

Medway NHS Foundation Trust

Professional Lead- Dietetics



Job Description

Role: Professional Lead- Dietetics

Banding: Band 8a

Division: Cancer and Core Clinical Services

Responsible to: Head of Therapies

Accountable to: Divisional Director of AHP and Nursing

Job Purpose:

- Act as the Professional Lead for Dietetics in Medway NHS Foundation Trust; responsible for ensuring effective provision of the Dietetic Service across specialities and line management of Team Lead and Specialist Dietitians.
- The role includes responding to national initiatives and advising on appropriate clinical and professional strategy relating to dietetic practice, in collaboration with the Clinical Lead for Dietetics.
- As a highly specialist, autonomous practitioner, provide advanced assessment, treatment and advice / education of patients with acute or chronic, highly complex presentations.
- To regularly undertake audit activity and contribute to research to ensure effective and evidence-based provision of services.

Key Responsibilities:

Clinical Practice

- To be professionally and legally responsible and accountable for all aspects of own clinical caseload and to manage the clinical risk within own caseload. The post holder is wholly accountable for their practice in line with the HCPC Standards of Conduct, Performance and Ethics.
- To be responsible for maintaining own capability and competency to practice through CPD activities and recognise the limits of individual competence and knowledge, undertake further training and academic qualifications as relevant to the role and service requirements, integrating new knowledge into current practice. Take responsibility for personal and professional updating and development, including mandatory training.
- To manage patients with complex nutritional needs along their clinical pathway, formulating expert clinical opinion in order to; recommend best course of nutritional intervention, to reassess and progress treatments accordingly in order to develop, inform and influence discharge plans, to advise and plan further nutritional management elsewhere. This will require the interpretation and analysis of complex clinical information and consideration of the suitability of various treatment options.



- To maintain highly developed physical skills where a high degree of precision and high levels of hand, eye and sensory co-ordination are essential. This may include procedures such as nasal gastric feeding tubes.
- To take action where patients fail to meet expected milestones in their recovery, and, escalate concerns where patients' nutritional needs are not met, working with members of the MDT to create innovative, bespoke solutions in order to optimise patient nutrition.
- Participate in the appraisal process and maintain a professional portfolio which supports reregistration.
- To ensure that, as an individual practitioner, the post holder maintains timely and effective communication with the Head of Therapies e.g. changes that may impact the delivery of Dietetic services, including staffing levels
- To continually develop the role of the Professional Lead for Dietetics within the service with particular relevance to own clinical fields by promoting awareness of the role throughout the Trust, local ICB, and nationally.
- Maintain a high standard of personal behaviour, consistent with professional expectation, and, reflective of the Trust's values, and ensure effective communication with all members of the multidisciplinary team, patients carers and relatives. Act with personal and professional integrity within ethical and legal frameworks and process to maintain and improve standards.

Leadership and Management

- To be responsible for the operational management of the Dietetic Service, to include structure of teams/services, allocation of work, caseload management, and individual development and to ensure that work is carried out to a high standard in an efficient manner. This will involve planning and organisation of a number of complex activities and programmes, which require the interpretation of complex information and formulation and adjustment of plans. This is expected to include communication with external partners, including HEIs in order to develop innovative, high quality clinical placements for Dietetic students and community providers and suppliers in order to develop cross-organisational pathways of care.
- To be responsible for ensuring that all clinical areas have timely access to Dietetics at all times during service hours
- To ensure the collection and timely submission of required data and statistics, monitoring, interpreting and communicating trends to the Head of Therapies
- To contribute to the procurement and approval of goods and services for the Therapy Service and act as an authorised signatory, acting as the delegated budget holder for Dietetics, approving expense forms, requisition requests, pay returns, flexible worker bookings, etc.
- To line manage Team Lead and Specialist Dietitians
- Work in partnership with the Professional Leads for Occupational Therapy and Physiotherapy to ensure effective interdisciplinary working in Therapies.
- To attend departmental staff meetings and multi-disciplinary team meetings in the speciality and lead Dietetic team meetings



- To lead the recruitment of staff for Dietetics, to include shortlisting, interviewing and induction, ensuring the service remains within budget/establishment and to interview for other posts within the Department as required
- To participate and present at regional MDT meetings within the speciality
- To monitor and ensure compliance with essential statutory and mandatory training for all dietetic staff and propose additional training required in order to develop staff and the service
- To demonstrate a robust understanding and application of governance and risk, and to be able to apply this understanding to own clinical practice and clinical practice of others within the section.
- To interpret national guidance, best practice recommendations, etc. relevant to inpatient Dietetic services and work collaboratively with the Clinical Lead for Dietetics in order to develop services that are able to deliver against these
- To interpret clinical professional and national standards and advise on their application in the provision of practice within Medway NHS Foundation Trust.
- To contribute to the professional agenda at a local, regional and national level by offering expert information in a Professional Lead capacity by providing appropriate advice to own and other professionals on care practices, service delivery and service development.
- To propose, support and implement policy and/or service changes in areas other than Dietetics/Trust-wide
- In collaboration with the Clinical Lead for Dietetics, to suggest and implement policy and/or protocols relating to the delivery of Dietetic services
- To make decisions regarding service provision which involves complex facts and situations, requiring the analysis, interpretation and comparison of a range of options
- To develop and monitor Dietetic service objectives, in line with departmental objectives and the strategic direction of Medway NHS Foundation Trust
- To lead on collaborative working with the catering service at Medway NHS Foundation Trust to ensure meals, snacks and drinks offered to patients meet required standards
- To represent the Therapies Department and Dietetic Service at multi-professional meetings as required at both internal and external meetings
- Contribute to all aspects of the management of the Medway NHS Foundation Trust's Therapies Service, deputising for the Head of Therapies in their absence.

