

JOB DESCRIPTION

JOB DETAILS

Job title: Diabetes Specialist Dietitian
Job code:
Band: 6
Location: Countywide / Southgate Moorings
Accountable to: Lead Diabetes Specialist Dietitian

JOB PURPOSE

To work as a member of the Community Diabetes team and support the service in Gloucestershire by providing dietary advice for the person with diabetes, their carers', and family. Care will be evidence based and in line with the service specification and clinical governance requirements. The post holder will work autonomously within professional guidelines and policies to support the diabetes service in Gloucestershire. The post holder will have no budgetary responsibilities.

DIMENSIONS

The post holder will be responsible for managing their own caseload and diary, delivering both remote and face to face patient consultations to support patients, carers and other health professionals in improving outcomes for people with Type 2 diabetes.

CORE KEY RESPONSIBILITIES

- The post holder will provide specialist dietetic assessments and treatment programmes to patients at GP surgeries, health centres, community hospitals and a domiciliary service to clients in their own home and Nursing or Residential Homes within Gloucestershire.
- Identify the needs of the person with diabetes in a variety of community settings to enable them to receive high quality nutritional advice and support. Develop tools and processes to support/achieve these needs and implement through different models, empowering the person with diabetes and carers to take on and manage their diabetes more effectively.
- To use highly specialist knowledge and clinical expertise to assess, diagnose, agree, plan, implement and monitor diabetes dietetic management plans based on a range of treatment options for patients who have complex medical, nutritional and psychological needs within the community setting.
- To deliver group education remotely and face to face to a small number of patients commencing GLP-1 therapy.

- To use advanced communication/ behaviour change skills, motivational techniques, to negotiate with the client the necessary changes to their diet. To overcome resistance to dietary change by motivating and educating the patient/carers with the appropriate information and skills needed in order to meet their nutritional requirements and empower the patient to control their own medical condition. This includes patients with multifaceted dietary needs who may also have barriers to communication through language or social and emotional issues as well as cognitive or physical impairment e.g. dysphagia, deafness, blindness
- Providing appropriate written and verbal information to communicate complex information to other healthcare professionals and care home staff to enable management plans to be put into practice and to support the client to meet their dietary needs
- To continue to develop a high level of clinical knowledge in all the specialised areas of this job – through clinical supervision, external and internal training and reflective practice to ensure clinical knowledge is up to date and evidence based.
- To take part in audit and evaluation of service activity & referrals with other members of the community diabetes team.
- To maintain clear and accurate patient records, including writing letters to outside medical referrers, in line with department and trust policies. To collect accurate patient information and statistics as per department standards.
- To ensure that primary health care teams and non-NHS organisations have access to up to date nutritional information through development of education and training sessions.
- To attend weekly team meetings to discuss service planning, delivery and MDT patient discussion.
- To attend monthly Trust Dietitian Professional Advice and Guidance meeting.
- To attend relevant training courses and study days as indicated by the job role and development needs.
- To take part in clinical supervision with the dietitians and nutritionists in the team and provide day to day clinical support.

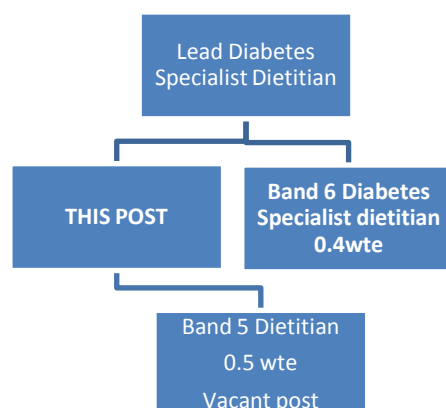
SPECIFIC KEY RESPONSIBILITIES

Triage of new referrals from GP's, Practice Nurses, Diabetes Specialist Nurses and other Health care professionals.

Booking of appointments for patients on caseload and day to day diary management.

Supporting our administrators in the set up and delivery of GLP-1 groups as required.

ORGANISATIONAL CHART



COMMUNICATIONS AND WORKING RELATIONSHIPS

- Patients, their families and carers
- Nursing Staff, Clinical Nurse Specialists
- Social workers and other agencies outside the NHS
- Primary care teams
- Social Services
- Care homes in Gloucestershire
- Consultants
- Allied Health Professionals
- Patient Support Groups

EFFORT AND HEALTH & SAFETY FACTORS

- This role requires the visiting of people in their own home, care home, community hospital and clinic settings to assess and deliver treatment.
- Careful handling of clinical waste and body fluids according to Trust policy and procedure. Universal precautions/ infection control guidance, requirement to use PPE in line with trust policy.
- The post holder is required to carry equipment to and from a vehicle as part of home and clinic patient visits.
- At times, extended periods of using VDU equipment will be required and a risk assessment will be completed for this.

MOST CHALLENGING PART OF THE JOB

Complexity of all Types of Diabetes, busy caseload holder.

GENERIC RESPONSIBILITIES – ALL POST / ALL EMPLOYEES

The following are applicable to all posts and all employees:

Trust Values

The post holder will be expected to work in line with the Trust values which are:

- Working together
- Always improving
- Respectful and kind
- Making a difference

General Duties

To undertake any other reasonable duty, which is appropriate to the band when requested by senior staff.

To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.

To demonstrate an understanding and commitment to Trust values and Staff Charter.

Professional and Personal Development

All staff must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

All staff will have a formal appraisal with their manager at least every 12 months. Once performance/training objectives have been set, the staff member's progress will be reviewed on a regular basis so that new objectives can be agreed and set, in order to maintain progress in the service delivery.

Those with management/supervisory responsibility are required to ensure that their direct reports have an appraisal in line with Trust policy.

All staff will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Infection Control

All staff have a responsibility to ensure that infection control policies, procedures and guidelines are adhered to and to support the Trust's commitment to preventing and controlling healthcare associated infections (HAI).

Health and Safety

All staff have a responsibility to maintain health and safety of self and others within the performance of duties in accordance with Trust health and safety policies, and to undertake specific health and safety responsibilities as directed. All staff have a responsibility to adhere to the Trust's Risk Management Policies & Procedures.

All staff are required to contribute to the control of risk, and must report immediately any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public using the Trust Datix system.

Confidentiality

All staff may gain or have access to confidential information about the diagnosis or treatment of patients, information affecting the public, private or work related staff information, or Trust matters. A breach of confidentiality will have occurred where any such information has been divulged, passed (deliberately or accidentally) or overheard by any unauthorised person or person(s). Breaches of confidentiality can result in disciplinary action, which may involve dismissal.

All staff must maintain a high standard of quality in corporate and clinical record keeping, ensuring information is always recorded accurately, appropriately and kept up to date. Staff must only access information, whether paper, electronic or in other media which is authorised to them as part of their duties.

All staff must ensure compliance with the data protection legislation.

Safeguarding: Adults and Children (Section 11 of the Children Act 2004)

Safeguarding: Adults (Care Act 2014) and Children (Section 11 of the Children Act 2004)

Every member of staff has a responsibility to be aware of and follow at all times, the relevant national and local policy in relation to safeguarding children and safeguarding adults. This includes keeping up to date with relevant training and seeking supervision.

Freedom of Information

All members of staff must be aware of their responsibilities under the Freedom of Information Act 2000. The Act gives individuals or organisations the right to request information held by the Trust. Staff must manage information they hold in such a way that meets the requirements of the Act. All requests for disclosures under the Act must be passed to the Freedom of information Officer.

Working on Non-Trust Premises

All staff when working on non-Trust premises are bound by Trust policies and procedures, including home working policy; IT security policy; email and internet acceptable use policy information.

Smoke Free Premises

The Trust is committed to protecting and improving the health and welfare of staff, service users, carers, visitors and contractors, and protecting smokers and non-smokers from the health dangers of second-hand smoke. Therefore all Trust premises are 'smoke free' and staff (and external contractors and visitors) must refrain from smoking in Trust buildings, vehicles and grounds.

Diversity and Promoting Dignity at Work

The Trust recognises the contribution of all employees to deliver responsive and quality services. We expect staff to value and respect the diversity of those who use or contact our services and to respond to the differing and diverse needs of others. We aim to have an environment free of bullying or harassment which would create an intimidating and unpleasant atmosphere impacting on staff wellbeing and service delivery. We want staff to be able to report issues knowing they will be dealt with promptly and sensitively.

All forms of bullying and harassment are unacceptable and will not be tolerated.

This job description seeks to provide an outline of the duties and responsibilities of the post. It is not a definitive document and does not form part of the main statement of Terms and Conditions. The job description will be reviewed as part of the annual appraisal process and will be used as the basis for setting objectives.

Data Quality

The Trust recognises the role of reliable information in the delivery and development of its services and in assuring robust clinical and corporate governance. Data quality is central to this and the availability of complete, comprehensive, accurate and timely data is an essential component in the provision of high quality mental health services. It is therefore the responsibility of all staff to ensure that where appropriate, information is recorded, at all times, in line with the Trust's Policy and Procedures for Data Quality

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Physical Intervention Descriptors

Working Well Pre-employment Assessment

Breakaway – Practical training in Breakaway techniques is intended to enable staff to reduce the likelihood, and risk of personal injury due to aggressive verbal or physical behaviour of others by providing evasion and self-protection strategies (**clinical and non-clinical**). Training involves a degree of physical exertion; trainees are required to stand for the duration of the practical training session and to make controlled body movements. This will include the ability to adopt a stable body position to prevent being pulled or pushed off balance, be able to shift body weight rapidly, and to achieve some limited rotation of the torso.

Positive Behaviour Management (PBM) – Practical training in the implementation of Physical Intervention techniques that are designed to temporarily gain control of a service user's behaviour at a time when they are placing either themselves or others at risk of injury. Training involves a degree of physical exertion; trainees are required to stand for the duration of the practical training session. Depending on the technique each trainee will be able to adopt a 'stable stance'; balanced to prevent being pulled or pushed off balance, be able to shift body weight rapidly, and to achieve some limited rotation of the torso. They will

also be able to safely achieve a controlled movement to and from the floor in support of a service user.

Prevention and Management of Violence and Aggression (PMVA) – Practical training in the implementation of Physical Intervention techniques that are designed to temporarily gain control of a service user's behaviour at a time when they are placing either themselves or others at risk of injury. Training involves a degree of physical exertion; trainees are required to stand for the duration of the practical training session. Depending on the technique each trainee will be able to adopt a 'stable stance'; balanced to prevent being pulled or pushed off balance, be able to shift body weight rapidly, and to achieve some limited rotation of the torso. They will also be able to safely achieve a controlled movement to and from the floor in support of a service user.

Optional paragraph for generic job descriptions only

**Generic job descriptions are a general outline for a given banding for a number of related posts. The detail of how the role is delivered and areas of application can therefore change from post to post.*

PERSON SPECIFICATION

Job title: Diabetes Specialist Dietitian

Job code:

Band: 6

Location: Countywide

Accountable to: Lead Diabetes Specialist Dietitian

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Degree/Post Graduate Diploma in Dietetics	E	Application form.
Registered with the Health Professions Council	E	Application form
BDA Member	D	Application form

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
A significant amount of experience in a variety of areas of dietetic practice	E	Application/Interview
Time spent working with patients Diabetes	E	Application/Interview

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Evidence of continued professional development and courses relevant to Diabetes care	E	Application / Interview
Experience of group patient education	D	Application / Interview
To work within the British Dietetic Association code of professional conduct and Health Professions Council standards.	E	Application / Interview
To have a working knowledge of clinical guidelines relevant to dietetics and to translate these guidelines into own practice	E	Application / Interview
Experience of working in the community to include hospitals, care homes and patients own home	E	Application / Interview
Highly developed communication, motivational and change management skills	E	Application / Interview
To be able to work without supervision, prioritise work load and manage time efficiently and effectively.	E	Application / Interview

An understanding of CCG's and the wider NHS	D	Application / Interview

PERSONAL SKILLS ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Excellent verbal and written communications skills.	E	Application / Interview
Good computer skills.	E	Application / Interview
Knowledge of System one / electronic patient records	D	Application / Interview
Flexibility and adaptability	E	Application / Interview

OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Full UK Driving License and access to car for work purposes	E	Application / Interview
A suitable location for remote / home working	E	Application / Interview