

Job Description

Job Title:	Dietitian (Band 5)		
Band:	5		
Department:	Nutrition and Dietetics		
Care Group:	Medicine		
Reports To:	AHP Team Manager		
Accountable To:	Senior Operational AHP Manager		
Professionally Accountable To:	Professional Lead for Dietetics		
Responsible For:	Clinical practice/ Leadership/ Facilitate learning/ Evidence, research, and development		
Main Base/ Site:	Scarborough		
Contract Status:	<input checked="" type="checkbox"/> Permanent	<input type="checkbox"/> Fixed Term	<input type="checkbox"/> Other:
AfC Reference Number:			



JOB SUMMARY/PURPOSE:

To assess, treat and provide specialist dietetic care for a range of patients in the inpatient and outpatient setting – including those requiring nutrition support, enteral and parenteral nutrition.

To work as an autonomous practitioner, holding responsibility for your own caseload of patients with physical, psychological & cognitive problems.

To provide support, advice, and training to less experienced members of staff and students.

To act as a resource within the department and Trust providing information and advice in those conditions indicated.

To maintain accurate dietetic records in accordance with Trust guidelines, Health and Care Professions Council (HCPC) requirements and the British Dietetic Association (BDA) requirements.

To contribute to the collection of business-related information to inform service development and priorities.

To work flexibly as a member of the department responding to relevant service needs supporting both inpatient and outpatient services. This may include input outside core hours, and travelling to other hospital sites including Scarborough, Harrogate, Malton, Selby, and Easingwold.

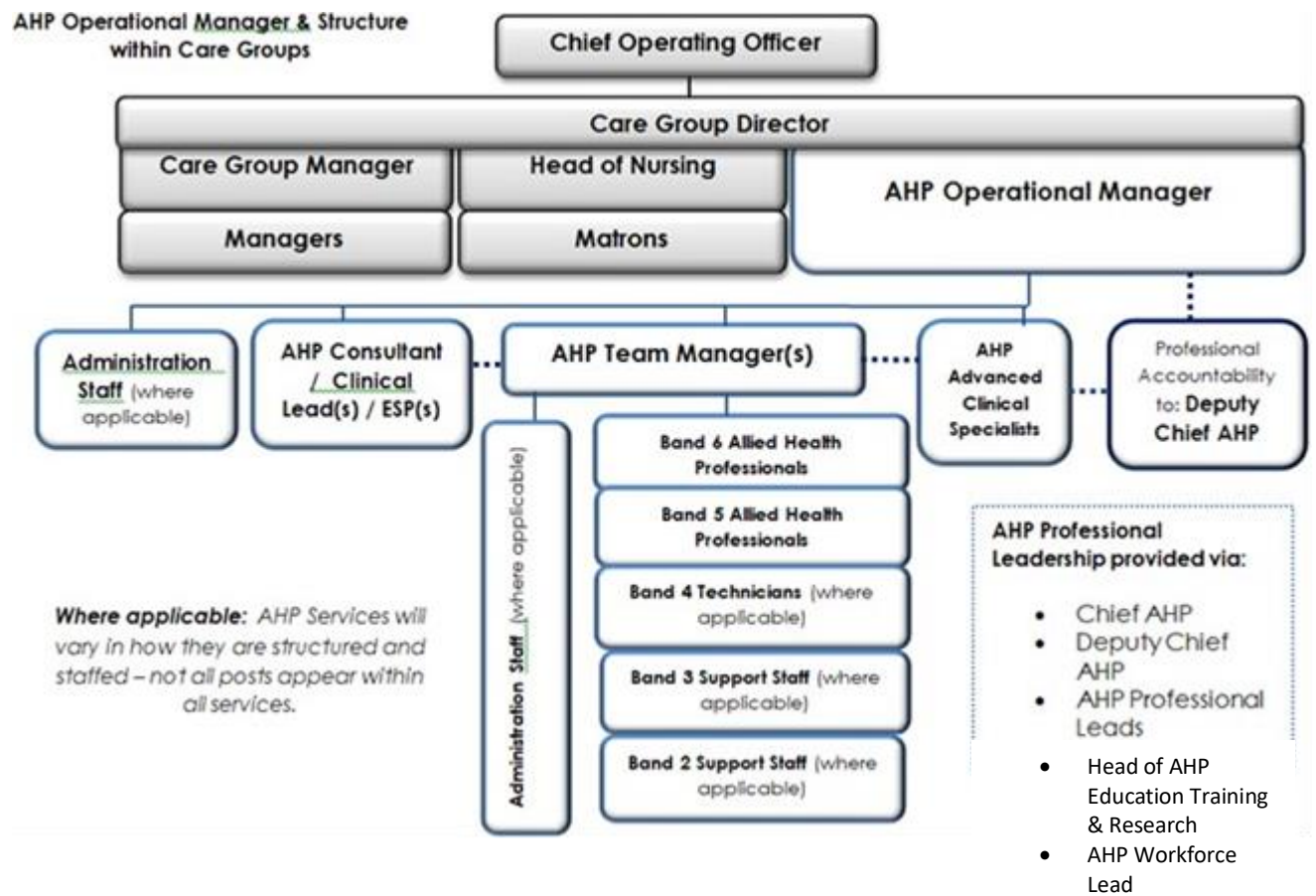
To contribute to a defined area of service working without direct supervision; clinical work will be evaluated in line with Trust and service objectives.

