



JOB DESCRIPTION

JOB DETAILS

Job Title:	Dietetic Team Lead
Grade	Band 7
Department:	Nutrition and Dietetics
Division:	Clinical Support Services
Base:	Wythenshawe Hospital
Responsible to:	Head of Dietetics
Responsible for:	Leadership of designated dietetic team

Role Summary:

- To lead specialist dietetic team in providing an effective specialised dietetic service for patients within a specific clinical area.
- To have a responsibility to line manage and supervise a team of dietitians and assistants
- To act as a source of expertise and support to other dietitians and other healthcare professionals including medical staff, AHP's, Pharmacists, Nursing staff.
- As a highly experienced autonomous practitioner to assess, request diagnostic tests and treat patients within his/her own case load of in and/or out-patients.
- To provide education and training to doctors, nursing staff, dietitians, students and others as appropriate to the role.
- To be responsible for developing and co-ordinating dietetic student placement programmes.
- To drive local policy development in relation to clinical specialty

Clinical Responsibilities

- To act as an expert, evidence based resource for the nutritional treatment of this designated patient group, advising on complex specialist feeding methods in order to optimise treatment outcomes
- To act as clinical lead in this area for other team members and the wider department
- To carry a complex clinical caseload within this specialty and ensure nutritional intervention is delivered in an effective, timely and cost-effective manner, taking into account medical, biochemical, pharmacological, social, psychological, environmental and cultural factors.
- To be an active member of the multidisciplinary team in this designated area, attending meetings and ward rounds as appropriate
- To undertake comprehensive assessment of patients including those with diverse or complex presentations/multi-pathologies in order to formulate individualised management and treatment plans
- To be able to accurately calculate nutritional requirements for highly complex conditions and devise feeding/dietary regimens to meet these requirements.
- To assert autonomous clinical judgment where expert opinion differs due to an ambiguous or absent evidence base.
- To apply advanced clinical reasoning skills and assessment techniques in the planning and implementation of complex and specialised therapeutic interventions eg intravenous feeding regimens
- Where appropriate, to undertake anthropometric measurements to assess and monitor nutritional status.
- To deal empathetically with patients who are facing long-term complications and/or the terminally ill.
- To communicate effectively and comprehensively with staff, patients and carers from a range of socio-cultural backgrounds, including those with disabilities, to ensure understanding, co-operation, compliance and consent.
- To facilitate safe and timely patient discharge and to monitor outcomes of dietetic intervention
- To monitor and review dietetic care plans within the specialist field against a diverse range of outcome measures and adjust care plans to facilitate achievement of goals.
- To participate in emergency cover as required.
- To develop evidence based clinical protocols and pathways of care in conjunction with the multi-disciplinary team.

Managerial/Organisational

- To be responsible for a designated area of work; working efficiently and cost effectively with regard to patients' management and use of resources.
- To appropriately determine priorities according to patient-related, professional, departmental and trust demands and goals.
- To be responsible for ensuring suitable and cost effective selection and use of resources.
- To delegate aspects of patients' treatment programs to less senior registered staff, dietetic assistants and under-graduate students as appropriate
- To liaise with MDT colleagues within UHSM and externally to ensure safe discharge and suitable provision of ongoing treatment.
- To provide managers with specialist advice on planning and development in relation to the specialist service.
- To provide leadership within the trust by representing Dietetics on relevant specialist groups and working parties
- To support the development and delivery of dietetic student placement programs, including teaching, assessment of performance, feedback, coaching and formal assessment. To delegate aspects of clinical placement to less senior staff and to oversee staff who provide under-graduate education.
- To take a lead role in the development and implementation of (local and national) policies and services within the Department and the Trust in relation to this specialist area of dietetics.
- To be responsible for the line management of a team of dietitians and assistants, with involvement in recruitment and CPD in line with Trust policy and as directed by the Head of Dietetics.
- To engage in appraisal and performance management of team members, in line with Trust policy.
- To provide support to less senior staff who may need emotional support and empowerment to manage change effectively.

Documentation

- To be responsible for maintaining accurate and comprehensive records of assessment and treatment in line with British Dietetic Association national standards and local UHSM policy.
- To record and submit clinical activity data in accordance with departmental standards and collate information on designated team performance as requested by the Head of Service.

Clinical Governance

- To maintain his/her competence to practice at a highly specialised level and to meet professional and Health Professions Council clinical requirements for registration.
- To comply with the Health and Care Professions Council standards and rules of professional conduct.



