



JOB DESCRIPTION

Oxford Health NHS FT

Oxford Health is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Job Title:	Specialist Eating Disorders Dietitian (Adult)
Band:	7
Responsible to:	AHP Lead for Mental Health and Learning Disabilities
Responsible for:	Dietetic Assistant
Accountable to:	Modern Matron
Place of work:	Cotswold House Oxford
Hours:	37.5

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JOB PURPOSE

Responsible for Overseeing:

As a clinical specialist, to be responsible for the continued development and provision of a specialist, evidence based dietetic service for adults with eating disorders and their families, within an eating disorder inpatient setting.

Along with the Service Managers (Matron and Senior Matron):-

- a) To be responsible for the dietetic service provided to their clinical area and its development.
- b) To participate in departmental audits and initiate audit within own work area in order to monitor and evaluate whether local/ national standards are being met and make recommendations for change.
- c) Working as an integral member of the multidisciplinary team to provide a flexible, prioritised service based on clinical need. To provide some day-to-day support to the OT team.
- d) To act as a source of expertise for local dietetic colleagues and nationally regarding the nutritional management of the identified patient group.
- e) To be an active participant in the supervision process as both supervisor and supervisee.
- f) To educate, train and disseminate information to healthcare professionals including clinicians, nurses, Allied Health Professionals, dietetic colleagues, and students in all aspects of nutrition and dietetics, but, particularly related to the care of patients in the identified clinical area.
- g) To participate and play a key role, with other Dietitians, in the development of evidence based, trust-wide multidisciplinary nutrition guidelines and policies.
- h) To line manage other staff e.g. Dietetic Assistant.

DUTIES AND RESPONSIBILITIES

Clinical:

- a) To be professionally and legally accountable for all aspects of your own work, including sole responsibility for the dietetic management of patients in your care, working within the professional, ethical and legal framework for dietetics set out in the Health Profession Councils Dietitians Standards of Conduct Performance and Ethics and the British Dietetic Association's Professional Standards for Dietitians and Code of Professional Conduct.
- b) To have responsibility for developing, providing and managing an expert nutrition and dietetic service within the multidisciplinary team as part of the whole care pathway for patients diagnosed with an eating disorder.
- c) Attend clinical meetings and communicate closely with the MDT.
- d) To take a lead role in service development in this area including the development of evidence-based practice and development of standards, policies and guidelines for the unit and Oxford Health Foundation Trust as a whole.
- e) To provide expert advice to patients, carers and clinicians regarding provision of nutritional support for patients with eating disorders based on clinical evidence. This will involve nutritional assessment; to include the calculation of nutritional requirements based on the interpretation of biochemistry, anthropometry, clinical condition, other physical parameters and nutrition group.
- f) Evaluate the effectiveness of nutritional goals and modify as necessary based on ongoing analysis and assessment of information available and changing patient needs and medical condition.
- g) To directly prescribe and modify nutritional supplements based on nutritional status and to inform the medical team as required. To prescribe and modify specialist feeds as required. Linking with MDT including catering services concerning the dietary requirements of patients.

- h) To inform, advise and teach patients, carers and health professionals on the nutritional and dietary requirements and individual care of patients using a range of communication skills and tools. This involves being able to communicate complex and sensitive information to a wide range of people, and requires highly developed negotiation, motivation, counselling and interpersonal skills.
- i) To have the ability to deal appropriately with daily exposure to very distressed or extremely emotional circumstances e.g. very low weight patients at risk of imminent death who are ambivalent about making changes, distressed parents/carers, individuals with low mood, depression, or multi-impulsive behaviour and able to work with individuals being artificially fed against their will in conjunction with the Mental Health Act.
- j) To work closely with the OT in implementing meal support for patients who have progressed with their treatment. To support them in transitioning into the community, e.g. individual meal plans, community integration, etc.

