

Job description for Band 5 dietitian

About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

Our mission, **making a difference for you, with you** was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people's lives** – for **those we care for**, **those we work with** and **those who work with us**.
Everyone is part of our team.

Our core strategy is to be an **employer of choice**, **a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values**, **leadership behaviours**, **teams**, **enablers** and **our mission** all of which are driven by **our vision of 'being a leading provider of outstanding, compassionate care'**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



This role...

This role is within our large, friendly, motivated countywide dietetic service which is part of a twice rated outstanding CQC Trust. The service employs dietetic support workers

We provide a clinical dietetic service to patients and health and social care professionals across Northamptonshire. We receive referrals directly from GP's, consultants and a range of health and social care professionals.

The role can include:

- an inpatient caseload in Northampton General Hospital or Kettering General Hospital which make up the newly formed University Hospitals of Northamptonshire
- input into outpatient clinics where you will see a wide range of referrals
- provide training to health care staff
- input into the community care home and prescribing service
- input into the pre-registration training of dietetic students
- service improvement projects and producing and updating resources

Within the service we have specialist roles in paediatrics, renal, diabetes, weight management, stroke, oncology, critical care and nutritional support, home enteral feeding and prescribing and we will work with you to provide development opportunities within your job plan

About you

Behaviours and Values	Knowledge and Experience
<ul style="list-style-type: none"> • Good communicator • Able to work on own initiative and as part of a team • Professional, approachable and respectful attitude to others • Ability to comprehend and work within the Trusts policies. • Able to motivate others and take the lead as necessary. • Ability to work in a flexible way and respond to change. • Ability to work in a fast paced and challenging environment. • Reliable and consistent in approach, demonstrating empathy and an open communication style with patients and team members, fostering this culture across the team • Self-motivated and able to manage a busy caseload • Have an empathy with patients and their carers and a patient centred approach to goal setting 	<ul style="list-style-type: none"> • Degree in Dietetics or postgraduate qualification in Dietetics (essential). • HCPC registration (essential) • Experience of managing a varied caseload on clinical placement or in previous post (essential) • Able to provide evidence of ongoing continuous professional development <ul style="list-style-type: none"> • Understanding of clinical audit and quality improvement strategies and some experience of these. • Membership of Interest Groups relevant to clinical interest.
Skills and Abilities	
<ul style="list-style-type: none"> • To demonstrate excellent communication skills including active listening • Ability to motivate patients and staff to achieve an agreed goal • Be able to cope with demands of a busy department including prioritisation, organisational and time management skills • Good IT skills to facilitate use of all clinical and non-clinical systems • To provide dietetic assessment and produce an individual patient centred care plan and agree appropriate monitoring, evaluation and discharge • To accept clinical responsibility for a designated caseload of patients 	

- To ensure entries to a patient record and any communication needed is accurate and completed in a timely way
- To demonstrate investigative, analytical and problem solving skills in order to access and retreat patients effectively and efficiently using clinical reasoning.
- Able to present information written and orally in a clear and logical manner.

About the role – linking with our 4 Leadership Behaviours



ENGAGING PEOPLE/WORKING TOGETHER

- *Share knowledge and experience within the team to promote learning opportunities for all.*
- *Ability to motivate self and others.*
- *To ensure a timely and efficient service is provided to all patients, by maintaining good practices and ensuring excellent communication and working relationships.*
- *Contribute to the development of the service, including active involvement in the development of new practices and policies to ensure the delivery of a high-quality service. Share knowledge and experience within the team to promote learning opportunities for all.*
- *Able to assist others in learning.*
- *With the support of senior staff undertake management of and act as a clinical educator for student dietetic placements.*

BEING AUTHENTIC

- Demonstrate empathy with patients and their carers
- Be willing to go the extra mile to make a difference for patients
 - Be an ambassador for the Dietetics service
 - Be a role model of the leadership behaviours that build engaged staff and teams.
- Ensure the provision of a patient centred service that responds and is flexible to the needs of the organisation.
- Ensure that equality and diversity considerations are met at all stages.
- Attend various training and complete mandatory training in a timely way
- Ensure that your conduct is in accordance with the NHS Terms and Conditions of Employment and current employment law.

TAKING RESPONSIBILITY











- Contribute to processes, procedures and systems to support continuous service improvements and patient experience
- Responsible for ensuring that all your record keeping is consistent, effective, accurate, and timely. This will include patient record keeping and letters, and all other relevant and associated administration.
- We have targets relating to length of wait and number of patients seen. Your part will be crucial in improving or maintaining these statistics and enhancing the services we deliver.

EMBRACING CHANGE

- Participate in changing practice in order to improve service.
- Able to operate in a climate of continuous change and improvement.
- Actively promote equality and diversity in practice.
- Be proactive to changes in the NHS, Trust, service and team to drive progress
- To adhere to updates and guidelines produced by professional bodies i.e. British Dietetic Association (BDA), HCPC, department and all relevant Trust policies and guidelines.
- Review and critically evaluate research regularly in order to demonstrate Evidence Based Practice (EBP).

- | | |
|--|--|
| <ul style="list-style-type: none">• To take responsibility for own Continuing Professional Development (CPD) through reflective practice, peer case review sessions, journal club, webinars and attendance on relevant internal / external courses.• To record all aspects of CPD for Health and Care Professions Council (HCPC) re-registration purposes and actively participate in annual staff appraisal. Regularly participate in clinical supervision to review strengths and weaknesses• Contribution to pre-registration training of student dietitians and other HCPs | <ul style="list-style-type: none">• To be involved in the collection of data and statistics, both paper and computer based |
|--|--|

Benefits

Salary 	Location of work 	Permanent/fixed term 								
Band 5 - Range £28407 to £34581 You will be paid on the 27 th of each month. If this date falls at a weekend you will be paid on the Friday before this date.	Northampton General Hospital (base is Highfield Clinical Care Centre) or Kettering General Hospital	Permanent								
Hours/pattern of work 	Annual leave and bank holiday entitlement 	Pension entitlement 								
37½ hours per week, worked as 7.5 hours per day Monday – Friday Part time may be considered	<table><tr><td>Length of service</td><td></td></tr><tr><td>On appointment</td><td>27 days + 8 days</td></tr><tr><td>After five years' service</td><td>29 days + 8 days</td></tr><tr><td>After ten years' service</td><td>33 days + 8 days</td></tr></table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	Details on the benefits of the NHS Pension Scheme can be found here: https://www.nhsbsa.nhs.uk/nhs-pensions
Length of service										
On appointment	27 days + 8 days									
After five years' service	29 days + 8 days									
After ten years' service	33 days + 8 days									
Health and Wellbeing Because your health matters too 	Learning and Development 	Equality and diversity 								
Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you. 	Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.	We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.								

Find out more about us at:

www.bit.ly/24hoursinNHFT

www.nhft.nhs.uk

Confidentiality and Data Protection

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Safeguarding Adults and Children

It is the duty of all staff working for the Trust;

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Professional Registration

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

Policies and Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.

Review of Job Description/ Person Specification

This is not an exhaustive list of duties and responsibilities but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required commensurate with the grade and/ or hours of work at the postholder's initial place of work or at any other of the Trust's establishment.

NOTE: This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed.

January 2024