

Dietetic Band 5 Job Description

Title: Dietitian

Band: Band 5 rotational

Staff Group: Allied Health Professional

Reports to: Acute Dietetic Team Leader

Job Summary:

- To work as a core member of the Queen Alexandra Hospital Acute Adult Dietetic Team providing quality nutritional treatment to inpatients, across a range of clinical specialties on a rotational basis, and outpatients within Dietetic-led clinics.
- To contribute towards achieving Nutrition & Dietetic department objectives including targets for workload, clinical governance, efficiency, and quality improvements.
- To maintain professional conduct in line with HCPC requirements and show commitment to developing professional accountability by upholding Trust Values.
- The expectations within this job description will be achieved through hands-on clinical practice, education and training and research.

Key Responsibilities:

Clinical/Professional

- Contribute to the 5-working day Dietetic service to adult inpatients and outpatients, planning own patient workload and liaising with other core members of the Acute Adult Dietetic Team to ensure referrals are prioritised appropriately and actioned in line with team standards.
- To provide assessment of clinical and nutritional status, and delivery of clinically appropriate dietary advice and plans within a multidisciplinary setting i.e. liaising with medical, nursing, other allied healthcare professionals and catering staff.
- Making clinical judgments on suitability of diets for different patient conditions and communicating to professionals with on-going responsibility for patient care, particularly when changes occur.
- Teaching patients, relatives, and carers about their special diet whilst in hospital or at home.
- Liaise with medical, nursing and other relevant staff about patients' nutritional needs, attending ward rounds and case meetings as appropriate, advising on nutritional status, artificial nutrition support, the use of ACBS products and vitamin/mineral supplements. Participate in Nutrition ward rounds relevant to role and experience.
- Participate in teaching and education programme for patients and staff and development of resources such as Diet Sheets, information materials and leaflets.
- Take an active interest in keeping up to date and participating in service development projects, audit and research to develop evidence-based practice.
- Assist in the training programme for Diet Chefs and liaise with them as required. Participate in liaison with the Catering Department in the provision of hospital menus, including special diets.
- Assist in the promotion of good nutrition and healthy eating and the implementation of nutrition policies.

- Plan and prioritise own patient workload.
- To liaise with community dietitians, nutrition nurses and the multidisciplinary team as relevant on the discharge of patients e.g. those on home enteral feeding
- Make judgements on suitability of diets for different patient conditions Liaise, report and document any relevant nursing/patient needs with other health care professionals with on-going responsibility for patient care, communicating changes as they occur.
- Ensuring that accurate and timely patient records are maintained.
- Implement the trust 'values and beliefs' ensuring they are embedded into everyday practice and evaluate their impact on the patients' experience.
- Ensure concerns raised by patients and their families are escalated and dealt with in an open, honest and transparent way, in line with trust policies, procedures and Duty of Candour legislation.
- Maintain and continually develop in-depth specialist knowledge of dietetic practice relevant to the individual clinical area.
- Promote health education within the clinical area and advise patient, family, and others in health promotion issues, making every contact count. Promote the health and well-being of staff, patients, and their carers.
- Demonstrate a polite, team-spirited demeanor.

Management/Leadership

- Report, escalate and manage patient safety events and clinical emergencies as detailed in Trust-wide and local protocols and procedures.
- Be proactive in the prevention and management of complaints (formal and those via Patient Advice and Liaison Service) and when they occur investigate and respond in a timely manner.
- In conjunction with other team members, participate in quality monitoring and improvements
- Comply and promote compliance with Trust policies and guidelines e.g. Health and Safety, Clinical Risk and Infection Control.
- Contribute to the clinical area non-pay budgets to ensuring good housekeeping and economic use of resources.
- Delegate duties and tasks to un-registered staff, students/trainees and other staff as appropriate. Bands 1 to 4 as appropriate.
- Demonstrate an awareness of and compliance with health and safety regulations/procedures that apply to staff, patients, and visitors within Trust premises.
- Work closely with partners i.e. Engie, resolving any issues regarding cleanliness, provision of food and maintenance of the environment. Ensure staff are aware how to escalate when issues cannot be resolved.

Research and Education

Research

- Contribute to a research culture within the dietetic team to identify current knowledge and deliver evidence-based care.
- Complete patient referral/activity data collection in a reliable & timely way.
- Seek out innovations to improve efficient & effective patient care.
- Contribute to local department service evaluation, service development and (multidisciplinary) audits as required.

Education

- Create a culture for learning and development that will sustain person-centred safe and effective care. Encourage team open-ness so that an evidence-based approach is utilised and applied to nursing care.
- Encourage a culture where students receive quality placements supported by mentorship and teaching from the multi-professional team.
- Responsible for ensuring that essential training is undertaken.
- Assist in and identify, need for the production of diet sheets, literature and educational materials for the service.

- Keep up to date with professional practice and pursue training for self-development relevant to the role through an individual training plan and including regular case study meetings, Nutrition Education meetings and Clinical Governance meetings.
- To provide workload statistics and annual report as required by the Department and Trust

Communication and Working Relations

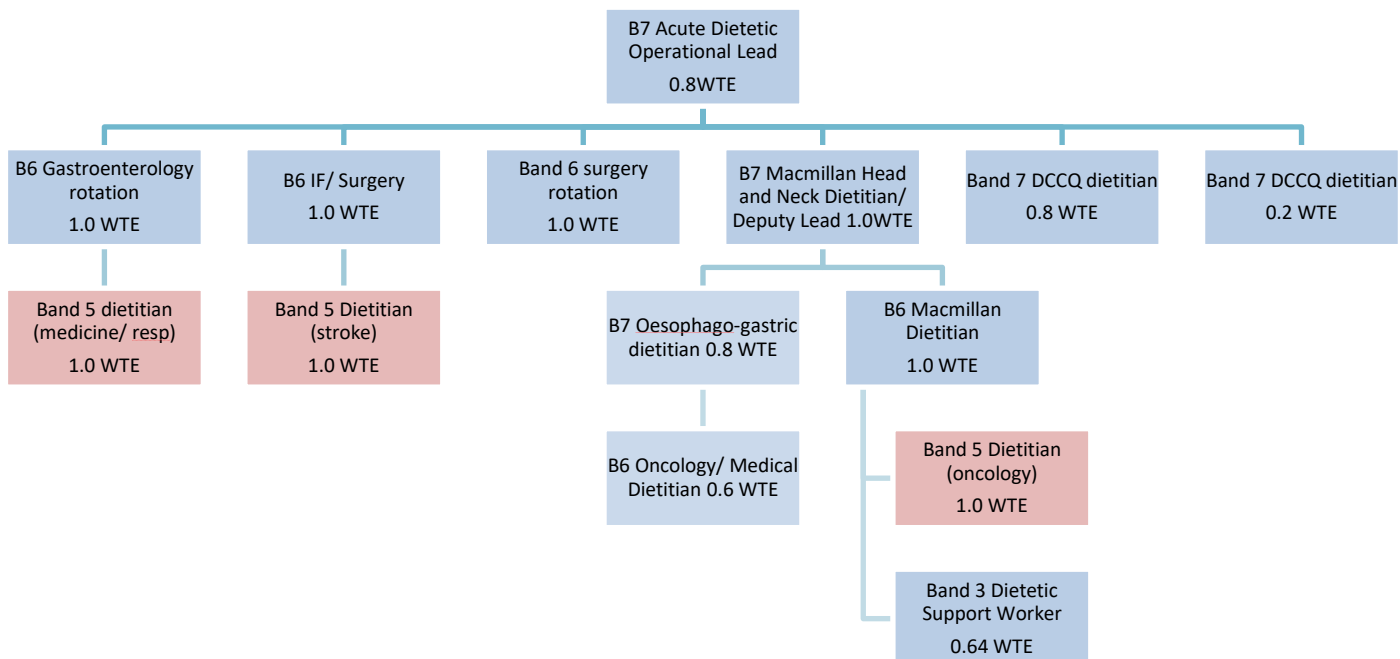
- Work collaboratively with Dietetic team colleagues, taking a team approach to clinical and operational issues that may arise.
- Seek advice/guidance from senior dietitians facilitating peer supervision, clinical supervision, and appraisal
- Communicate highly sensitive and complex information with empathy ensuring that information is understood.
- Communicating and co-operating with other wards and departments, promoting, and maintaining good working relationships within own clinical area and across the organisation, giving accurate information as required and keeping everyone informed of any untoward incidents.
- Deal with interpersonal conflict and escalate to team leader to assist with resolution of any adverse situation/incidents. Comply and promote compliance to Trust policies e.g. Harassment and Bullying.
- Work collaboratively within a multi-disciplinary team and participate in the induction of temporary staff to ward policies and routine.
- Communicate complex/sensitive information with empathy and respect ensuring understanding.

Working Conditions and Effort

- May be frequently exposed to distressing circumstances e.g. if working with patients who are terminally ill and their families and/or exposed to other conditions.
- Occasional/frequent exposure to unpleasant or highly unpleasant working conditions e.g. bodily fluids, smell, etc.
- Be punctual and agree changes in working patterns/times with supervising dietitian or team lead.
- Be prepared to adapt to using changing I.T. systems as the Trust requires.

- Other duties within your scope of practice as requested by the line manager.

Organisational Chart



Person Specification

QUALIFICATIONS

Essential

- Degree/Diploma in Dietetics (or working towards)
- Registration with the HCPC (or working towards)

Desirable

- Member of the British Dietetic Association

EXPERIENCE

Essential

- Successful completion of dietetics practical/training placement

Desirable

- Experience of UK/NHS-based Dietetic practice
- Experience of both in-patient and out-patient dietetic settings.
- Health promotion experience
- Experience of service evaluation or audit

SKILLS & KNOWLEDGE

Essential

- Good English language skills
- Good communication and interpersonal skills
- Professional, earnest and polite demeanour
- Evidence of team-working skills
- Ability to seek guidance and respond to feedback
- Evidence of teaching skills
- Able to promote role of nutrition in clinical and health promotion settings
- Ability to undertake a nutrition assessment, formulate a plan of care, undertake, evaluate, and modify in a timely manner; liaising with patient, carers and other health professionals as required

- Ability to prioritise workload
- Organisational skills and able to work as part of a team
- Able to support development of others
- Articulate and knowledgeable of current professional dietetic issues
- Good IT skills

Desirable

- Ability to adapt to changes within working environment
- An understanding of efficiency and NHS/dietetic resources

PERSONAL QUALITIES

Essential

- Confident, self-motivated, flexible, adaptive and creative
- Responsible, reliable and strives for efficiency
- Knows own limitations and willing to seek and provide support/guidance within the dietetic team
- Empathetic, supportive

CIRCUMSTANCES

Essential

- Able to conduct work across a variety of settings and worksites.
- Able to work within agreed hours.

Desirable

- Car owner/driver.
- Able to offer some flexibility e.g. some evening/weekend education sessions

Working Together - For Patients. With Compassion. As One Team. Always Improving.

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to always act in such a way that the health and wellbeing 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: