Portsmouth Hospitals University NHS Trust

Job Description

Title: Dietitian (Band 5 rotational)

Band: Band 5

Staff Group: Allied Health Professional

Reports to: Acute Dietetics Team Lead

Base: Queen Alexandra Hospital, Portsmouth Hospitals University NHS Trust (PHU), Cosham, Portsmouth, PO6 3LY.

Job purpose

- Work as a core member of the Queen Alexandra Hospital Acute Adult Dietetic Team, providing evidence-based, person-centred nutritional assessment, treatment and review for adult inpatients across rotational clinical specialties and outpatients attending dietitian-led clinics.
- Manage a defined caseload with professional accountability for dietetic decisions, working within competence and seeking support from senior dietitians for complex cases or unfamiliar clinical situations.
- Develop clinical and professional skills through supervised practice, rotational competencies, preceptorship where applicable, continuing professional development and education.
- Contribute to Nutrition and Dietetics departmental objectives for workload, clinical governance, efficient use of resources, service improvement, audit and research.
- Maintain professional conduct in accordance with Health and Care Professions Council (HCPC) standards and demonstrate PHU values in everyday practice: working together, for patients, with compassion, as one team, always improving.

Key responsibilities

Clinical assessment, treatment and caseload management

- Contribute to the five-working-day adult inpatient and outpatient dietetic service. Plan and prioritise referrals, reviews and clinic activity with colleagues in accordance with clinical urgency and departmental standards; escalate workload pressures or delays that may affect patient care.
- Undertake comprehensive nutritional assessments using relevant clinical history, dietary intake, anthropometry, biochemical results and other available information. Use clinical reasoning to identify nutritional problems and formulate appropriate dietetic interventions.
- Agree realistic goals and individualised treatment plans with patients and, where appropriate, relatives and carers. Monitor progress, evaluate outcomes and modify plans as clinical status, nutritional needs or patient preferences change.
- Assess understanding and obtain valid consent for dietetic assessment and intervention. Work within the relevant legal and Trust frameworks where a patient may lack capacity, seeking senior and multidisciplinary advice as required.
- Provide advice on therapeutic diets, oral nutritional support and enteral feeding within competence and local protocols. Advise on appropriate use of Advisory Committee on Borderline Substances (ACBS) products

and vitamin/mineral supplementation within local arrangements; seek specialist support for complex nutrition support, including parenteral nutrition.

- Recognise patients at nutritional risk and escalate clinical concerns promptly to the appropriate senior dietitian and multidisciplinary team. Participate in nutrition ward rounds and case discussions appropriate to the rotation, role and experience.
- Communicate assessment findings, recommendations and changes to the medical, nursing, allied health professional and catering teams, ensuring a coordinated approach to nutritional care.
- Provide practical education and support to patients, relatives and carers about dietary treatment in hospital and at home, checking understanding and supporting self-management where appropriate.
- Liaise with community dietitians, nutrition nurses and other relevant services to coordinate discharge, onward referrals and continuity of care, including for patients requiring home enteral feeding. Communicate the nutrition plan, equipment or product requirements and follow-up arrangements in line with local pathways.
- Maintain accurate, timely and complete patient records, including assessment, consent, goals, interventions, review and discharge plans, in accordance with professional and Trust standards.
- Work with catering colleagues and diet chefs on appropriate hospital menus and therapeutic diets; contribute to their training and escalate food provision concerns through agreed channels.
- Promote good nutrition and health education, support implementation of nutrition policies and make every contact count where appropriate to the patient's needs and clinical situation.
- Develop and maintain knowledge relevant to each rotation through competencies, supervised practice and current evidence, recognising the limits of Band 5 practice and seeking timely specialist advice.

Professional accountability, safety and team responsibilities

- Maintain HCPC registration and practise in accordance with the HCPC standards of proficiency and standards of conduct, performance and ethics, relevant professional guidance and Trust policies.
- Report and escalate patient safety incidents, clinical emergencies and risks in accordance with Trust-wide and local procedures, and contribute to learning and improvement within the scope of the role.
- Listen to patient and family concerns, respond professionally and escalate complaints, including those received through the Patient Advice and Liaison Service (PALS), to the appropriate senior colleague. Contribute to investigation and responses as directed, acting openly and honestly in accordance with Duty of Candour requirements.
- Comply with health and safety, clinical risk, infection prevention and control, safeguarding, confidentiality and information governance requirements. Maintain patient privacy and share information appropriately.
- Participate in quality monitoring and service improvement with team colleagues, using resources responsibly and contributing to appropriate, cost-effective use of nutritional products and departmental supplies. No independent budget management responsibility is implied.
- Delegate appropriate activities to dietetic support staff and students within agreed protocols, taking account of their competence, providing clear instructions and suitable supervision, and retaining accountability for the decision to delegate.
- Work with relevant catering, facilities and service partners to raise or resolve concerns about food provision, cleanliness and the care environment, escalating unresolved issues through agreed Trust channels.
- Support induction and day-to-day learning of colleagues and students as appropriate to experience and agreed responsibilities.

Audit, research and service improvement

- Use current evidence and relevant professional guidance to inform dietetic care, taking part in discussion and critical appraisal of practice with colleagues.

- Contribute to departmental and multidisciplinary audit, service evaluation, research and quality improvement projects appropriate to the role, with senior support.
- Collect referral, activity and outcome data accurately and promptly; provide workload statistics and contribute information for departmental and Trust reports as required.
- Identify opportunities to improve the effectiveness, efficiency and patient experience of dietetic care, and contribute to agreed changes and evaluation of their impact.

Education, supervision and professional development

- Participate in induction, preceptorship where applicable and rotation-specific competency development, using regular clinical and peer supervision to develop safe and effective practice.
- Take part in appraisal and agree a personal development plan with the supervising dietitian or team lead. Seek and respond constructively to feedback, and maintain a continuing professional development portfolio with evidence of reflection and learning.
- Complete essential and mandatory training and keep professional knowledge up to date through relevant training, case study discussions, Nutrition Education meetings and Clinical Governance meetings.
- Contribute to student dietitian placements through supported teaching, supervision and feedback appropriate to experience and training, working with the departmental placement team.
- Participate in nutrition education for patients, carers, staff and other healthcare professionals, including diet chefs, adapting teaching to the audience and evaluating understanding.
- Help identify needs for, develop and review diet sheets, patient information and educational resources, ensuring that materials are evidence-based, clear and accessible.
- Support an open learning environment that encourages questions, reflection, shared learning and person-centred dietetic care.

