

Job Description

1. JOB DETAILS

Job Title: Dietitian

Grade: AfC 5

Responsible to: Head of Dietetics

Reports to: Deputy Head of Dietetics

Location: Northern General Hospital/Royal Hallamshire Hospital/Weston Park hospital

2. JOB PURPOSE

- To be responsible for the provision of high quality dietetic service to a clinical caseload in a designated area, using skills and knowledge as an independent practitioner.
- To contribute to the development and implementation of evidence based clinical and teaching practice.
- To work with their supervisor and Dietetic team leader in assisting in the operational management of the department.
- To assist the dietetic management team to ensure the overall service provides high quality patient care, and in the management of clinical governance, resources and equipment.
- To actively participate in development, education and delivery of training to dietetic students

3. ROLE OF THE DEPARTMENT

Dietetic service aims to:

- Deliver a high-quality safe evidence-based dietetic and nutrition service to patients and carers referred to Sheffield Teaching Hospitals NHS Trust.
- Deliver education to healthcare professionals on nutrition and dietetics
- Support staff through professional development and supervision.

4. DEPARTMENTAL/DIRECTORATE ORGANISATIONAL CHART

See appendix 1

5. MAIN DUTIES AND RESPONSIBILITIES

5.1 Clinical Practice

The dietitian is responsible for a clinical caseload providing dietetic advice to patients and carers by undertaking the following:-

- Diagnose the nutritional/dietetic problem and determine dietetic treatment and develop effective management plans in respect of planned medical intervention and outcomes.
- Dietetic assessment and calculation of dietetic requirements for referred patients taking into account medical, biochemical, social, cultural, and psychological factors.
- Provide nutrition and dietary advice suitable to the patient's medical, biochemical, social and cultural factors which is based on current evidence, incorporating local professional and national guidelines and standards.
- Negotiate with patients to enable them to achieve targets overcoming barriers to change including dietary, environmental and social factors.
- Monitor and review dietetic care plans against outcomes, manage, and adjust care plan to facilitate achievement of goals.
- Ensure dietetic interventions can be implemented through continued collaborative interdisciplinary working in and outside the Trust by attending and participating in multidisciplinary meetings, case conferences.
- Work in partnership with services in the provision of nutritionally adequate, normal and therapeutic diets.
- Ensure up to date and accurate records of all assessments and interventions in medical, nursing and dietetic documentation in line with department, trust and government directives.
- Ensure safe and timely discharge of patients by providing relevant information to key professionals and agencies and following relevant procedures.
- Train patients and carers to manage enteral feeding at home, either by pump or bolus administration of the feed, nasogastric or PEG tube care and how to deal with minor complications.
- Develop, implement and evaluate educational programmes for patients and carers.
- Regularly review the requirements of the caseload with supervision from a Specialist Dietitian
- Contribute to health promotion in the Trust by developing and participating in events e.g. nutrition and hydration awareness campaigns

5.2 Teaching and Training

The dietitian will contribute to the development, implementation and evaluation of high quality evidence-based education in all media to Dietetic colleagues and other healthcare professionals both formally or informally in general dietetics by:-

- Using different models of teaching, in order to facilitate effective learning.
 - Developing or adapting methods and resources to meet the needs of participants' e.g. those with communication difficulties.

5.3 Dietetic pre registration training

The dietitian will assist the dietetic lead for student training in developing and managing pre registration training of dietetic students(of under and post graduate level) by:-

- Contribute to student dietetic training, ensuring learning outcomes and standards of practice are established and achieved by the student during allocated placement.
- Provide supervision during allocated placement and mentoring support as required
- Contribute to the design and development of training resources and lead relevant tutorials /worksheets.
- Assess and provide feedback on clinical, presentations, and other evidence collated during placement using clinical supervisory skills when appropriate.

5.4 Clinical Effectiveness, Evaluation and Research

The dietitian will contribute to clinical effectiveness (audit and research) as part of clinical practice by undertaking the following:-

- Critical appraisal of any new evidence pertaining to designated area of practice and to discuss within the team, department, and service e.g. at journal club meetings.
- Contribute to the development of evidence-based policies on matters relating to nutrition and dietetics and support implementation.
- Contribute to service evaluation
- Contribute to local, national and international studies, following agreed protocols and ethics.
- Contribute to the Dietetic service audit programme.

5.5 Inter- personal skills, Communication

The dietitian will establish and maintain effective communication with individuals, and groups about difficult or complex matters by:-

- Using counselling skills to establish rapport and a client centred relationship in order to identify barriers to understanding and implications for change for staff and patients.

