

Job Description

JOB TITLE: Specialist Dietitian

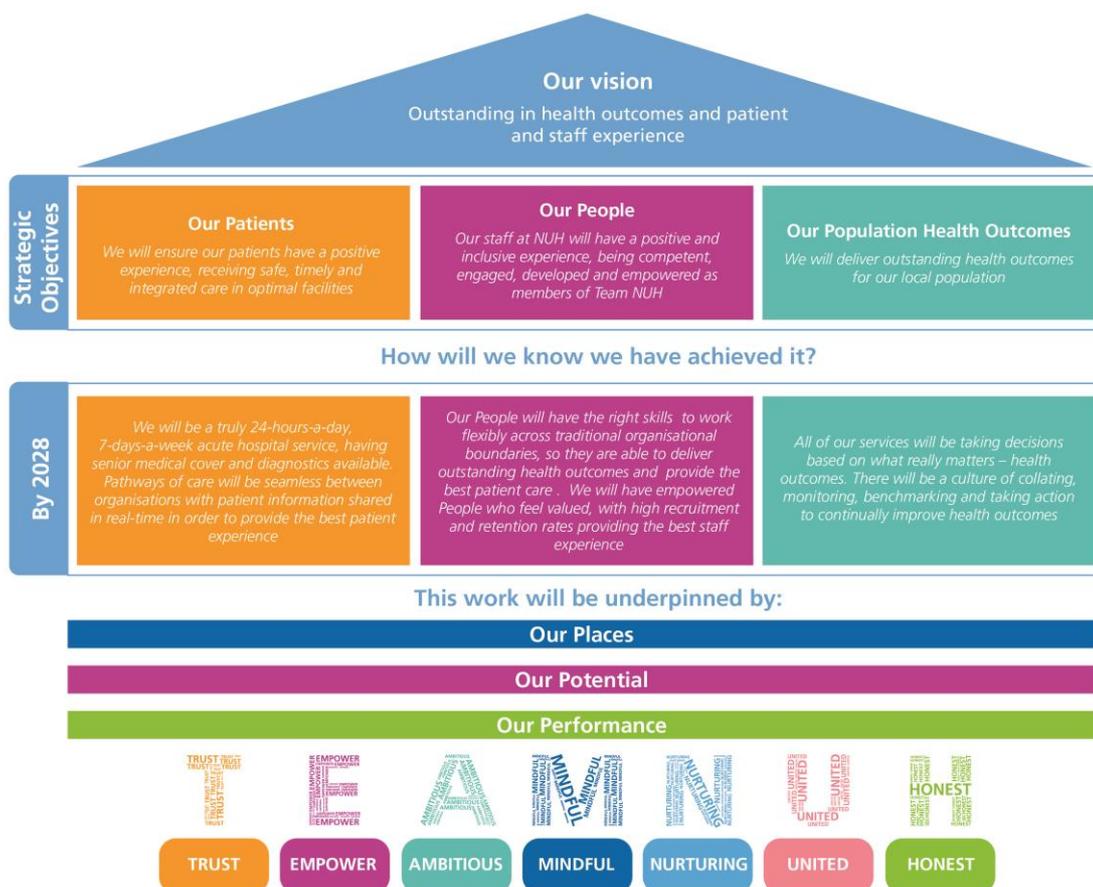
DIVISION Clinical and Diagnostic Support Directorate, Therapy Division

GRADE: Band 6

REPORTS TO: Clinical Team Leader

ACCOUNTABLE TO: Therapy Services Manager

VALUES AND BEHAVIOURS



ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and

Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services and we are at the forefront of new surgical procedures and research programmes. We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

JOB SUMMARY

- Provides clinically effective specialist Dietetic and Nutrition Service in given clinical area, including assessment and advice/treatment.
- Acts as a source of expertise on Dietetics and Nutrition for staff, carers and patients including the provision of education and training.
- Work as a member of a departmental team with the support of the appropriate team leader.

The post holder may work on either campus of Nottingham University Hospitals NHS Trust.

KEY JOB RESPONSIBILITIES

Clinical

Provides highly specialist evidence based dietary advice and treatment for individual patients and their carers. Patients may be in patients, out patients or community patients. The service will include responding to telephone queries, visiting wards and other areas and covering for other members of the dietetic team.

Gathers relevant information from a complex variety of sources about all aspects of patient health, requesting additional information if not available. This will include taking anthropometric measurements, results of blood and other tests, medical and social information about diagnosis and treatment, intake of food and other sources of nutrition, using techniques appropriate to the individual patient's needs. Assessment of nutritional requirements will be carried out using methods appropriate to the needs of the patient group. Information gathered may be of a sensitive nature, for example, concerned with patient's weight or diagnosis, requiring tact and persuasion to acquire and communicate.

Analyses and interprets complex information against current guidelines and theoretical evidence using own knowledge, information and skills to make professional judgements about the most appropriate dietary intervention or treatment.

Uses explaining, motivating and negotiating skills to agree and carry out dietary treatment plans with the patient/carers and specialist health care team. Undertakes own monitoring of patients at agreed intervals, revising dietary treatment plans according to findings and changes in condition. Daily review may be required for unstable patients with acute disease. Uses motivational and counselling skills to encourage patient agreement and continuing compliance with dietary treatments. Recognises and considers relevant social, cultural, financial and other factors which affect compliance with dietary treatment plans.

Provides appropriate and up to date highly specialised dietetic advice for allocated patient group, tailoring advice to the needs of the individual. Works to ensure the provision of appropriate therapeutic diets, fortified foods, supplements and enteral tube feeds while in hospital. Advises patients, carers and multi-professional team on clinical and cost effective use of specialised nutritional products where required. Advises patients and multi professional team on other relevant products such as medication where agreed.

Communicates complex dietary information in an understandable way to patients, carers and staff using verbal and written formats. Selects the most appropriate method of communication according to patient need and resources available, varying the techniques as required. Works with people coping with acute or lifelong/limiting conditions, showing understanding where there may be distressing or emotional circumstances. May be required to communicate unwelcome information, for example about restricted diets; barriers to understanding may be present such as cultural differences, hearing impairment, anxiety and memory loss. This will include patients/carers whose first language is not English and where an interpreter may be required.

Maintains a prompt, accurate and factual record of all patient contacts, according to Department and Trust guidelines, including information gathered and advice/treatment given. Uses the agreed departmental computer system to maintain an electronic record of patient contacts for statistical reporting.

Operates as an integral member of the multi-professional team in order to enhance the provision of dietetic and nutritional care, including discharge planning. Makes recommendations about dietary treatment plans. Participates in team meetings, ward rounds or case conferences to review patient progress, relating the perspective of the wider team to dietetic review and treatment. Uses two-way communication methods with a wide range of health care staff, including community staff, to facilitate high quality patient care. Contributes to multi professional discussions regarding the decision to commence or withdraw enteral tube feeding.

Provides dietetic advice and support for Trust wide activities, such as bench marking, which enhance multi-professional care.

Initiates, plans, provides and evaluates varied educational activities for large and small groups, including patients/carers/staff in specialist area.

Departmental

Participates in the development and review of dietetic guidelines, policies and protocols, through departmental working groups, teams or other forums, in order to support evidence based effective practice. Leads on development of guidelines, policies and protocols for own specialist area. Contributes to the development, review and interpretation of relevant trust guidelines, policies and protocols in consultation with Dietetic Manager. Reviews and interprets clinical guidelines and other evidence relevant to specialist area of work, including the effect of new developments.

Participates in the development and review of dietetic information and resources, including diet sheets and written advice, ensuring information is clear, non-biased and based on accurate and up to date

best/evidence based practice. Leads on the development of resources and education in specialist area.

Works in consultation with the appropriate team leader or clinical lead and/or Dietetic Manager to ensure the whole department provides a quality service meeting the needs of patients within financial and time constraints. Advises Dietetic Manager on issues related to specialist area of expertise.

Represents the Department or team on issues related to area of expertise within the multi-professional team, Trust or wider health care community at the request of the Dietetic Manager/team leader/clinical lead.

Initiates, plans and participates in profession specific and multi-disciplinary audit projects aimed at promoting increased clinical effectiveness. Participates in relevant research with agreement of Dietetic Manager. Communicates results to department and wider health care team to promote changes in practice where required. Disseminates findings to wider health care community, for example, through recognised journals or conferences as appropriate.

Professional

Professionally and legally accountable and responsible for all aspects of own work, including patient case load. Plans and prioritises work in order to balance varying demands in consultation with team leader or Dietetic Manager to ensure safe and effective practice.

Works independently without direct supervision but with support and guidance from team leader/clinical lead and Dietetic Manager plus other members of dietetic and multi professional team. Participates in departmental system of clinical supervision. Aware of own personal and professional limitations and seeks advice or support when required. Provides formal and informal support and guidance to other dietitians and dietetic assistants.

Develops and maintains the competencies and skills needed to practice effectively as a dietitian, ensuring up to date knowledge on key developments, interpreting and applying knowledge to practice in consultation with colleagues. Identifies training and development needs in consultation with team leader or Dietetic Manager. Undertakes continued professional development and maintains a written record in accordance with standards specified by Health Professions Council.

Practices within the code of professional conduct agreed by the British Dietetic Association and adheres to the standards of conduct, performance and ethics set by the Health Professions Council. Monitors and evaluates own practice against standards agreed by professional body, department and Trust.

Contributes to the provision of a competency based programme for student dietitians and others visiting the department which includes assessment, mentoring, advice and support.

Participates in individual performance and competency review according to Trust guidelines. Continually monitors and evaluates own practice against changing demands and evidence, implementing changes in practice in consultation with the team leader/clinical lead or Dietetic Manager where appropriate.

Personal

Works according to locally agreed guidelines, policies and procedures developed by the Dietetic and Nutrition Department and is guided by broad occupational standards.

Operates within the Trust and Department's health and safety policies and procedures at all times to ensure personal and public safety including the reporting of untoward incidents. This will include attendance at mandatory health and safety training according to Trust guidelines, ensuring safe practice with equipment and contributing to departmental discussions about safe practice.

Works in a way which ensures patient confidentiality is assured at all times according to Trust and

Departmental policies and procedures.

Undertakes any other duties relevant to this position deemed necessary by the Dietetic Manager in line with changing practice and service needs.

GENERAL DUTIES

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the general duties detailed below:

Infection Control

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

Safeguarding children, young people and vulnerable adults

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

Information Governance

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

Health and Safety

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

Governance

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

Health and Wellbeing

Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release of staff to attend health and wellbeing activities and interventions.

General Policies Procedures and Practices

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to

date with any changes to these.

WORKING CONDITIONS

JOB REVISION

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Service Review

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

Job description reviewed by:

Date: April 2023