Communication and multidisciplinary working

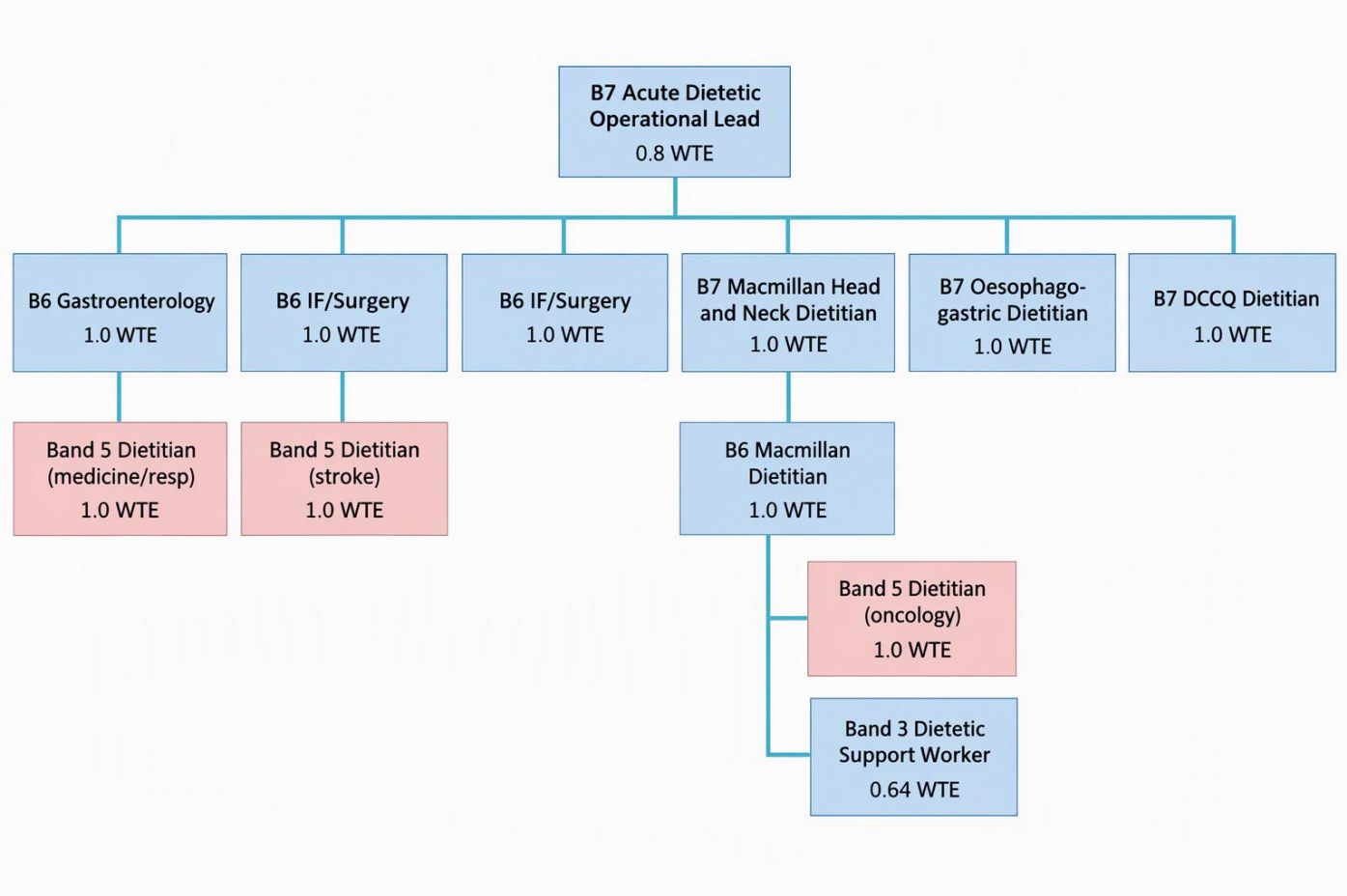
- Work collaboratively with acute and community dietetic colleagues and the wider multidisciplinary team, sharing information and contributing to coordinated care and resolution of operational issues.
- Communicate complex or sensitive nutritional information clearly, with empathy and respect, checking understanding and adapting language and approach to individual needs.
- Recognise barriers to communication or participation and use appropriate support, including interpreters and accessible information, in accordance with Trust arrangements.
- Use appropriate communication and behaviour-change approaches to support patients in understanding options, agreeing goals and making achievable dietary changes.
- Maintain constructive working relationships with wards, departments and external services, communicating relevant changes, risks and concerns accurately and promptly.
- Address disagreements professionally, seek support from the team lead when needed and comply with Trust policies on respectful behaviour, harassment and bullying.

Working conditions and effort

- Work across inpatient wards and outpatient settings, with periods of walking, standing, desk-based work and use of electronic systems. Follow relevant health and safety and moving and handling procedures.
- Maintain concentration when assessing patients, interpreting information, undertaking nutritional calculations and documenting care, while managing interruptions and competing priorities.
- May be frequently exposed to distressing circumstances, including caring for patients who are terminally ill and supporting their families; seek appropriate supervision and support.
- May experience occasional or frequent exposure to unpleasant working conditions, including bodily fluids and odours; follow infection prevention and control procedures.

- Be punctual and agree changes to working patterns or times with the supervising dietitian or team lead.
- Adapt to changes in Trust information technology and use digital systems appropriately for clinical documentation, communication and activity recording.
- Other duties within your scope of practice as requested by the line manager.

