely and effective communication and handover of patient workload between dietetic colleagues before any leave is undertaken.

EDUCATION AND TRAINING

31. To educate the diverse and multicultural patients with significant barriers to understanding the essential, complex dietary needs and treatment plans which include medical, social, psychological factors, both on a one-to-one basis, and in groups. This includes communicating contentious, sensitive, and complex information using an appropriate manner to be understood, accepted and followed.
32. To contribute to the training programme for student dietitians for these areas. This will include allocation of placement for the areas of work, developing weekly plans for student objectives, their supervision and assessments throughout their placement.
33. To contribute to developing and implementing education programmes for the nutritional management of patients, within and out-with the Trust, including cardiac rehabilitation sessions.
34. To contribute to the training sessions for doctors including the Academic sessions, and other staff, within and out-with the Trust.
35. To participate in Trust nutrition events such as Nutrition Week, Dietitians week, AHP events, and supporting nutrition events for patients and staff.

FINANCE

36. To be responsible for ordering and stock control of specialist nutritional products for these areas.
37. To be responsible for the safe use of equipment, including enteral and parenteral pumps, equipment for assessments such as anthropometry skinfold callipers, hand



dynamometer, bioelectrical impedance machines, laptops, Ipads, staff bleeps and department books.

38. To monitor stock levels of office and advise administrator of any need for replenishment.
39. To follow guidance for purchasing low-cost resources.
40. To be responsible for the security, care and maintenance of equipment whilst in use, including shared responsibility for general building security.

GENERAL DUTIES

41. To ensure safe practice and documentation in line with professional and Trust guidelines on records and record keeping, and reporting of critical incidents as outlined in the Trust policy.
42. To be responsible for ensuring that patients and cares have consented prior to dietetic intervention in line with professional and Trust guidelines.
43. To keep electronic statistics and written records of all inpatient and outpatient contacts in accordance with Trust and departmental/professional standards for record keeping.
44. To comply with professional standards, professional code of conduct and codes of practice, and departmental guidelines and policies.
45. To maintain confidentiality in accordance with the Trust policy and Health Professions Council standards
46. To work as part of the Dietetic Department Team, participating in departmental developments and projects and attending monthly staff and CPD meetings.
47. To participate in the appraisal process, keeping up to date on nutrition and dietetic issues, and to participate in continuing professional development in line with the Health Professions Council, and maintain a CPD Portfolio which will be regularly checked at supervision.
48. To carry out good office practice in accordance with the departments policies and procedures.
49. To ensure that mobile phones are not used during working times for personal use. Use during working hours should be for clinical purposes only.
50. To have an understanding of and comply with the Trust's Equal Opportunities policy and provide a fair and non-biased service.
51. To have an understanding of the Trust's Health and Safety policy and be aware of the associated responsibilities.

52. To provide cover for the allocated dietitian's wards/clinics during periods of absence, contributing to teamwork and overall service provision for the department.
53. To undertake any other duties appropriate to the grade and in response to service needs, as requested by the Head of Nutrition & Dietetics.

TRUST POLICIES

Probation

Employment by the Trust is subject to a six (6) month probationary period, during which time you will be required to demonstrate to the Trust's satisfaction your suitability for the position in which you are employed. During your probationary period, your employment may be terminated by you or the Trust by providing one (1) week notice in writing.

Equality, Diversity and Inclusion

The Trust is committed to fair and transparent recruitment and selection procedures and to providing a workplace where all staff are treated with respect and feel included. It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Health & Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974 to maintain a safe environment for both staff, patients and visitors, to observe obligations under organisational and departmental Health & Safety policies, maintaining awareness of safe practices and assessment of risk.

Data Protection and Caldicott

To obtain, process and use information (held on computer and/or manual filing systems) in a fair and lawful way. To hold person identifiable information for specific registered purposes and not to use, disclose or transfer person identifiable information in any way that is incompatible with the Data Protection Act 2018, other legislation and Caldicott requirements. To disclose person identifiable information only to authorised persons or organisations as instructed. When using email to transmit person identifiable information within or outside the Trust, the Trust Email Policy must be strictly followed.

Customer Care

The aim of the hospital is to provide patients and clients with the best possible care and services. In order to meet this aim, all our staff are required at all times to put the patient and client first and do their utmost to meet their requests and needs courteously and efficiently. In order that staff understand the principles of customer care and the effects on their particular post and service, full training will be given.

Infection Control

All healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI.

Smoking Policy

The Trust provides a smoke free work environment.

Confidentiality

Under no circumstances, either during or after the end of your employment (however it is terminated), may you divulge any unauthorised person confidential information relating to the Trust. This includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Clinical Governance

Staff are expected to provide patients with timely and effective care. Treatment and direct / indirect support must be based on best practice. Everyone is responsible for this and his/her job in the Trust is important in achieving this.

Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

Safeguarding Vulnerable People

It is a basic human right of every child and adult to be protected from harm and NHS Trusts have a fundamental part to play in this. We expect all our staff to recognise signs of vulnerability and to report and act on any concerns in line with policy and guidance contained in 'Working Together - Every Child Matters' and 'No Secrets - guidance on developing multi-agency policies and procedures to protect vulnerable adults from abuse' on which our Trust Policies are based.

Organisational Change

As services develop and change, the post-holder may be required to undertake other responsibilities within the Trust.

Review

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post-holder

PERSON SPECIFICATION

Post: Band 5 Rotational Dietitian: Medical, Surgical,, Stroke, Medicine for Elderly Inpatients and Outpatients

Department: Nutrition & Dietetics Department

ATTRIBUTES/SKILLS	ESSENTIAL	DESIRABLE	MEASUREMENT
Education and qualifications	<ul style="list-style-type: none"> • BSc in Dietetics 4 year degree course or equivalent • State Registered Dietitian with HPC • BDA member 	<ul style="list-style-type: none"> • BDA member of one specialist group 	A
Skills and abilities	<ul style="list-style-type: none"> • Ability to provide specialised treatment packages, plan and provide appropriate monitoring and use initiative for all rotational areas • Ability to analyse complex, conflicting information, and deciding on the most appropriate treatment plan from a range of options for all rotational areas • Ability to communicate complex, conflicting, sensitive information • Good written and verbal communication • Ability to work as part of a MDT team • Ability to prioritise workload • Demonstrate time management • Computer literate • Flexible • Assertive • Accurate record keeping • Maintain confidentiality • Teaching & presentation skills 		A/I

Experience	<ul style="list-style-type: none"> • Up to date clinical knowledge • Knowledge of general medications • Knowledge of government strategy for general medicine, medicine for elderly, oncology, stroke, and surgical areas • Dietetic experience on clinical placement • Working as a team • Experience of managing demand in a busy acute setting, demonstrating ability to appropriately prioritise and manage your workload efficiently for Elderly services • Experience of working with different ethnic groups • Experience working with colleagues in health and other agencies 		
Values	<ul style="list-style-type: none"> • Demonstrable ability to meet Trust values 		Interview/ assessment
Other requirements	<ul style="list-style-type: none"> • Understanding of and commitment to CPD • Demonstrate an understanding of equal opportunities 		