- Using empathic, motivational, and negotiating skills in formulating a plan, establishing change and maintaining change for staff and patients.
- Obtaining consent and explaining the implication of a diagnosis in relation to complex dietary needs and long term impact on lifestyle and chronic disease management.
- Developing collaborative interdisciplinary working through effective communication, for example in case conferences, MDT team meetings and in day to day practice.
- Using a range of communication methods (hearing loop, interpreters, communication boards) to enable clear understanding for staff and patients.
- Adapting resources to meet language, learning, and physical disabilities associated with communication difficulties.
- Using information technology as a method of communication and information
- Maintaining good interpersonal skills with staff and colleagues to ensure no harassment, bullying or discriminatory behaviours

5. 6 Staff and service management

The dietitian will contribute to the strategic development of dietetic services by undertaking the following:-

- Contribute to organising day to day changes in staff resources to ensure the dietetic service meets agreed priorities and take into account effect on other members of the team.
- Attend and contribute to departmental meetings, working groups and lead them as required.
- Represent dietetics at relevant local and stakeholder groups.
- Record and submit clinical and professional activity using manual and electronic means according to departmental standards and national data collection.
- Produce progress reports as required.
- Support other dietetic staff members to provide evidence based practice in the clinical area.

5.7 Personal and Professional Development

6 The dietitian will ensure that all professional practice complies with the following:-

- The Health and Care Professions Council (HCPC) statement of conduct, performance and ethics.
- HCPC standards of proficiency for Dietitians.
- Department, directorate and Trust standards, policies and procedures

- BDA code of conduct
- BDA national professional standards
- Specialist group dietetic standards
- Other professional bodies' standards that impact on practice.
- Other government legislation that direct practice.

The dietitian will actively contribute to the Trusts and departmental clinical governance agenda by engaging in and providing evidence of CPD through:-

- Participating in the departmental appraisal system.
- Supporting the in-service training programme by attendance and presentation at staff meetings, tutorials, journal clubs, training sessions, and external courses.
- Participating in clinical supervision and reflective practice.

5.8 Risk management

- Monitor and maintain health and safety and security of self and others in the work area, and comply with the statutory requirements of the Trust's and Department's policies and procedures.
- Identify potential risks in work activities within trust procedures on risk management and take appropriate action.
- Take appropriate action to manage an emergency situation with patient or colleagues

5.9 Job dimensions

Clinical

The Dietitian covers a variety of clinical areas on one of the acute hospital sites. The Dietitian is expected to rotate wards and outpatient clinics to gain a broad experience of the acute service and develop their clinical knowledge.

1. Each acute post usually has 6-7 wards, that includes a variety of medical and surgical specialities or oncology wards at Weston Park hospital.
2. Acute posts cover one outpatient clinic per week and/or patient groups. Outpatient clinics include nutrition support, irritable bowel syndrome, coeliac disease, gastro disorders.
3. Teaching sessions are given to patients with Irritable Bowel Syndrome (IBS). Other teaching sessions are delivered to staff groups such as support workers, newly qualified nurses and the catering staff. These will cover a variety of topics including nutrition support, the role of the dietitian along with specific therapeutic diets.
4. The Department plays an essential role in the training of dietetic students of which you will contribute towards the supervision and development of their skills.

The dietetic teams work in collaboration with the clinical specialities in the management of patient care, audit and service development.

Flexible working policy

The service operates a flexitime policy.
Cover for colleagues at times of their absence

6. FINANCIAL MANAGEMENT RESPONSIBILITIES (including estimated size of budget)

Financial

Nil

7. HUMAN RESOURCES MANAGEMENT RESPONSIBILITIES (including numbers and grades of staff)

Human Resources

Dietetic Students

8. ASSET MANAGEMENT RESPONSIBILITIES (i.e. stock, equipment, buildings)

Assets

Nil

9. WORKING RELATIONSHIPS (please identify the main personnel with whom the post holder will be required to communicate with and advise internally and externally)

Communicate with:

Internal: Multidisciplinary teams in clinical area
Dietetic Service staff
Catering staff
Pharmacy staff
Colleagues in ours and other directorates across the care group and more widely across STH

External: Dietetic and multi-professional networks
Primary care/community staff

Chapter 1 We are committed to our responsibilities under the Equality Act 2010 and encourage equal opportunities, diversity and flexibility within our workforce