To engage in regular clinical/managerial supervision and undertake education and training, to develop oneself and others.

To contribute to evidence-based audit and projects to evaluate and improve clinical practice and evaluate user involvement suggesting local service changes where appropriate.

To be involved with appropriate clinical networks that may be at a local, regional, or national level.

ORGANISATIONAL CHART:



KEY RELATIONSHIPS:

Multidisciplinary Team
 Patient, family members, carers
 Community services and providers

KEY DUTIES/RESPONSIBILITIES

KEY PILLARS OF PRACTICE

1. Clinical Pillar

Practice safe and effective care within their scope of practice and their professions' legal and ethical boundaries.

Utilise guidelines to further develop their knowledge, skills, and professional practice.

Appropriately plans and prioritises a clinical caseload maintaining accurate records

Able to identify and manage risk associated with their clinical practice and service delivery, seeking support, and escalating where necessary.

Consistently acts with honesty and integrity in alignment with the Trust values, kindness, openness, excellence.

Has sound knowledge of the underpinning skills relevant to the process for nutrition and dietetic practice, including assessment, identification, planning, implementation, monitoring and review.

Able to provide individualised patient care by considering service users' views and by drawing on relevant communication, analytical and judgemental knowledge, and skills.

Has well-developed communication skills including active listening, non-verbal communication, empathy, and respect. Can confidently use these skills with individuals and groups of individuals with varying or different communication needs to engage them in the decision-making process. Consistently uses an appropriate medium for communication.

Consistently reflects on and reviews practice against the professional standards that need to be met to maintain fitness to practice.

2. Leadership Pillar

Able to work as an autonomous practitioner and uses their professional judgement to identify issues with service delivery.

Has the required planning and organisational skills to be able to identify and actively address service delivery issues seeking additional support where necessary.

Takes responsibility for quality aspects of service delivery and participates in projects that seek to make improvements through monitoring and service evaluation.

Recognises their responsibility in relation to quality improvement and identifies areas for improvement in collaboration with colleagues, patients/service users and carers/families.

Actively works with a team to make *small-step-change* to care and services using the PDSA cycle.

Able to describe; how quality improvement projects can lead to positive change within their practice area.

Has an awareness of the impact of culture, equality and diversity, and practices in a non-discriminatory manner.

Acts as an advocate for the nutritional health of individuals within a given population and to promote the dietetic profession, using various communication channels including social media.

Understands the importance of and can maintain confidentiality.

Works well with others and seeks to establish and maintain safe working practices within a challenging and constantly evolving environment.

Understands the importance of strategy, local policies, and protocols, and can articulate how their actions contribute to the achievement of strategy.

3. Education/Training Pillar

Has the skills to deliver; taught sessions to peers, students and service users and can reflect on what went well and identify areas of improvement for subsequent sessions.

Has the range of knowledge necessary to answer most questions posed by audience members and where further information is required can signpost appropriately.

Able to appraise existing external information sources to determine whether these are fit for purpose and where necessary develop new basic nutrition and dietetic resources.

Understands the importance of and can include service users in the development of 'good' health information. Ensures information is clearly communicated, accurately reflects the evidence-base and is relevant, impactful, and accessible.

Regularly accesses supervision and seeks to participate in activities to develop their practice.

Takes responsibility for pre-registrant student training and engages in supervision of both registered and non-registered staff.