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- To undertake ongoing personal development, as determined in conjunction with the Head of Dietetics, in line with the Trust Appraisal Policy.
- To maintain and further develop requisite specialist skills and knowledge e.g. through reflective practice, in-service training, formal and informal training / courses and Specialist Clinical Interest groups s.
- To undertake Trust and local mandatory training.
- To ensure high clinical standards and evidence based practice within the profession and the designated specialty by teaching at an under-graduate and post-graduate level to dietetic students locally and regionally and to other health professionals (including Consultants) within UHSM and more widely.
- To design and undertake audit/research within the specialist clinical area and coordinate audit and research within team.
- To gather and analyse data from research projects, clinical audits, quality assurance standards etc. in line with the service/team clinical governance agenda and to implement any changes in practice arising out of such work.
- To critically analyse research papers and other relevant data on new treatment techniques and to apply such knowledge/techniques appropriately within this specialist area in order to improve patient care and outcomes.
- To comply with National and Local policies, guidelines, standards and requirements and to advise the Head of Dept regarding pertinent changes to national guidelines/legislation within this specialist field e.g. NSF/NICE.
- To develop local evidence based policies and protocols in relation to this specialist area.
- To comply with UHSM Risk Management policy and undertake risk assessments in the designated clinical area, informing line manager and agreeing and implementing an action plan
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Effort and Environment skills

Physical effort: Transport of record cards, anthropometric and home enteral feeding equipment, non-stock supplements and record cards from the dietetic office to ward/outpatient clinics as required.

Mental Effort: Frequently required to spend up to one-two hours concentrating whilst collating, assessing patient information and developing a care plan and while analysing audit information and producing reports and documents.

Able to work with frequent interruptions and review workload priorities several times a day to deal with changes in service demands.

Emotional Effort: Involved with the care of terminally ill and critically ill patients on a day to day basis, dealing with stressed and emotional patients, relatives and carers.

Working conditions: can often be unpleasant e.g. dealing with body fluids, soiled linen and unpleasant smells and sights.

General Information

Health and Safety at Work

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardise the health and safety of either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health and Safety at Work. ALL accidents must be reported to your Senior Officer and you are asked to participate in accident prevention by reporting potential hazards.

Security

The post holder has a responsibility to ensure the preservation of NHS property and resources.

Confidentiality

The post holder must maintain confidentiality at all times in all aspects of the work.

Equal Opportunities

UHSM encourages Equal Opportunities and operates an Equal Opportunities Policy. All individuals regardless of race, ethnicity, nationality, gender or disability are encouraged to apply for all advertised posts.



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No Smoking Policy

The Trust has a no smoking policy. The policy applies to staff, patients and visitors and extends to the hospital grounds as well as internal areas. Staff appointed will undertake not to smoke on Trust premises.

This job description is a reflection of the current situation and may be subject to change following consultation with the post holder.



Dietetic Team Leader – Band 7 Person Specification

	<u>Essential</u>	<u>Desirable</u>	Method of Assessment
Qualification	<p>BSc (Hons) or post graduate Diploma in Dietetics.</p> <p>Current registration with HCPC.</p> <p>Qualification or evidence of working towards a Masters in area of specialisation.</p>	<p>Higher level degree eg Masters in relevant clinical area or in Clinical Leadership/Management/Education</p> <p>Teaching qualification</p> <p>Current membership of BDA</p>	<p>Application</p>
Experience	<p>Post graduate dietetic experience in a variety of clinical specialities.</p> <p>Relevant Band 6 experience.</p> <p>In-depth knowledge to expert level of nutrition support, including complex enteral and parenteral feeding regimes and the specific requirements of hypercatabolic ICU patients.</p> <p>Experience in a clinical supervisory role, providing support and guidance to junior members of staff and students.</p>	<p>Experience of managing a team including recruitment, selection and appraisal</p> <p>Clinical experience with Intestinal failure or ECMO patients</p> <p>Clinical research experience</p>	<p>Application and Interview</p>



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	<p>Evidence of contribution to service improvement.</p> <p>Evidence of CPD to comply with HPC requirements for registration.</p> <p>Experience of policy and/or protocol development.</p> <p>Experience in development and delivery of teaching and learning programmes at under and post-graduate level.</p> <p>Evidence of successful change management.</p> <p>Experience of audit</p>		
Skills and Abilities	<p>Excellent oral and written communication skills with people from a wide variety of backgrounds, ages and settings.</p> <p>Presentation skills to demonstrate effective and efficient work.</p> <p>Evidence of effective working with MDT and multi-agency teams.</p> <p>Able to plan, prioritise and organise workload and meet deadlines in spite of repeated interruptions.</p>	<p>Publishing track record</p> <p>Evidence of presentations/lectures</p>	<p>Application and Interview</p>



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	<p>Accurate anthropometric measuring skills.</p> <p>Competency in IT Office programmes and dietary analysis software.</p> <p>Well developed behaviour change and counselling skills.</p> <p>Ability to synthesise and analyse complex clinical and theoretical information.</p> <p>Able to work autonomously.</p> <p>Problem solving skills.</p>		
Knowledge	<p>Detailed knowledge of clinical governance.</p> <p>Understanding of professional ethics and their application in practice.</p> <p>Understanding of team dynamics.</p> <p>Knowledge of current NHS trends which influence service provision.</p>		Application and Interview
Other/ Personal Attributes	<p>Enthusiastic</p> <p>Self-motivated, autonomous practitioner</p>	Car driver	Application and Interview



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	<p>Effective team player</p> <p>Motivational skills</p> <p>Confident and uses initiative</p> <p>Flexible, adaptable and demonstrates good time management skills</p> <p>Able to cope with stress and make decisions when under pressure.</p> <p>Reflexive and committed to ongoing personal development</p> <p>Able to deal with distressed clients, relatives or staff.</p> <p>Able to deal with occasional personnel problems and complaints.</p>		
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