

JOB DESCRIPTION	
Job Title	Senior Specialist Dietitian - <i>Neurosciences</i>
Band	6
Department/Service	Nutrition & Dietetics
Organisational Relationships:	
Responsible to	Operational Manager
Accountable to	Nutrition and Dietetic Lead
Professionally Accountable to	Nutrition and Dietetic Lead
Responsible for	
Organisational Chart:	
<div style="text-align: center;"> <div style="border: 1px solid black; padding: 10px; margin: 10px auto; width: 60%;">Head of Dietetics and Adult Speech Therapy</div> <div style="margin: 10px auto; width: 20px; text-align: center;">↓</div> <div style="border: 1px solid black; padding: 10px; margin: 10px auto; width: 60%;">Operational Manager / Clinical Lead Dietitian</div> <div style="margin: 10px auto; width: 20px; text-align: center;">↓</div> <div style="border: 3px double black; padding: 10px; margin: 10px auto; width: 60%;">Senior Clinical Specialist Dietitian</div> </div>	

Job Summary / Role:

- To plan, organise and provide evidence based specialist dietetic assessment, management and treatment of patients based on national and local priorities within the framework of clinical governance. This will include *neurosurgery, neurology and neuro-rehabilitation*.
- To provide expert dietetic advice to healthcare professionals, dietitians and others within *the specialist areas of neurosurgery, neurology and neuro-rehabilitation*.
- To work flexibly and adapt to meet the changing needs of the service

Key Relationships:

- To be actively involved in relevant patient and caregiver support groups *if relevant*
- To attend relevant clinical meetings for example; clinical MDT's, case conferences, operational and audit meetings on a regular basis.
- To develop, sustain and evaluate collaborative approaches to clinical practice
- To communicate treatment details to patients, caregivers and members of the multi-disciplinary (MDT) team
- To provide support to patients, relatives and caregivers, to enable them to implement treatment plans and to work with them to overcome barriers.
- Liaise with other healthcare professionals outside of the organisation such as GP's, Specialist Nurses, Respite Care, District Nurses, Care Homes and Community Matrons, Community Macmillan Nurses, Palliative Care Team, enteral feeding company nurses, nutrition nurse specialists, care agency staff.
- To be involved in relevant regional and national specialist groups
- To use a range of verbal and non-verbal communication tools to communicate complex and sensitive information effectively to patients/ caregivers, who may have barriers to understanding or communicating, and health care professionals in a variety of situations on different levels

Core Functions:

- To work as a clinician taking responsibility for a specified caseload
- To improve standards and quality of care through the development of professional practice and collaboration with other healthcare professionals.
- To participate in the implementation of national guidelines and local initiatives.
- To carry out patient and non-patient related duties with moderate physical effort on a daily basis.
- To be involved in health promotion initiatives
- To be a source of knowledge in the specialist areas for the team, wider health care community and multi-agency partners providing highly specialised advice and clinical practice
- To take appropriate action in relation to risks and complaints, including reporting untoward incidents.

	<ul style="list-style-type: none"> • To monitor the health and wellbeing of people with complex and changing needs across the service, assisting in protecting individuals and groups whose health and wellbeing may be at risk, participating in the safeguarding process as necessary • To work within the legislation, policies and procedures relevant to area of work • To use good negotiating, persuasive and motivational skills • To act appropriately in distressing or emotional circumstances.
Administrative Responsibilities	<ul style="list-style-type: none"> • To maintain records as required for patient care, audit and statistical analysis. • To follow the Trust's policy on records management and comply with the NHS Code of Practice for Records Management • To collect relevant data and information • To record accurately interventions/ communications either with the person requiring services or other relatives, caregivers, professionals/ agencies, using paper based and/ or electronic systems and use of mobile working devices where required. • To prepare and plan evidence based diet sheets, teaching materials and other dietetic service literature. • Undertake administrative tasks in relation to own work • Use Microsoft Office applications on a daily basis • Use Dietary analysis software package as required • Electronic patient healthcare records and systems • Refer patients to relevant service post discharge • Provide requests for ongoing prescription of nutritional products post discharge • Prepare teaching materials as required
Clinical Responsibilities	<ul style="list-style-type: none"> • To work as an autonomous practitioner within appropriate clinical and professional Code of Conduct, Professional Standards and Guidelines. • To demonstrate effective organisational and managerial skills to effectively manage workload. • To plan and prioritise own workload with an appreciation of impact on colleagues and of the unpredictable nature of the job. • Assess and diagnose the nutritional status of patients, many with complex medical and social needs, and prioritise for treatment based on clinical reasoning, evidence based practice and expertise. • Assessment of patients' nutritional status based on physiological measurements, analysing biochemical data, and using skills to obtain accurate anthropometric measurements. • To provide services within various settings including, but not limited to: <ul style="list-style-type: none"> ○ <i>James Cook University Hospital Wards</i> ○ <i>Hospital clinic settings</i>