Able to actively reflect on their practice and seeks feedback to improve, subsequently taking steps to address any developmental needs.

Able to appropriately challenge entrenched practice and with support identify new ways of working.

4. Research & Audit Pillar

Understands the need to quality assure practice and actively contributes to service evaluation and audit.

Able to identify, appraise and integrate robust evidence into practice according to their capability, service user needs and values whilst acknowledging the limitations associated with the research literature.

Utilises local, national, and international; policies, protocols, and guidelines to support their practice. Seeks to use data from other relevant sources to evaluate and further develop their practice.

Recognises the strengths and weaknesses of a range of outcome and quality indicators and seeks to incorporate these into practice where appropriate.

Able to identify ineffective and or inefficient practice and adopts a solution-focussed approach to bring about improvements.

KEY VALUES

The Trust would expect all employees to demonstrate our values as part of their day to day working lives:

- We are **kind**
- We are **open**
- We pursue **excellence**

These values are underpinned by behaviours:

We are **kind**, this means we:

- **Respect** and value each other;
- Treat each other **fairly**;
- Are **helpful**, and seek help when we need it.

We are **open**, this means we:

- **Listen**, making sure we truly understand the point of view of others;
- Work **collaboratively**, to deliver the best possible outcomes;
- Are **inclusive**, demonstrating everyone's voice matters.

We pursue **excellence**, this means we:

- Are **professional** and take pride in our work, always seeking to do our best;
- Demonstrate high **integrity**, always seeking to do the right thing;

- Are **ambitious**, we suggest new ideas and find ways to take them forward, and we support others to do the same.

STANDARD GENERIC ITEMS:

The post holder will uphold and support these values in accordance with the Behavioural Framework. To this end, in our goal to promote and embed equality and diversity throughout the organisation, the post holder will ensure that everyone is treated as an individual, with dignity and respect.

In addition to observing the departmental rules and procedures, which all staff are required to observe and follow, the post holder is also required to follow the Trust's general policies and procedures that apply to the employment relationship. Whilst the Trust recognises specific responsibilities fall upon management, it is also the duty of the post holder to accept personal responsibility for the practical application of these policies, procedure and standards. The post holder should familiarise themselves with these, and ensure they have an understanding of them, and adhere to them.

The Trust has a No Smoking Policy. All its premises are considered as non-smoking zones.

In order to ensure the Trust's ability to respond to changes in the needs of the service, the Trust may make changes on a temporary or permanent basis, that are deemed reasonable in the circumstances, to the duties and responsibilities outlined in the job description. Any changes will be made with reasonable notice, taking into account the circumstances of the Trust and the post-holder.

This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the post. It may be subject to change as the organisation and services develop and wherever possible change will follow a consultation with the post holder.

JOB AGREEMENT:

Job Holder (PRINT NAME)	
Job Holder (SIGNATURE)	
Date	

Recruiting Manager (PRINT NAME)	
Recruiting Manager (SIGNATURE)	
Date	

PERSON SPECIFICATION

Dietitian (Band 5)

Criteria	Essential	Desirable
Education, Qualifications and Training	HCPC Registered Dietitian Evidence of relevant CPD activities	Evidence of postgraduate training within dietetics Practice placement supervisor qualification
Experience & Knowledge Required	Evidence of knowledge relevant to role, including the management of a range of conditions Willingness to acquire additional knowledge through formal and informal clinical supervision Evidence of ability to manage clinical presentations Experience in assessment and provision of dietetic equipment Experience in delivering clinical treatment within dietetics Awareness of current issues in health care Standards of Professional Practice	Knowledge of outcome measures to evaluate clinical treatment Developed clinical skills within relevant area Experience of training/supporting others (including students) within dietetics Delivery of relevant audit projects
Skills & Attributes	Ability to organise and prioritise Ability to demonstrate appropriate engagement with others and understanding of the impact of good and poor communication Ability to work as an effective member of multidisciplinary team Ability to present information, written and verbally in a clear and logical manner	Ability to use different communication methods and styles Evidence of personal development

	Car driver with valid UK licence	
Aptitude & Personal Qualities	<p>Flexible & adaptable</p> <p>Ability to work as a team</p> <p>Always demonstrates professional demeanour</p>	
Values, Drivers & Motivators	<p>Ability to demonstrate our organisational values and behaviours:</p> <ul style="list-style-type: none"> • We are Kind • We are Open • We pursue Excellence 	