

Job Title	Senior Nutrition Support Dietitian (Appropriate Prescribing Support)
Band	AfC Band 6
Responsible to	Appropriate Prescribing Lead Dietitian
Accountable to	Clinical Lead Nutrition and Dietetics
Base	Lisson Grove Health Centre

Job Purpose

This is a broad summary of the role detailing key areas of operation and responsibilities. Further details are provided in the Main Duties and Responsibilities section below.

The post holder will be responsible for:

- Effectively managing and being responsible for their own caseload of service users who are primarily at risk of, or experiencing malnutrition
- Providing dietetic assessments and management care plans for service users face-face at health centres or at home (for nutrition support including enteral feeding), and virtually (via telephone or video) as per service users' needs/requirements.
- Contributing to the services Nutrition Support Care Pathway for identifying and managing complex malnutrition in the community, as well as the appropriate prescribing and monitoring of oral nutrition supplements within CLCH.
- Influencing, collaborating and communicating with primary care, community services and acute colleagues on the appropriate prescribing of oral nutritional supplements
- To act as a source of expertise on the appropriate prescribing of oral nutritional supplements and the identification and management of complex malnutrition (under the supervision of the appropriate prescribing lead).
- Organising own clinical caseload, administrative tasks, and any liaison with external bodies.
- Maintaining accurate and timely documentation in dietetic records and medical/nursing notes when required in line with the department and Trust guidelines.
- Contributing to audit, service development and quality improvement (QI).
- Participate in clinical governance activities within the Nutrition and Dietetics Service

Key Working Relationships

Internal

- Nutrition and dietetics team
- Community nursing
- Adult speech and language therapy
- Learning disabilities team
- Medicines Optimisation team

External

- General Practitioners
- Other Primary Care staff (including pharmacists, dietitians, care navigators and social prescribers)
- Local hospitals
- North West Integrated Care Board
- Social services
- Care Homes
- Care agencies

Main Duties and Responsibilities

1. Main duties and responsibility - Clinical

- a. Be able to manage own clinical caseload and work autonomously to provide specialist dietary advice on managing complex malnutrition, enteral feeding and the appropriate prescribing of oral nutritional supplements. This will include providing food-based advice and deprescribing advice.
- b. To work autonomously to calculate nutritional requirements, interpret biochemistry, anthropometrics, clinical condition, and diet history to form an assessment, dietetic diagnosis and develop an appropriate dietetic care plan that is patient centred and in line with evidence-based guidelines.
- c. To use professional judgement and clinical expertise to interpret and analyse complex situations and information to formulate treatment care plans according to evidence- based practice and be able to modify this according to changes in clinical condition.
- d. To apply advanced communication, negotiation, counselling and health coaching skills to enable and support service users to feel empowered to achieve long term lifestyle and behavioural changes whilst considering emotional, physical, social, and psychological barriers as well as factors that may influence change. These may include chronic disease, depression, dementia, language, learning and behavioural difficulties, and psychological illness. Where required effectively use interpreters, sign language, information technology or other means of communication appropriate to the service users' requirements.
- e. To implement and support a care pathway for the appropriate prescribing and monitoring of oral nutrition supplements, and work in partnership with other HCPs to ensure prescribing guidance is followed by key stakeholders within Central London Community Healthcare Trust and other external stakeholders.
- f. To gain consent from service users or those acting on their behalf, for assessment, treatment and ensure an understanding of condition, treatment options, risks, and agreement for any dietary treatment.
- g. To communicate complex and sensitive information effectively with service users, families, and carers from a diverse range of backgrounds, and be able to tailor this to individual needs.
- h. To recognise one's own limitations and be responsible for seeking support from senior colleagues when required.
- i. To provide advice and training to primary care colleagues (including GPs and pharmacists) on the appropriate prescribing of Nutritional Borderline Substances (primarily oral nutritional supplements but may for example include enteral feeding and vitamin and mineral supplements).
- j. To discuss complex ethical issues with service users and other health care professionals when there is a need for escalation of care or advanced care planning.
- k. To participate in multi-disciplinary / multi-agency collaborative working to promote communication, continuity of care and represent dietetics at multi-disciplinary team meetings and case conferences.

- l. To use clinical judgement to refer service users to other services and HCPs when appropriate.
- m. To provide timely, informative, and concise service user records, reports and discharge summaries for GPs, consultants, nursing, and other HCPs.
- n. To be professionally and legally accountable for all aspects of own work and ensure that own work is within professional standards and clinical guidelines as per professional bodies and Trust policy requirements.
- o. To be responsible for always complying with legal and professional confidentiality guidelines.
- p. To function as a supervisor for junior staff as and when determined by line manager and/or nutrition and dietetic clinical lead.
- q. Participate in student training programmes and contribute to the assessment of dietetic students in area of clinical expertise.