Reporting and clinical support



The post reports to the Acute Dietetics Team Lead. Clinical supervision and guidance are provided by the relevant senior and specialist dietitians within each rotation. The post holder works alongside other Band 5 dietitians, dietetic support staff and the wider multidisciplinary team.

General responsibilities

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility

Person specification

Qualifications and registration

Essential

- Recognised qualification in Dietetics leading to eligibility for HCPC registration, or currently completing a recognised dietetics programme with qualification expected before commencement in the registered dietitian role.
- HCPC registration as a dietitian, or eligibility and application for registration on qualification. HCPC registration must be in place before commencing duties as a registered dietitian.

Desirable

- Member of the British Dietetic Association

Experience

Essential

- Successful completion of dietetics practical/training placements; applicants completing their course must have completed the required placements before commencing the registered role.
- Experience of UK/NHS-based dietetic practice as a student or registered dietitian.
- Experience of nutritional assessment, care planning and review, and working with patients and the multidisciplinary team, gained through placements or employment.

Desirable

- Experience of both inpatient and outpatient dietetic settings.
- Experience of health promotion or patient/group education.
- Experience of service evaluation, audit, research or quality improvement.
- Experience of oral nutritional support and enteral feeding in an acute setting, including during student placements.

Skills and knowledge

Essential

- Knowledge of evidence-based dietetic practice, nutritional assessment and dietary management relevant to adult acute care, appropriate to a newly qualified or Band 5 dietitian.
- Ability to interpret relevant clinical, dietary, anthropometric and biochemical information, undertake nutritional calculations and use clinical reasoning to plan, evaluate and modify care.
- Clear verbal and written communication and interpersonal skills, including the ability to explain nutritional information, check understanding and maintain accurate clinical records.
- Ability to adapt communication and education to patients' and carers' needs, using appropriate support to overcome barriers and promote participation in care.
- Ability to work collaboratively with dietetic colleagues and the multidisciplinary team, and to organise and prioritise referrals and an allocated caseload.
- Ability to recognise limitations, seek guidance, escalate clinical or workload concerns and respond constructively to feedback.
- Understanding of HCPC professional standards, confidentiality, safeguarding, consent and professional accountability.
- Evidence of teaching or explaining nutritional information to patients, carers, students or staff, including during placements, and willingness to support others' learning.
- Ability to promote the role of nutrition in clinical care and appropriate health promotion.
- Awareness of current professional dietetic issues and commitment to evidence-based practice, reflective learning and continuing professional development.

- Good information technology skills and ability to use electronic records, communication systems and activity data accurately.

Desirable

- Understanding of efficient use of NHS and dietetic resources, including appropriate use of nutritional products.
- Familiarity with audit methods, outcome measurement or quality improvement approaches.
- Knowledge of behaviour-change approaches or experience of group teaching.
- Experience of adapting to changes in the working environment or service delivery.

Personal qualities and working arrangements

Essential

- Professional, reliable and self-motivated, with a respectful and supportive approach to patients, carers and colleagues.
- Compassionate and person-centred, demonstrating behaviours consistent with PHU values.
- Flexible, adaptable and willing to learn across clinical rotations and contribute to service improvement.
- Aware of own limitations and willing to seek and provide appropriate support within the dietetic team.
- Able to undertake the role across the agreed clinical settings and worksites, with reasonable adjustments where required.
- Able to work within agreed hours and service arrangements.

PHU values in practice

Working together: Collaborate with patients, carers, dietetic colleagues and the multidisciplinary team to provide coordinated nutritional care, sharing information and seeking support when needed.

For patients: Put patients' needs, safety and preferences at the centre of assessment and treatment, agree meaningful goals and support continuity of care.

With compassion: Listen carefully, communicate with kindness and respect, preserve dignity and adapt advice to each person's circumstances and understanding.

As one team: Contribute to a supportive and inclusive workplace, value colleagues' contributions, share learning and raise concerns openly and professionally.

Always improving: Reflect on practice, act on feedback, complete agreed competencies and contribute to audit, patient experience and service improvement activities.

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: