

Job Description

Job Title:	Dietitian
Band:	Band 5
Base:	You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If your initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Speciality Dietetic Lead (Line Manager)
Accountable to:	Head of Service, Dietetic & Nutrition Service

Find out more about working with us:

<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

Job Summary	<p>To work as a member of the adult Nutrition and Dietetic Service team providing a service to University Hospitals of Leicester NHS Trust based at the Leicester Royal Infirmary site but working across the Trust’s hospital sites: Leicester Royal Infirmary and the Leicester General Hospital with particular responsibility for service delivery to medicine, surgery, and/or musculoskeletal clinical speciality areas. Services will focus around providing dietetic care to inpatients, outpatients, telephone consultations and structured patient education sessions. Training of healthcare professionals on nutrition and diet matters is also required. The post holder will also provide continuity of care across Leicester, Leicestershire and Rutland healthcare community.</p>
Scope	<p>To work as a member of the adult Nutrition and Dietetic Service across University Hospitals of Leicester NHS Trust based at the Leicester Royal Infirmary Hospital. The post holder will be required to identify the food, nutrition and diet concerns of adult patients and to deliver a high quality, evidence based nutrition and dietetic service to adult patients within the Trust.</p> <p>Be responsible for service developments and input into policy, guideline and procedure development. This will include updating and development of nutrition and diet literature and resources and to ensure this is non biased and evidence based /best practice.</p>
Budget	<p>To contribute to the identification and delivery of CIP plans, in accordance with CBU/divisional targets</p>
Policy	<p>To work to national and external guidance e.g. NICE, NPSA guidance.</p>
Communications	<p>To provide nutritional and dietetic counselling to educate and nutritionally support the diverse and multi-cultural patients who need dietary treatment or are experiencing nutrition related side effects or problems. To employ motivational and behavioural change skills to overcome barriers to change particularly where there is non-compliance.</p>

KEY WORKING RELATIONSHIPS

University Hospitals of Leicester NHS Trust

- Medical Teams – Consultants, Senior Specialist Registrars, SHO's, HO's
- Nursing Teams – Senior/Ward Managers, Modern Matrons, Specialist Nurses (e.g. respiratory, tissue viability, diabetes), Registered Nurses, unqualified nursing auxiliaries, healthcare assistants, housekeepers
- Allied Health Professionals & Clinical Support Service – Pharmacy, Speech & Language Therapy, Physiotherapy, Occupational Therapy, Psychology, Hospital Social Worker teams
- Pathology Departments e.g. clinical biochemistry
- Outreach teams

External Companies

- Catering Contractor
- Catering Meals Providers
- Leicestershire Enteral Feeding contracted companies

External Agencies

- Social Services – Nursing & Residential Homes & Meals on Wheels
- LOROS & hospice organisations

Primary Care NHS Trusts

- All Leicestershire PCTs, teams and staff
- External PCTs to Leicestershire
- Leicestershire Palliative Care Team
- Leicestershire Partnership NHS Trust – especially the Nutrition and Dietetic Service provided to Primary Health Care, Mental Health, Home Enteral Nutrition Service, Public Health

General Practitioners and teams e.g. Practice Nurses, District Nurses
Community Pharmacists

KEY RESULT AREAS

- To ensure that appropriate and best practice / evidence-based advice on nutrition and dietetic issues is available to patients, clients and health professionals within the remit of the post holder's duties.
- To undertake nutritional assessments, care planning and monitoring of adult patient's independently as part of a multi-disciplinary team.
- To facilitate the nutritional screening of patients by the multi-disciplinary team.
- To undertake needs assessment and deliver and evaluate programmes to support motivation in patients / groups to facilitate dietary change (e.g. patient education group sessions and input to patient support groups).

- To ensure that appropriate advice is given to relevant services/teams/departments in order that an individual's nutrition and dietary needs are met e.g. pharmacy and catering.
- To develop nutrition and diet literature and resources and ensure this is non biased and evidence based /best practice as part of the Leicestershire Nutrition and Dietetic Professional Network.
- To be involved in the production and review of clinical guidelines, audit and specific projects to inform best practice / evidence-based practice.
- To undertake regular weekly clinical supervision of caseload with the adult Nutrition and Dietetic Team and follow Clinical Policies and Guidelines set by the Nutrition and Dietetic Service and the Trust.
- To provide nutritional and dietetic first line counselling to educate the diverse and multi-cultural cancer patients to understand the short term dietary changes which are needed as part of their treatments.
- To employ motivational and behavioural change skills to overcome barriers to change, particularly where there is non-compliance.
- Ability to utilise communication and education skills to educate patient with disabilities (e.g. profound communication problems, learning disabilities) who may have barriers to understanding diet therapy.
- To support the Nutrition and Dietetic Service in the delivery of clinical placement training for student dietitians and also in post-registration training of other health and social care professionals.
- To ensure collection of accurate statistical information and to ensure that recording systems are completed according to Nutrition and Dietetic Service and Trust standards.
- To maintain and demonstrate a personal development plan to ensure continued professional development.
- To meet targets agreed in personal development plan.
- To identify training and development needs to ensure continued professional development.
- To ensure that clinical supervision needs are met (minimum of 4 times per rolling 12 months).
- To demonstrate responsibility for managing workload and meeting targets.
- To ensure that practice complies with the professional code of conduct.

Personal

- To attend all statutory and mandatory training as required.

- To maintain and demonstrate a personal development plan to ensure competency in clinical practice, maintenance of own clinical competencies and continued professional development.
- To meet targets agreed in personal development plan.
- To identify training and development needs to ensure continued professional development.
- To attend relevant training courses as identified through yearly appraisals and personal development plans and disseminate information as required.
- To ensure that clinical supervision needs are met.
- To demonstrate responsibility for managing workload and meeting targets.
- To ensure that practice complies with the professional code of conduct.
- To maintain professional registration with the Health Professional Council.
- Incorporate acquired knowledge into working practice as appropriate, following discussion with the Speciality Dietetic Lead and keep up-to-date with developments within the service area.

GENERAL

This job description indicates the main functions and responsibilities of the post. It is not intended to be a complete list. You may be required to undertake other duties from time to time as we may reasonably require.

You will be required to maintain compliance with all statutory and mandatory training requirements.

The link to the Trust's policies and procedures is:

<https://secure.library.leicestershospitals.nhs.uk/PAGL/SitePages/Home.aspx>

Person Specification

Post: Dietitian
Band: 5

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		A I
Training & Qualifications	A four year Undergraduate or a two year Post Graduate Degree in Nutrition & Dietetics or similar UK Registered Dietitian with the Health Care Professions Council		A I
Experience	Experience of working with the public in a face to face role Experience of working in a caring environment Experience of giving standard food, nutrition and diet advice Has gained experience of different		A I

	<p>ways of caseload and workload management when delivering services</p> <p>Has a concept about the need for continued professional development and can give examples of how this can be achieved</p> <p>Has experience and appropriate level of skill to communicate with individuals handling difficult questions and using empathy and listening skills</p>		
Communication and relationship skills	<p>Has gained some experience of working with groups and individuals in practice placement and can give examples of this, including preparation, delivery and evaluation of sessions</p> <p>Is able to report back on work undertaken and work within own limitations and proactively seek out clinical supervision</p> <p>Aware of equality and valuing diversity principles, and is able to give an example of this related to own professional practice and in</p>	<p>Can demonstrate self-motivation</p> <p>Can use different approaches to communication with a wide variety of patients, both as individuals and in groups and with the public</p>	A I

	<p>supervision of others</p> <p>Has experience of approaches to motivating behavioural change in individuals and groups</p> <p>Is aware of the different communication needs within a culturally diverse community and how this may impact on professional practice</p> <p>Is able to work as part of team and appreciates what this involves and the need to work with a variety of disciplines to optimise patient care</p> <p>Is able to give examples of own involvement of working as part of a team as a student</p>		
<p>Analytical and Judgement skills</p>	<p>Is able to use analytical and problem solving skills to apply to own practice and planning a work programme</p>	<p>Can demonstrate an enthusiastic response and commitment to the post and the profession</p>	<p>A I</p>
<p>Planning and organisation skills</p>	<p>Can demonstrate abilities in organisational skills, time</p>	<p>Has experience of approaches to motivating behavioural change in</p>	<p>A I</p>

	management, setting priorities and managing a workload/caseload and is flexible in approach	individuals and groups	
Physical skills	<p>Has basic computer literacy</p> <p>Mobility – has ability to weigh patients and lift and carry equipment e.g. feeding pumps</p> <p>Ability to undertake light physical effort in order to work in a range of healthcare settings (wards, outpatients, day case venues)</p>	Is enthusiastic about own involvement in pre-registration training of dietitians and has an understanding of the role a newly qualified dietitian can take in this	I
Equality and Diversity	Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs		A I
Other requirements specific to the role	Understands confidentiality and data protection requirements in relation to own professional practice and in the	Is aware of current topical nutrition and diet issues and can give an opinion on one of these	A I

	supervision of others	<p>Demonstrates appropriate clinical knowledge in relation to post</p> <p>Can demonstrate an enthusiastic response and commitment to the post</p>	
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