2. Main duties and responsibility - Professional

- a. To work within the British Dietetic Association code of professional conduct and Health and Care Professions Council standards.
- b. To have a working knowledge of nutrition guidelines and issues relevant to adults and to be able to accurately translate these guidelines into practice.
- c. To work within the policies, procedures and guidelines of the Dietetics Department and Central London Community Healthcare.
- d. To actively participate in the Central London Community Healthcare Individual Performance Appraisal and Development Review (PADR) and identify key performance objectives and CPD needs.
- e. To take responsibility for increasing and maintaining professional competency through CPD activities and clinical supervision as per professional registration, and those identified in the PADR whilst keeping a record of competencies.
- f. To actively participate in clinical and operational supervision sessions to identify and develop professional, clinical, and service needs.
- g. To be responsible for gaining valid, informed consent for assessment and treatment interventions, sharing information following legal and professional guidelines and to follow these guidelines in circumstances where clients do not have the capacity to provide informed consent.
- h. To follow and implement the Trust, departmental and professional policies, procedures, guidelines, and standards within own work area.
- i. To be responsible for maintaining detailed and accurate service user records and appropriate safe keeping of these, ensuring confidentiality in line with department standards, Trust policies and legal standards.
- j. To be responsible for documenting service user activity data, health promotion, training, and education data in accordance with departmental and Trust standards.

- k. To provide statistical information as determined by line manager.
- l. To be responsible for effective time management, meeting deadlines and responding to fluctuating workloads and be able to organise, plan and prioritise clinical and non-clinical workload
- m. To chair and participate in all meetings as requested by line manager and/or nutrition and dietetic lead
- n. To contribute to policy and service development, such as quality improvement and audit and provide suggestions to improve own work area and presenting the findings to the team.

3. Main duties and responsibility – Clinical Governance

- a. To identify and undertake audit and research in own work area and patient story interviews. To report results and change implementation plan to line manager and appropriate colleagues.
- b. To contribute and participate in departmental audits and research support the implementation of changes which may lead to new ways of working.
- c. To assist in the preparation of audit and evaluation reports which can be presented to a range of organisations and forums.
- d. To contribute and participate in the development of evidence based clinical standards, referral pathways and resources.
- e. To be responsible for increasing and maintaining professional competency through CPD activities identified in the Performance Appraisal and Development Review (PADR).
- f. To follow Trust policy when a clinical incident and/or complaint is identified.

4. Main duties and responsibilities – effort and environment

- a. To demonstrate compassion, empathy and sensitivity to clients, carers and families who may have emotional and physical conditions, cognitive impairment and social concerns requiring moderate emotional effort on regular basis.
- b. To perform tasks that require moderate to high mental effort daily, for example concentration to write letters, to use clinical analysis and reasoning skills to assess and develop appropriate treatment programmes, to educate clients and other healthcare professionals and to develop training material and presentations.
- c. To perform tasks which require the use and transportation of anthropometric measurement equipment and training materials, which require moderate mental and physical effort.
- d. Frequently exposed to lone working conditions in a variety of settings.
- e. To travel to community settings using the most appropriate form of transport, e.g., walking, cycling, public transport or car which may require moderate physical effort daily.
- f. To be able to respond to inconsistent work patterns, manage time effectively, and re-prioritise as required using moderate mental effort daily.
- g. May be frequently exposed to unpleasant working conditions such as unhygienic and cluttered environments, pets, and other animals.
- h. May be exposed to adverse or extreme weather conditions on a regular basis.

- i. May be exposed to verbal and physical aggression from community members, clients or carers and will need to demonstrate negotiation skills in the management of conflict.
- j. To always comply with Trust Moving and Handling, Lone Working, Health and Safety and Risk Assessment Policies.

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the post holder.

Person Specification

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Factors	Criteria	Assessment Method
Education/Qualification		
Essential	<ul style="list-style-type: none"> Degree in Dietetics Health Care Professions Council Registration Evidence of other post registration education and training in nutrition support 	AF
Desirable	<ul style="list-style-type: none"> Membership of the British Dietetics Association Member of a relevant Special Interest Group (for example the optimising nutrition prescribing specialist group) 	AF
Experience		
Essential	<ul style="list-style-type: none"> Post-registration experience in a range of clinical areas including complex nutrition support, enteral feeding and the appropriate prescribing of oral nutrition supplements. Experience in managing patients requiring nutrition support with other nutrition related diseases such as diabetes, progressive neurological conditions, COPD, Frailty Experience in training/teaching healthcare professionals Experience in the training of student Dietitians Experience in conducting or contributing to audits, QI and / or research Experience in using behaviour change/health coaching techniques Experience in contributing to policy, procedures, guidelines, and clinical standards development 	AF/IV
Desirable	<ul style="list-style-type: none"> Experience working in Community Dietetics Delivering education for service users Experience in supervising the work of others 	AF
Skills & Knowledge		
Essential	<ul style="list-style-type: none"> Developed skills in the assessment and treatment of clients with nutrition related disease Able to apply core dietetic skills across a range of clinical conditions Group education skills Ability to work autonomously Ability to work as a team member and promote collaborative multi-disciplinary and multi-agency working Ability to problem solve, prioritise, and demonstrate clinical reasoning Effective communication and report writing skills, in both verbal and written format Basic IT skills – Microsoft Word, Power point, Excel. Knowledge of and commitment to equal opportunities. Ability to work with service users from a diverse range of backgrounds Ability to manage time effectively, meet deadlines and deal with work pressures and demands Knowledge of relevant national policies and guidelines for example in Nutrition Support, Frailty 	AF/IV

Desirable		
Key Attributes		
Essential	<ul style="list-style-type: none"> • Personally, and professionally responsible • Able to self-motivate • Ability to be flexible, adaptable, and dependable 	AF/IV
Desirable		
Assessment will take place with reference to the following AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate		