

Job Description and Person Specification

Dietitian

Band 6

About Sirona

Sirona care & health is a Community Interest Company committed to providing local communities with a range of high-quality specialist health and social care. For us, it's about the personal approach; we take pride in what we do and deliver the high standard of care that we'd expect for ourselves and our families.

Summary about the Service

The Diabetes and Nutrition Service is an integrated specialist team that currently includes Dietitians, Diabetes Specialist Nurses, and Administrators who together provide a range of clinical and training roles across the Bristol, North Somerset, and South Gloucestershire (BNSSG) area to patients, their carers, and health care professionals.

We have a range of bases and there is an expectation for some travel BNSSG wide.

The service currently works 0800-1700 Monday to Friday, with an expectation to moving to 0800-1830 in the future, with some occasional working at weekends and evenings to meet the service specification.

Job Purpose

To work as part of the team of Dietitians within the integrated Diabetes and Nutrition Service (DANS), to provide a specialist nutrition and dietetic service and support to patients and health care professionals, with the aim of promoting evidence-based practice and ultimately improving the quality & outcomes of clinical care for patients.

The post holder will be responsible and able to:

- Work autonomously, seeing patients in a variety of settings including community clinics, patients' own homes (including residential settings) and Sirona's rehabilitation units.
- Deliver education and training on nutrition-related topics (in particular, malnutrition and diabetes) to a range of Health Care Professionals and patients.
- Work collaboratively with other members of the multi-disciplinary team and key stakeholders to establish a whole systems approach to deliver appropriate healthcare for people within the nutrition pathway.
- Demonstrate in-depth knowledge of diet and nutrition care that is evidence based ensuring a patient centred service which incorporates appropriate ethical and moral dimensions of practice.

Key Responsibilities

Working as part of the Integrated Diabetes and Nutrition Service (DANS) the Dietitian will work with stakeholders to promote the highest possible quality of life, short and long term for the individual within the clinical pathway and their family/carer.

- Deliver specialist evidence-based community dietetic consultations which provide holistic assessment, support self-management strategies and result in an agreed patient centred care plan.
- Act as a source of specialist, evidence-based information, advice and support for colleagues and other health professionals regarding nutrition-related advice for patients and carers, including contributing to the design and delivery of high-quality training to health care professionals.
- Contribute to the development and review of evidence-based policies, protocols and pathways and contribute to embedding these in-practice events including hard to reach communities.
- Actively support both the team and organisational vision, strategic objectives and key workstreams.
- Organise and manage own clinical caseload – working to a high level of autonomy.
- Ensure that complete, accurate and up to date records are maintained as per Sirona Care and Health policies.
- Ensure all statutory and mandatory training is maintained and up to date.
- Be responsible for updating and developing own professional knowledge by keeping themselves informed of local and national policies, disseminating information to the department with evidence-based developments for clinical practice.
- Develop and maintain effective systems of communication and patient referral across the patient pathway to promote high quality care according to system used i.e., EMIS.
- Participate in operational activities such as quality monitoring, objective setting, service meetings and clinical supervision.
- Provide advice and guidance to Sirona and Primary care colleagues on the area of nutrition.
- Work flexibly to work occasional evenings and weekends according to service needs.
- Provide support and guidance to administrative staff supporting DANS Team.
- Deliver patient education programmes for patients within the Nutrition and Dietetic pathway if appropriate to role.
- Provide clinical supervision to students – specifically dietetic students.
- Demonstrate a commitment to equality, diversity and inclusion and the ability to personally demonstrate Sirona care & health's values.

This role profile is not exhaustive, and you may be directed to complete other tasks as required. These duties will always be reasonable and deemed within the expectations of your position.