	<ul style="list-style-type: none">To devise and deliver specialised, individually agreed nutritional care plans for patients and communicate treatment details to patients, carers and members of the multi-disciplinary team in the following patient groups <table><tr><td><i>Adult Nutritional support</i></td></tr><tr><td><ul style="list-style-type: none"><i>Dietetic intervention may be required for food fortification, oral nutritional support or enteral nutrition – or a combination of therapies for patients requiring nutritional support.</i></td></tr><tr><td><i>Other specialities as required depending on service needs</i></td></tr></table> <ul style="list-style-type: none">To negotiate and agree dietary changes/ treatment options using appropriate counselling, motivational and behaviour change techniques and skills.To monitor and review nutritional care plans against outcome measures and adjust care plans to facilitate the achievement of treatment goals.To co-ordinate the discharge process and arrange on-going support for complex patients where relevantThe role will involve potential exposure to unpleasant working conditions on regular basis e.g. bodily fluid including sputum, vomit, urine, fleas, lice and occasional exposure to verbal and physical aggression.	<i>Adult Nutritional support</i>	<ul style="list-style-type: none"><i>Dietetic intervention may be required for food fortification, oral nutritional support or enteral nutrition – or a combination of therapies for patients requiring nutritional support.</i>	<i>Other specialities as required depending on service needs</i>
<i>Adult Nutritional support</i>				
<ul style="list-style-type: none"><i>Dietetic intervention may be required for food fortification, oral nutritional support or enteral nutrition – or a combination of therapies for patients requiring nutritional support.</i>				
<i>Other specialities as required depending on service needs</i>				
Management and Leadership Responsibilities	<ul style="list-style-type: none">To act as a mentor to new/junior members of the clinical teamTo be responsible for day to day clinical supervision and delegation of workload to band 5 Dietitians / Dietetic Assistants as/if required, in conjunction with other senior leads within the immediate clinical teamTo lead and support the development of knowledge, ideas and work practice within the service and work areaChampion the Trust improvement and leadership strategy, through attendance at New and Aspiring Leaders and Foundation Quality Improvement training			
Policy and Service Development	<ul style="list-style-type: none">To lead and participate in the development, implementation and evaluation of evidence-based policies, clinical guidelines, and pathways of care using national guidelines as a basis for locally agreed policy.To lead small service development projects within own area of work.To be an integral part of the dietetic team by contributing to the delivery of directorate objectives, delivery of relevant policy/strategy actions within the service and specialist area.To improve standards and quality of care through the development of professional practice and collaboration with other healthcare professionals			

	<ul style="list-style-type: none"> • Champion and lead quality improvement initiatives across your immediate team and within your service, contributing to the Trust Quality Improvement programme
Research and Audit Responsibilities	<ul style="list-style-type: none"> • To be actively involved on a regular basis in audit, Research and Development
Managing Resources Responsibilities	<ul style="list-style-type: none"> • To justify the need for specialist resources and be responsible for stock levels of nutritional supplements and enteral feeds in clinical areas. • To participate in aspects of resource management as directed by the Operational Manager and Dietetic Lead. • To remain 'cost aware' and utilise equipment and resources in a cost effective manner.
Education and Training	<ul style="list-style-type: none"> • To participate in training, supervision and development of dietetic students • To identify needs and provide on-going nutritional advice, support and training to other students healthcare professionals, social care and other partnership agency workers and relevant groups to ensure appropriate referral, integrated dietetic treatment options and effective dietary monitoring • To be able to plan, deliver and evaluate training and lectures to a variety of audiences • Seeks, applies and shares knowledge both internally and externally by making use of the knowledge and experience of other team members and colleagues in order to improve business performance. • Ensure that own mandatory training and personal development is kept up to date and is in keeping with the strategic direction of the Trust. • To actively participate in clinical supervision. • To continue to develop own clinical skills and knowledge and meet at least the minimum standards of continuous professional development. • To attend mandatory training as required • To actively participate in the appraisal process and achieve annual personal objectives with provision of evidence. • To act as a source of specialist knowledge and expertise and mentor to new members of the clinical team.
<p>The job description and duties may be subject to future review as the needs of the service change.</p> <p>February 2024</p>	

PERSON SPECIFICATION					
JOB TITLE: Senior Dietitian - Neurosciences					
KNOWLEDGE & SKILLS					
Essential	Desirable	Assessment Method			
		Application Form	Interview	Assessment	References
Knowledge of relevant national guidelines and standards			✓	✓	
Evidence of audit and participation in service development		✓	✓		✓
Basic IT skills		✓	✓		
To demonstrate analytical skills and judgment			✓		✓
To demonstrate effective problem-solving skills			✓	✓	✓
	Membership of: British Dietetic Association (BDA), BDA specialist groups and other relevant groups	✓	✓		
	Skills in the use of SystmOne or other electronic patient record	✓			
QUALIFICATIONS & TRAINING					
Essential	Desirable	Assessment Method			
To hold a Degree in Dietetics or equivalent		✓	✓		
To be registered as a Dietitian and fit to practice by the Health and Care Professions Council (HCPC)		✓	✓		
To have Achieved or willing to work towards relevant Post-graduate qualification			✓		
To be committed to continuing professional development		✓	✓		
	Behaviour change training		✓		
	Leadership training	✓	✓		

