

Job Description

Role Title: Renal Dietitian

Band: 5

Contract: Fixed Term

Responsible to: Renal Dietetic Team Leader

Accountable to: Clinical Director, Clinical Support Services Group

Location: UHCW NHS Trust

Key working relationships:

Dietetic department and renal multi-disciplinary team

Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



Net Zero and Sustainability.

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

Job Summary

Main duties

Clinical

1. To be clinically competent to give specialist dietetic advice, treatment and dietary counselling to renal patients in in-patient and out-patient locations, consultant led clinics and dialysis units.

2. To communicate nutrition and dietetic information in an understandable form to staff, clients and carers, requiring negotiation, persuasion, motivation and counselling skills including situations where there are barriers to understanding.
3. To use appropriate communication skills and resources to ensure that suitably accessible information is available to individuals on their dietary treatment/care plans.
4. To provide a resource of specialist renal nutritional care to other Health Professionals and Dietitians across the Trust and immediate environments.
5. To liaise with catering, nursing and dietetic staff to ensure the provision of a satisfactory meal service for renal patients
6. To attend and actively participate in multidisciplinary meetings and ward rounds
7. To work flexible hours to meet the needs of the patients and the service as required (e.g. provide cover to the twilight haemodialysis shifts and consultant led clinics)
8. To cover the work of colleagues during periods of absence or peak workloads

Training and education

9. To participate in the clinical supervision of student dietitians, including planning timetables and undertaking tutorials.
10. To carry out nutrition education & training for nurses, support workers, catering, patient groups and medical staff as required.

Key Result Areas and Performance

Professional

11. To keep up to date with current developments in dietetics and participate in appropriate continuous professional development activities.
12. To actively participate and contribute to departmental clinical supervision group to ensure a regular evaluation of practice through peer review.
13. Ensure that all Trust wide and departmental standards and clinical guidelines are maintained and monitored to improve the quality of total care, to all who come into contact with services provided by University Hospital Coventry and Warwickshire NHS Trust.
14. Participate in personal reviews, including annual appraisal, and work to achieve agreed set objectives.
15. To document patient activity data in accordance with trust and professional standards.
16. To work as an autonomous practitioner working within the BDA Code of professional conduct and HCPC Standards of conduct, performance and Ethics and Standards of Proficiency (Dietitians).

17. Contributes to the development and maintenance of the profile of the Dietetic profession.

As part of our commitment to patients and delivery of a world class service for all we have created the UHCW Improvement (UHCWi) System in partnership with the Virginia Mason Institute in Seattle; this involves a structured approach to removing waste and putting the patient first using a lean management system and methodologies. Our culture and ways of working reflect and embed the practices and methodologies of UHCWi. You are expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses is considered essential and a pre requisite for this post.

Person Specification

Job Title: Band 5 Renal Dietitian

Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable
Qualifications	BSc in Dietetics or equivalent Registered with HCPC BDA Member Documented evidence of continuing professional development	
Experience	Completed clinical placement or equivalent in acute hospital	Experience in an acute hospital during B or C clinical placement Recent post qualification dietetic experience Experience of working in a health or social care setting
Knowledge	Up to date professional knowledge gained through	Multicultural awareness

	Degree	
Skills	<p>Able to communicate with clients using dietary counselling, motivational and negotiation skills.</p> <p>Ability to analyse information and to make judgements on dietetic issues</p> <p>Able to demonstrate good written and oral communication skills with people from a variety of backgrounds, without risk of misunderstanding</p> <p>Able to plan and prioritise own caseload using time management skills</p>	<p>IT skills to support clinical practice (e.g. patient information systems, e-mail, internet, literature search, dietary analysis, word processing, presentation packages)</p>
Personal qualities	<p>Ability to work as part of a multi-disciplinary team</p> <p>Aware of own limitations and seeks advice from senior colleagues when required</p> <p>Committed to dietetic student training</p> <p>Committed to client centred, non- discriminatory practice</p> <p>Professional appearance</p> <p>Commitment to personal and professional development</p> <p>Passes Occupational Health Check</p>	<p>Interested in Renal dietetics</p>

Commitment to Trust Values and Behaviours	<ul style="list-style-type: none"> • Must be able to demonstrate behaviours consistent with the Trust's values. <i>(As detailed in UHCW's Values in Action document below)</i> • Applicants applying for job roles with managerial responsibility will be required to demonstrate evidence of promoting equal opportunities through work experience 	
--	---	--

Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.
- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.

Our values in action

We live our values in action in our work with patients, visitors and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