Professional

- 1. To continue to develop own knowledge and skills and contribute to the development of colleagues within the MDT and the Dietetic Service. This involves:**
 - a) Taking responsibility for own continuing professional development (CPD) and provide evidence for this by maintaining a CPD portfolio. CPD involves critical evaluation of scientific papers, attending professional development meetings, working as a reflective practitioner, participating in peer supervision and attending relevant internal/external courses.
 - b) Participating in own annual appraisal, identifying own development and training needs and setting personal development objectives with line manager.
 - c) Undertaking all relevant mandatory training.
 - d) Involvement in the dietetic student training programme and training of multidisciplinary students within the unit.
 - e) To provide line management to the Dietetic Assistant.
 - f) Providing specialist education and advice to dietetic colleagues in the area of eating disorders via regular departmental professional update meetings.
 - g) Attending and representing the department and lead area of work at the regional and national meetings as appropriate.
 - h) Providing regular supervision for identified supervisees across Oxford Health.
 - i) Receiving regular supervision from an appropriate clinician/peer group.
 - j) Support line manager in the recruitment, selection and training of dietetic staff.
- 2. To be responsible for communicating effectively and working collaboratively with the Dietetic team, line manager, other health professionals within the MDT and other organisations to ensure a co-ordinated and evidence-based approach to the delivery of dietetic care.**
- 3. To have responsibility for and lead the development, promotion and delivery of the specialist dietetic plans for patients with an eating disorder. This involves:**
 - a) Developing dietetic practice to ensure evidence-based practice and an equitable service delivery.
 - b) Applying legislation, policies and procedures and making appropriate recommendations for service delivery.
 - c) Managing development projects relevant to the clinical area, the dietetic service and the NHS organisations involved.
 - d) Making recommendations and managing service improvement.
 - e) Evaluating own work and that of the team, including clinical audit.
 - f) Recognising the need to seek appropriate support.
 - g) Active involvement in multidisciplinary team meetings, dietetic departmental meetings and discussions.
- 4. To demonstrate risk management skills and a sound understanding of clinical governance and apply to the work situation.**
- 5. To support people's equality, diversity, and rights. This involves:**
 - a) Recognising the legal, ethical rights of people in a way that is consistent with Trust policies and

professional standards.

- b) Generating and sustaining relationships which maintain and promote human dignity, rights and responsibilities.
- c) Considering an individual's beliefs and preferences when advising on diet and lifestyle changes.
- d) Challenging behaviour which infringes on the rights of others.
- e) Identifying behaviour and taking action to address discrimination.

Training

- a) To educate, train and disseminate information to all Health and Social Care professionals in the nutrition and dietetic management relating to this group of patients as appropriate.
- b) To develop specialist nutrition guidelines and care pathways for complex patients diagnosed with an eating disorder, to enable health professionals to give accurate, consistent and evidence based
- c) advice.
- d) To take part in presentations of complex nutritional information to large groups of people in a formal setting both within and outside the Trust.
- e) To be involved in the planning and delivery of the Dietitian's Board pre-registration education and training programme including both supervision and assessment of students during their clinical placement.

Organisational

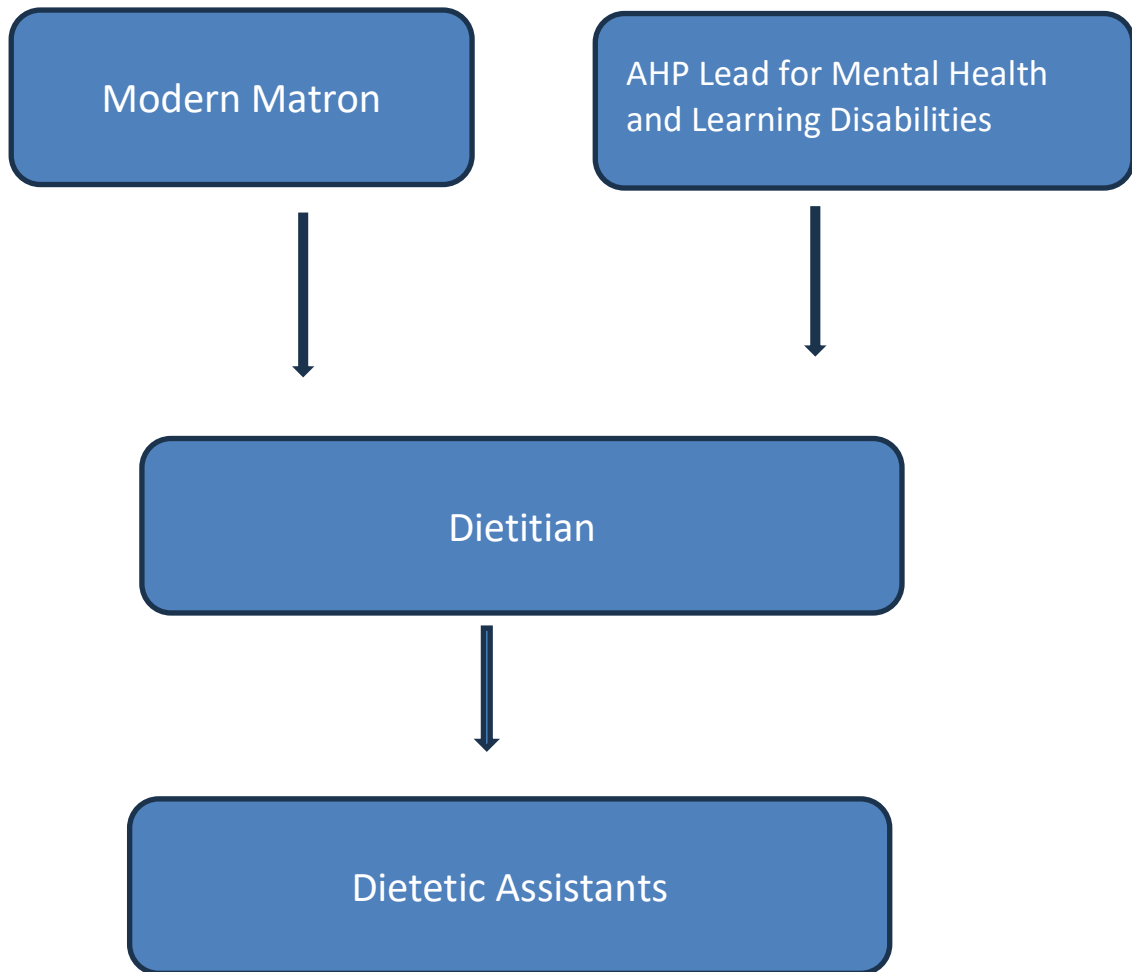
1. To contribute to quality improvement, this involves:

- a) Understanding own role within the MDT and identifying how this can be developed.
- b) Determining priorities for own work area based on clinical need and balance patient caseload with professional demands.
- c) Keeping abreast of current evidence and acting consistently with quality standards and guidelines and developing resources accordingly.
- d) Initiating and undertaking audit and research individually and as part of the team to provide the evidence to support development of standards and guidelines.
- e) Collecting data and statistics as required by the department, OHFT and other agencies.
- f) Raising quality issues with managers.

2. To be responsible for maintaining accurate records in line with HCPC guidelines and Trust policies and procedures.

- a) To maintain accurate and legible documentation of patient interventions on dietetic records.
- b) To communicate dietetic interventions to appropriate members of the multidisciplinary team by documentation within nursing/medical notes or by letter/report.

STRUCTURE CHART



CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 1998, NHS Confidentiality guidelines (eg. Caldicott, GMC) and any code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental

codes of practice and procedures for confidentiality are available from the head of department.

- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- 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.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Band 7 – Specialist Eating Disorders Dietitian		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<ul style="list-style-type: none"> • Knowledge and understanding of evidence-based practice and the ability to demonstrate how this influences clinical practice. • Knowledge of eating disorder conditions e.g Anorexia Nervosa, Bulimia, Binge Eating Atypical Eating Disorders and ARFID. • To have ability to assess clients dietetic and nutritional needs. 	To have knowledge and understanding of the research process.
Qualifications – Academic/Skills/Professional	<ul style="list-style-type: none"> • Recognised Nutrition & Dietetic Degree or equivalent. • Registered with Health Care Professionals Council as a Dietician. • Evidence of training as a Clinical Supervisor. 	<ul style="list-style-type: none"> • Member of a relevant Specialist Interest Group. • Post Qualification Training in Eating Disorders/ Mental Health. • Member of the British Dietetic Association. • Evidence of completion of informal/formal leadership training. • Qualification in CBTE / Motivational Interviewing. • Educated to masters level or equivalent level of experience of working at a senior level in specialist area. • To be trained to trainer level in the use of anthropometrics Equipment.

Further Training or Job Related Aptitude and Skills	<ul style="list-style-type: none"> • Excellent interpersonal skills. • Able to listen well and counsel colleagues, staff, patients and carers. • Able to demonstrate empathy with clients, carers and families and colleagues. • Demonstrates excellent negotiation and problem- solving skills. • Demonstrates excellent presentation skills, both written and verbal. • Able to communicate effectively particularly where barriers to understanding exist. • Demonstrates the ability to reflect on practice with peers/mentor. 	<ul style="list-style-type: none"> • Demonstrates excellent motivational skills. • Can demonstrate knowledge of the issues surrounding working with clients with eating disorders. • Reflective practitioner, able to highlight own learning needs.
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Experience	<ul style="list-style-type: none"> • Experience of working with eating disorders. • Evidence of high level of specialist dietetic knowledge/skills in mental health as a result of experience/CPD. • Able to maintain personal and professional boundaries. • Comprehensive knowledge and understanding of clinical nutrition. • Evidence of ability to undertake audits and disseminate findings. • Experience of supervising qualified staff. • Able to organise workload and manage time within conflicting agendas. • Demonstrates ability to be a good team member. • Ability to deal with unpredictable situations such as distressed individuals or careers and challenging behaviour. • Demonstrates excellent and up to date knowledge of national policies and guidelines relevant to whole service as well as to specific clinical area. 	<ul style="list-style-type: none"> • Evidence of research and project work. • Is able to demonstrate evidence of clinical service development. • Experience of development, planning, delivery and evaluation of education and training programmes. • Experience of student training including supervision, mentoring and assessment.
Personal Qualities	<ul style="list-style-type: none"> • Ability to work autonomously and as part of a team. • Able to set priorities and manage own time. • Self-motivated and confident. • Able to lead a team. • Professional. • Reliable. • Compassionate • Willingness to be flexible. • Willingness to continue with professional development. 	
Contractual Requirements or other requirements	Ability to travel between sites and regionals meetings/conferences.	