	Attendance at the leadership and development and improvement programme (4.5 days)				
Clinical supervisory skills training		✓	✓		
EXPERIENCE					
Essential	Desirable	Assessment Method			
Can demonstrate relevant/varied post graduate experience across a variety of clinical areas including some relevant specialities. Competent with enteral nutrition in an inpatient setting.		✓	✓		✓
	Working with home enteral tube feeding	✓	✓		✓
Recent post-graduate NHS experience in a clinical setting		✓	✓		
PERSONAL ATTRIBUTES					
Essential	Desirable	Assessment Method			
Ability to work both as an autonomous practitioner and as part of a team			✓		✓
To demonstrate initiative			✓		✓
Ability to respond to unpredictable work patterns on a frequent basis e.g. working to deadlines, interruptions			✓		✓
Prioritisation of complex workload/ time management			✓		✓
	To be able to travel independently throughout the localities		✓		
To demonstrate effective communication skills including being able to persuade			✓		✓
Ability to act appropriately in emotional or distressing circumstances			✓		✓
Ability to work across professional boundaries working with multiple teams of healthcare professionals in more than one location			✓		
Excellent awareness of own strengths and weaknesses			✓		✓

General Requirements:

1. Communications and Working Relations

The post-holder must treat colleagues in a manner that conveys respect for the abilities of each other and a willingness to work as a team.

2. Policies and Procedures

All duties and responsibilities must be undertaken in compliance with the Trust's Policies and Procedures. The post-holder must familiarise the ways in which to raise a concern to the Trust e.g. Freedom to Speak Up – Raising Concerns (Whistleblowing) Policy in order that these can be brought to the Trust's attention immediately.

3. Health and Safety

The post-holder must be aware of the responsibilities placed upon themselves under the Health & Safety at Work Act (1974), subsequent legislation and Trust Policies; to maintain safe working practice and safe working environments for themselves, colleagues and service users.

4. No Smoking

All Health Service premises are considered as non-smoking zones; the post-holder must familiarise themselves with the Trust's Smokefree Policy (G35)

5. Confidentiality

All personnel working for, on behalf of or within the NHS are bound by a legal duty of confidentiality (Common Law Duty of Confidentiality). The post-holder must not disclose either during or after the termination of their contract, any information of a confidential nature relating to the Trust, its staff, its patients or third party, which may have been obtained in the course of their employment.

6. Equal Opportunities

The Trust believes that equality of opportunity and diversity is vital to its success and an essential prerequisite to the achievement of its goals in delivering seamless, high quality, safe healthcare for all, which is appropriate and responsive to meeting the diverse needs of individuals. In working towards achieving our goals, it is important that staff and users of our service are treated equitably, with dignity and respect, and are involved and considered in every aspect of practice and changes affecting their employment or health care within the Trust.

7. Infection Control

The post-holder will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies. All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

8. Safeguarding Children and Adults

The Trust takes its statutory responsibilities to safeguard and promote the welfare of children and adults very seriously. The Board of Directors expects all staff will identify with their manager during the SDR process their own responsibilities appropriate to their role in line with statute and guidance. This will include accessing safeguarding training and may include seeking advice, support and supervision from the trust safeguarding children or safeguarding adult teams. Where individuals and managers are unclear of those responsibilities they are expected to seek advice from the safeguarding teams.

APPENDIX 2

PROFILE SUPPLEMENT

This Role Involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting weights/objects between 6-15 kilos			x			
Lifting weights/objectives above 15 kilos		x				
Using equipment to lift, push or pull patients/objects				x		Occasional need to support with patient weighing
Lifting heavy containers or equipment		x				
Running in an emergency			x			
Driving alone/with passengers/with goods			x			e.g.Travel to off-site meetings
Invasive surgical procedures		x				
Working at height or in a confined space		x				

Concentration to assess patients/analyse information	x				x	
Response to emergency situations			x			
To change plans and appointments/meetings depending on the needs of this role	x				x	
Clinical interventions				x		No clinical procedural requirements for this post; occasional support eg assisted feeding at ward level
Informing patients/family/carers of unwelcome news				x		
Caring for terminally ill patients	x					
Dealing with difficult family situations	x					
Caring for/working with patients with severely challenging behaviour	x					
Typing up of formal minutes/case conferences				x		

Clinical/hands on patient/client care				x		e.g. assisted feeding, supporting with weighing
Contacts with uncontained blood/bodily fluids				x		
Exposure to verbal aggression				x		
Exposure to physical aggression				x		
Exposure to unpleasant working conditions dust/dirt/fleas				x		
Exposure to harmful chemicals/radiation		x				
Attending the scene of an emergency		x				
Food preparation and handling				x		e.g. assisting with feeding
Working on a computer for majority of work	x					Electronic noting
Use of road transport				x		Only for cross-site travel to meetings / study etc

