



Job Description

Job Title:	Specialist Upper GI & Obesity Dietitian
Band:	Band 6
Hours:	37.5
Base:	Luton & Dunstable University Hospital, and any other associated Trust establishments across the Bedfordshire Hospitals NHS Foundation Trust including outreach clinics and establishments used in the course of Trust business (if necessary for the role).
Reporting to:	Obesity Clinical Lead
Terms and Conditions of Service	Currently those of Agenda For Change and other local agreements

OUR VALUES





1. JOB SUMMARY

- The post holder will provide a specialist nutrition and dietetic service for a caseload of Upper GI Oncology and Obesity service users. This includes both inpatients and outpatients:
- To plan, deliver and evaluate the specialist clinical dietetic service
- To provide theoretical and practical training, teaching and professional development support for dietitians, student dietitians, medical and nursing staff and allied health professionals in the specialist dietetic area.
- To write and update patient and professional literature in the specialist dietetic area.
- To contribute to specialist dietetic management of adult patients referred to NHS Specialist Clinical Obesity Services – both medical and surgical (bariatric) developing, planning and implementing innovative treatment programmes to meet the changing needs of the service
- To provide clinical dietetic services for the assessment, treatment and management of adult obese patients participating in clinical trials and research studies within the Centre for Obesity Research
- To contribute to dietetic research activities as part of the multidisciplinary team of research registrars, nurses and exercise physiologists.
- To act as a source of expertise to health care professionals (including dietitians), on the dietary management of patients with obesity and the prevention of obesity in the wider population. This will include the provision of education and training for other health professionals within the acute trust

Allocated Timetable as per service requirements

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Upper GI Onc	Upper GI Onc	Obesity	Obesity	Obesity
PM	Upper GI Onc	Upper GI Onc	Obesity	Obesity	Obesity

Upper GI Oncology is based at the main Luton & Dunstable hospital site. The bariatric service is based at the Outpatient Centre (approx.. 2 min walk from the main L&D site).



2. KEY RESPONSIBILITIES

Communication and Relationships:

- To possess appropriate communication and counselling skills to enable the post holder to convey highly complex dietary information in an understandable form to patients with potentially life-threatening conditions where adherence is essential
- To possess developed motivational and behaviour change techniques to support patient compliance. This requires excellent communication skills including persuasion, motivation, negotiation and empathy where there are significant communication difficulties and barriers to acceptance and change e.g. conveying complex dietary information through interpreters. This may be in a hostile or highly emotive environment and during non-compliance e.g. fluid and food restrictions. This will be in the form of verbal and written information for patients and carers.
- To advise and liaise with catering and ward staff concerning the complex dietary needs of patients
- To actively contribute to ward rounds, case conferences and multidisciplinary meetings in order to provide expert dietetic advice to clinicians, patients and carers, and to negotiate an appropriate treatment pathway.

Clinical:

- To provide specialist clinical dietetic input to inpatients and outpatients. These patients may require parenteral and enteral feeds, therapeutic diets or nutritional advice whilst in hospital or for home. To be responsible for monitoring these patients e.g. writing feeding regimens based on patients calculated requirements and changing clinical condition.
- To undertake comprehensive assessments of patients, by interpreting blood biochemistry, medications, anthropometrics measurements, clinical condition, fluid balance and diet history.
- To develop individual treatment plans for patients by calculating the nutritional requirements of the requiring specialist nutritional support including the prescription e.g. enteral feeds
- To make recommendations on the prescription of pharmacological medications e.g. pancreatic enzymes, doses of vitamins and minerals, Pabrinex, electrolyte supplementation.
- To be responsible in conjunction with the nutrition nurses for the safe discharge planning of patients requiring home enteral feeding including liaising and coordinating with numerous outside agencies e.g. commercial feed companies, GP's, district nurses and other dietitians. This often involves



detailed planning and work under pressure within tight timescales to meet discharge dates.

- To provide specialist dietetic-led treatment programmes / clinics for adult patients participating in medical and surgical interventions (laparoscopic sleeve gastrectomy and gastric bypass) for their obesity management, working with the multidisciplinary teams and Trust Nutrition and Dietetic staff
- To undertake comprehensive assessments of patients, including biochemistry, anthropometrics, clinical condition, diet history and social circumstances to use advanced clinical reasoning skills to interpret data
- To develop individual treatment plans for patients setting appropriate nutritional goals and to communicate nutritional needs and dietary prescriptions for patients to medical, nursing and catering staff
- To negotiate and agree dietary changes with patients using appropriate counselling, motivational and behaviour change techniques and skill. This may also involve patients' carers or other family members where appropriate.
- To develop new dietetic treatment and health education programmes in collaboration with the Nutrition and Dietetic Service to reflect the changing needs of the service at Luton & Dunstable NHS Trust and wider community where appropriate.
- To work with other dietetic staff within Obesity Services / COR and support and complement the work of the Nutrition and Dietetic Service in developing resources and patient education materials in relation to obesity management

Research:

- To maintain standards of professional development, exercising professional and legal accountability and responsibility for own practice.
- Adhere to the principles of Good Clinical Practice and research governance in the conduct of research and clinical trials, ensuring accurate and thorough documentation, adherence to study protocols and maintaining confidentiality.
- To provide leadership in the development of dietetic policies within the department, adhering to best practice and evidence based research
- In discussion with the multi-disciplinary team, to provide research protocol / dietetic protocol review and design as necessary to support research and clinical trial activities.
- To provide nutrition and dietetic management of patients participating in clinical trials within study protocols, and to 'in-house' research projects and collaborations with other academic institutions



- To undertake comprehensive assessments of patients participating in clinical trials in accordance with research protocol specifications, analysing diet diaries, providing energy prescriptions and calculation of macro / micro nutrient content of diet as required, providing test meals and administering quality of life assessments as specified.
- Perform anthropometric measurements, body composition and resting metabolic rate as appropriate to individual research studies/programmes (training provided)
- To develop individual treatment plans for research participants, setting appropriate nutritional goals within protocol guidelines when appropriate.
- To negotiate and agree dietary changes with patients using appropriate dietary counselling, motivational and behaviour change techniques. This may also involve patients' carers or other family members where appropriate and will require a sensitive and empathetic manner to overcome resistance to change.
- Develop strategies to maximise patient compliance with study protocols and minimises early withdrawal of patients from clinical trials.
- To assist with accurate documentation of clinical trial data in both paper and electronic format and respond to data queries from trial sponsors or their representatives.
- Assist with clinical trial audit / inspection by regulatory authorities
- To initiate, develop and conduct own research projects related to obesity and co-morbidities in liaison with Manager and the research team.
- To develop grant bids and secure funding for 'in-house' projects
- To communicate the findings of research in peer reviewed journals, conferences and symposia as appropriate
- Attend both local and international scientific meetings for education and training purposes as required.
- Provide education, training and support to staff and health professionals and at meetings as required.
- Maintain excellent standards of communication with multidisciplinary team, health professionals, sponsor companies and related organisations, and regulatory authorities as required.
- Provide documentation, reports and resource materials in support of COR activities, including correspondence and submissions to Local Research Ethics Committee & Research and Development Department.



Analytical and Judgemental:

- To act as an autonomous practitioner in the specialist dietetic area to provide expert nutritional advice. This may involve seeking advice from peers and outside the trust.
- To be professionally and legally accountable and responsible for all aspects of your own work, including the management of patients in your care.
- To give expert opinion on complex nutrition related issues where a number of social, ethical, psychological and medical factors have to be considered and where there may be conflicting ideas within the multidisciplinary team e.g. deciding whether or not artificial nutrition is appropriate for a patient.

3. GENERAL:

To comply at all times with any regulations issued by the Trust, especially those governing Health and Safety at work and to ensure that any defects which may affect safety at work are brought to the attention of the appropriate manager.

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

This job description reflects the present requirements and objectives of the post. As the duties of the post change and develop, the job description will be reviewed and will be subject to amendment, in consultation with the post holder.

You are required to disclose any additional work you undertake or are planning to undertake for another employer.

4. STANDARDS

Staff are responsible for complying with the relevant standards set by their Line Manager. A breach of such standards may lead to disciplinary action. It would be investigated fairly and appropriate steps taken to prevent a recurrence and address any wider causes.

5. PROBATIONARY PERIOD:

This post is subject to the successful completion of a probationary period of 6 months within which the notice period for both you and Bedfordshire Hospitals NHS Foundation Trust is four weeks.



6. SAFEGUARDING CHILDREN AND VULNERABLE ADULTS:

All employees and volunteers working within the Trust have a responsibility for safeguarding and promoting the welfare of children and vulnerable adults.

7. INFORMATION GOVERNANCE:

(This includes Patient Confidentiality, IT Security, Data Protection and Freedom of Information)

You are required to respect the confidentiality of all patients, carers and staff, by not sharing any information (including data) obtained during the course of your duties. You have an obligation to report any non-compliance through the Trusts Incident Reporting process.

All staff must comply with the legal obligations and statutory requirements of the General Data Protection Act 2018, the Trusts IT Security and Information Governance Policies, Codes of Conduct and Best Practice Guidelines which are available on the staff Intranet site.

8. PRIVACY STATEMENT

The Trust is committed to protecting the privacy and security of your personal information. Information about you will be kept by the Trust for purposes relating to your employment. In accordance with the Trust's Privacy Notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal and special category data. The Trust will comply with its obligations under the General Data Protection Regulations and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records; which may, where necessary include special category data relating to your health, identity, data held for equality monitoring purposes, criminal offence data and data regarding DBS checks. The



Trust requires such data for personnel administration and management purposes for the performance of your contract of employment and to comply with its legal obligations. The majority of information that you provide us with is mandatory to enable us to perform the contract of employment; where information is requested from you on voluntary basis, you will be advised of this and will be properly advised of your rights in respect of consent and the withdrawal of that consent.

The Trust will take all reasonable steps to ensure that the personal information held about you is complete, accurate, up-to-date and not held for longer than necessary for the purposes for which it was collected. However, you are responsible for informing us promptly of any changes to your personal information either in writing or by updating your information on My ESR.

The Trust's Privacy Notice sets out the legal basis for processing your personal data and your rights to access this data are prescribed by law.

The Trust requires you to familiarise yourself with the Trust's Information Governance (data protection) Policy which set out its obligations under the General Data Protection Regulation and all other data protection legislation. You must comply with the Trust's Data Protection Policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its Data Protection Policy by you to be a disciplinary matter which may lead to disciplinary action, up to and including dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's Policies and Procedures. If you have any queries about your responsibilities in respect of data protection, you should contact the Trust's Data Protection Officer.

A copy of the full Privacy Notice for Employees can be downloaded from the Trust's Intranet.

9. PROMOTING EQUALITY

The Trust is committed to promoting an environment that values diversity. All staff are responsible for ensuring that all patients and their carers are treated equally and fairly and not discriminated against on the grounds of race, sex, disability, religion, age, sexual orientation or any other unjustifiable reason in the application of this policy and recognising the need to work in partnership with and seek guidance from other agencies and services to ensure that special needs are met.



10. INFECTION CONTROL

You are required to comply with the Trust's strategy regarding infection control and be aware of, and comply with, all Trust infection and prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. Effective prevention and control of healthcare associated infections has to be embedded into every day practice and applied consistently by everyone. Failure to do so may result in disciplinary actions.

11. SMOKE FREE

The Trust implements a Smoke Free policy that applies to all staff. Staff are not allowed to smoke while wearing a recognisable Trust uniform or visible trust identification badge, and not allowed to smoke anywhere on hospital grounds. Staff are not allowed to take additional breaks in order to smoke. They may smoke during designated breaks but only out of uniform and off site. Staff contravening this policy may be subject to disciplinary procedures.

12. DISCLOSURE REQUIREMENTS:

A risk assessment has indicated that a DBS disclosure is both proportionate and relevant to this position. Any person who is conditionally offered this post will be required to undertake a DBS check in this respect.

The Trust guarantees that this information will only be seen by those who need to see it as part of the recruitment process.

The Trust ensures that an open and measured discussion will take place on the subject of any offences or other matter that might be relevant to the position sought could lead to a withdrawal of an offer of employment.

We undertake to discuss any matter revealed in a Disclosure with the subject of that Disclosure before withdrawing a conditional offer of employment. Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position or circumstances and background of your offence. Please be aware that the Trust has a Policy containing a more detailed Code of Practice that meets the standards specified by the Disclosure and Barring Service relating to the fair use of criminal record information and the appointment of persons having a criminal record.

Note: Failure by an applicant to provide accurate and truthful information is considered to be a serious matter. Where it is found that a person has recklessly



provided inaccurate information or withheld information relevant to their position, this may disqualify them from appointment. It may also result in dismissal or disciplinary action and referral to the appropriate professional registration body.

If you would like to discuss what effect any criminal record or fitness to practise proceeding might have on your application, you may telephone the Recruitment Manager at the Trust, in confidence, for advice.

ASSISTANCE WITH TRUST PROCESSES

Any member of staff who is a manager at band 7 and above may be asked to take part in disciplinary and appeals processes in line with the Trust's policy. Appropriate training and support will be provided by the Employee Relations Team.