Scope of Accountability:

- Number of direct reports – There is potential to have line management responsibilities as part of role
- Number of indirect reports : 0-2
- Budget holder: No

Skills, Experience and Knowledge Required

Essential:

- Specialist level clinical skills in the management of people within the Nutrition and Dietetic Pathway
- Experience in delivering general clinical work in Nutrition and Dietetics
- Experience of managing own caseload
- Understanding of the principles of clinical audit
- Understanding of the implication of cultural difference for service delivery
- Ability to communicate effectively and clearly in both verbal and written format with patients and other staff to ensure that care, treatment, and support are not compromised
- Excellent time management skills
- Self-motivated
- Approachable, enthusiastic, honest, and reliable
- Effective Team worker
- Able to work without supervision to achieve the objectives of the post
- Ability to develop relationships with external organisations and across boundaries
- Ability to develop and implement policies and service developments
- Understanding of approaches to motivating behavioural change for patients
- Driving licence and access to appropriate means of transport to undertake the job effectively

Desirable:

- Experience of working in a variety of settings, including community setting and with primary care teams
- Effective training, teaching and presentation skills appropriate for patients, carers and healthcare professionals
- Experience in a range of clinical areas, such as malnutrition, IBS and diabetes
- Evidence of CPD within areas of the Nutrition and Dietetic Pathway
- Experience of working within a multi-disciplinary team
- Experience of delivering training courses and/or group education

Qualifications and Training Required

Essential:

- BSc Degree and State Registration as Dietitian with the Health Care and Professions Council
- Evidence of continual professional development

Desirable:

- Up to date knowledge of diabetes and/or nutritional support management, national, and local guidelines and evidence base

Required Membership and/or Registrations relevant to post:

Essential:

- HCPC Registration

Desirable:

- British Dietetic Association Membership

Team Structure Diagram



Additional Information

The essence of Sirona is about 'Taking it Personally' and we work hard to ensure that everyone who comes into contact with us feels welcomed, supported, safe and valued; these are the experiences we want everyone to have throughout their employment with us.

Every contact we have with individuals makes a difference and our aim is to make that difference a positive one.

Sirona Values

- We provide care to the standard we expect for ourselves and our families
- We offer a high-quality environment where the individual feels in control of the care and the support

they receive

- We offer a working environment where high quality care and compassion are respected and rewarded
- Our staff focus on the goals of the individual taking into account their inter-related physical, mental and social care needs
- Every member of staff takes personally their responsibility to improve the health and wellbeing of those to whom we provide support
- We nurture a just culture where all staff are supported to deliver to the highest standard and are fairly held to account when they fail to do so

Taking it Personally

Taking it Personally sets out standards of behaviour that have been developed by staff for staff and support Sirona's values. We expect all staff to adhere to the Taking it Personally behaviours to ensure the Sirona values are upheld at all times.

Taking it Personally underpins Sirona's vision to achieve our aim to make a difference by providing health and social care services ensuring that we:

- Focus on individuals, families & communities
- Promote the prevention of poor health and wellbeing and intervene only to support recovery
- Add value to our local communities above what we are contracted to do
- Work with others to ensure joined up services
- Remove unhelpful boundaries between services and professionals
- Continually learn and grow as a Company.

We will ensure that everyone who comes into contact with Sirona feels welcomed, supported, safe and valued in line with our commitment to Taking It Personally.

Making Every Contact Count (MECC)

Staff across Health and Social care has many contacts every day with individuals and are ideally placed to promote and engage in conversations about their health and lifestyle. As part of MECC staff are required to support and encourage individuals to make positive changes to their physical and mental health and wellbeing, including directing them to local services that can support them in making positive changes. MECC focuses on the lifestyle issues that, when addressed, can make the greatest improvement to an individual's health:

- Stop smoking
- Alcohol intake and staying within the recommended limits

- Healthy eating
- Physical activity
- Keeping a healthy weight
- Improving health and wellbeing

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk and expect all staff to share this commitment and promote safeguarding by implementing policies and procedures, acting promptly on concerns, and sharing information appropriately. We are committed to safe recruitment practice and all appointments are subject to satisfactory clearance appropriate to the post.