Education

- To support the Clinical Lead for Dietetics to ensure the delivery of a high standard of the in service training programme
- To contribute to the education of apprentices, BSc and MSc Dietetic students who may be on placement in the clinical area and being supervised by one of the other senior staff in the team



- Work collaboratively with the Therapies Practice Placement Lead to ensure student placements are well organised and of high quality
- To provide expert advice and education on nutrition and dietetic issues as requested by staff and other multi-disciplinary team members
- To participate in the staff appraisal scheme and personal development planning as an appraiser. Also to ensure that all staff in the team are appraised in a timely manner by self or via a cascade system within the team, ensuring appraisals are of high quality and meaningful in order to support staff development and retention.
- To demonstrate a commitment to own continual personal development through participation in internal and external development opportunities, evidencing learning outcomes in a portfolio

Research

- To contribute to the evaluation the provision of clinical service delivery leading to development and/or redesign, as indicated.
- To support the Clinical Lead for Dietetics with the integration of best clinical evidence into practice across the clinical specialisms and support the research framework within Dietetic Services involving initiation of research projects, evaluation and implementation of evidence based practice in order to ensure that high quality services are based on the best available evidence.
- To provide support and guidance to other staff within the service who are undertaking research projects at Masters level.
- To assist and mentor staff to implement research findings into practice by providing support and training in literature searching and critical appraisal skills.
- To initiate and/or facilitate or undertake research and development programmes that enhances the evidence base, and, has impact outside the organisation.
- To assess stakeholder needs and views of nutrition and dietetic services for the patient population and work with them to develop expert practice.
- To publish and present completed project work

The post holder will undertake other duties as may be required to achieve the Trust's objectives, commensurate with the grading of the post.

Key Working Relationships:

Internal	External
<ul style="list-style-type: none"> • Head of Therapies • Clinical Lead for Dietetics • Therapy Leads • Dietitians and Dietetic Assistants • Occupational and Physiotherapy staff • Administrative and Clerical Staff 	<ul style="list-style-type: none"> • Professional colleagues within other acute organisations and the local community services including ICBs, GPs, community Dietetic services etc. • HEIs • Professional bodies • Clinical specialty networks.



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| <ul style="list-style-type: none"> • Consultant and Senior Nursing colleagues, • Research Department • IDT, Social Workers, Senior Healthcare colleagues and MDTs across relevant specialty areas | |
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Main Conditions of Service

Registered Health Professional

All staff who are members of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements. All registered professionals must maintain registered in line with the Trust Professional Registration with Regulatory Bodies Policy.

Our Vision and Values

All staff must commit to our Vision and Values and exhibit behaviours in line with our new Values.

Bold
Every Person Counts
Sharing and Open
Together

We are *inspiring* and *ambitious*
We are *respectful* and *supportive*
We are *open* and *speak up*
We are inclusive and responsible

Our Trust is a great choice for people who want to develop their career in an ambitious environment. Our employees are able to choose the coverage and supplemental benefits that best fit their needs and those of their families.

We are committed to endorsing diversity, multiculturalism, and inclusion; our policies / procedures ensure that all applicants are treated fairly at every stage of the recruitment process.

eRostering

Roles with budgetary responsibilities for e-rostering have had these responsibilities included in job descriptions.

Mandatory Training

All staff must complete on-going mandatory and role-specific training pertinent to their post, and this should be confirmed with their line manager.

Quality Assurance

The Medway NHS Foundation Trust has adopted comprehensive quality assurance, and all members of staff employed by the trust are expected to play their part. The aim is to provide a



good quality service, which the customer accepts is appropriate and which is provided in the best possible way.

Health & Safety

Staff are required to observe local Health & Safety arrangements and take reasonable care of themselves and persons who may be affected by their work.

Equal Opportunities

Staff are required to comply with the Medway NHS Foundation Trust's approach to equal opportunities and treat everyone the same, regardless of their gender, race, disability, marital status, religion or belief, sexual orientation, gender reassignment or age.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Infection Prevention and Control

All post holders have a personal obligation to act to reduce healthcare associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs. All post holders must comply with Trust infection screening and immunisation policies as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Hygiene Policy and Trust procedures for use of personal protective Equipment, safe procedures for using aseptic techniques and safe disposal of sharps.

Information Governance

Staff is required to keep all patient and staff information confidential unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard any data considered to be confidential may be regarded as misconduct/gross misconduct and a disciplinary offence.

Patient Experience

Staff should ensure that they help to create a positive patient experience at all stages of a patient's interaction with the hospital and help to improve the patient experience within the hospital environment.

Safeguarding Children and Vulnerable Adults

The Trust is committed to the protection of children, young people, their families and vulnerable adults accessing its services. Promoting the message that "safeguarding is everyone's business" is vital to ensure our patients are protected and safe from abuse. To this end you must comply with Trust's and the Kent and Medway Safeguarding Board's policies on safeguarding children, young people and vulnerable adults.



All staff no matter where they work or which age group of patients they work with must be aware of their responsibility to act when they feel a child, young person or vulnerable adult has been or is at risk of abuse.

Disclosure and Barring Service

The position you have applied for may have been identified as being an 'eligible position' under the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* [the Exceptions Order] and, in certain circumstances, the *Police Act 1997*. As such, it may meet the eligibility criteria for a standard or an enhanced disclosure to be requested through the Disclosure and Barring Service (DBS).

Uniform

All staff must adhere to the Trust Nurses/Midwives Uniform Policy.

Job Description

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

Smoke Free Medway

Medway NHS Foundation Trust is a smoke free site. This means that smoking is completely prohibited in all Trust buildings, grounds and car parks. This will ensure that the hospital is a better place to work and for our patients to be treated.

If you are currently a smoker and would like to receive free stop smoking advice, please contact the Medway Stop Smoking Service on 07535 710329 or 0800 234 6805.



Staff Networks

LGBT+ Staff Network

Staff (Dis)Ability Network

Armed Forces Network (for staff who are Reservists and Veterans)

Black, Asian and Minority Ethnic (BAME) Staff Network





Staff Benefits Information

The Trust has worked hard to offer the **Best** of the benefits to our staff, the **Best** of people. By following the link before you will find our staff benefits handbook which provides you with a large selection of benefits available.

<https://view.pagetiger.com/Benefits-Wellbeing/currentstaff>

Our Commitment

We are jointly committed to creating and maintaining a fair and supportive working environment and culture, where contributions are fully recognised and valued by all and staff feel empowered to carry out their duties to the best of their abilities.

As employers we are committed to promoting and protecting the physical and mental health and well-being of all our staff.

Talent Management and Skills Coaching

All staff at Medway NHS Foundation Trust will have the opportunity to undertake talent and coach sessions held with our Organisational Development Team. This will be supported through the talent management process.

Flexible Working Opportunities

At the NHS, we are reminded every day of how important life is. As a flexible working friendly organisation, we want to be sure that you can work in a way that is best for us and for our patients, and for you. Speak to us about how we might be able to accommodate a flexible working arrangement whether that's job share.

Applications are welcomed from applicants who wish to apply for a position on the basis of a smarter or flexible working arrangement. Where candidates are successful at interview, such requests will be taken under consideration and accommodated where the needs of the service allow.



Person Specification

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

Role: Professional Lead Dietitian

Qualifications	<ul style="list-style-type: none"> • Degree / Diploma in Nutrition and Dietetics • Current Health & Care Professions Council HCPC registration • Recognised relevant post graduate courses/qualifications to Masters module level • Practice Placement Educator training
Knowledge	<ul style="list-style-type: none"> • Highly specialist knowledge of a wide range of approaches in dietetic management in the acute hospital setting demonstrated by advanced clinical reasoning • Awareness of community services • Robust understanding of Clinical Governance and Risk • Awareness of principles of Adult Safeguarding
Values	<p><i>Exhibits behaviours in line with Trust Values:</i></p> <p>Bold <i>We are inspiring and ambitious</i></p> <p>Every Person Counts <i>We are respectful and supportive</i></p> <p>Sharing and Open <i>We are open and speak up</i></p> <p>Together <i>We are inclusive and responsible</i></p>
Experience	<ul style="list-style-type: none"> • Significant post qualification experience in a senior clinical role in a relevant field • Experience in leadership of a team • Experience of successfully implementing change • Experience of Critical Appraisal and Research • Practical experience of use of audit techniques and analysis



Skills	<ul style="list-style-type: none"> • Highly developed physical skills where a high degree of precision and high levels of hand, eye and sensory co-ordination are essential • Effective communication with patients and a wide range of health care professionals and external agencies • Excellent IT skills • Supervisory and mentoring skills • Excellent interpersonal skills • Evidence of self-directed learning • Ability to work independently as an autonomous practitioner • Ability to pass on skills/knowledge to others within both formal and informal environments • Able to work collaboratively within the multidisciplinary team • Able to prioritise work, delegate and organise • Able to persuade and influence in highly complex and difficult situations with sensitivity • Able to support the implementation of innovative and evidence-based models of practice
Other Attributes	<p>Flexible and adaptable to change to meet the needs of the service.</p> <p>The vision and focus to continually strive to improve the service for our patients is a key attribute for this, and any role at the Medway NHS Foundation Trust</p>





Medway
NHS Foundation Trust



Best of care
Best of people



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