

Job Description

Title: Specialist Paediatric dietitian

Band: 6

Staff Group: Allied Health Professionals

Reports to: Paediatric team leader

Job Purpose:

1. To work as a member of the Paediatric Dietetic Team providing nutrition and dietetic services to both in and out patients within the busy Paediatric Unit based at Queen Alexandra Hospital, including teaching and research duties.
 2. To work with the other Paediatric dietitians to develop skills in all areas of paediatric dietetics, with the option to concentrate on areas of interest
 3. Being a highly skilled clinical expert with specialised knowledge in caring for Paediatric patients and their carers to ensure that the service delivered is evidence based and tailored to the individual patient's
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Key Responsibilities

Clinical/Professional

- To provide expert advice on paediatric education which involves nutritional diagnosis (interpretation and analysis of biochemistry, anthropometrics, social situation, clinical condition, drug and diet history) and the development of treatment plans (calculation of nutritional requirements and client centred goals). To advise clinicians on the prescription of ACBS products and vitamin and mineral supplements.
- To be responsible for the development, implementation and ongoing provision of a high quality evidenced based effective dietetic service to clinical areas including allergy, oncology, gastroenterology, nutritional support (parenteral, enteral and oral), neurodisability and metabolic conditions, alongside your dietetic colleagues.
- To attend appropriate ward rounds, multidisciplinary meetings and case conferences within specialist areas providing expert advice based on clinical evidence with consideration of social and psychological factors.
- To manage a case load of children with complex needs who might be on home enteral feeds or requiring blended diets.
- To manage busy outpatient clinics where the caseload is varied, liaising when necessary with health visitors, social care and school nursing team.
- To judge level of patient and carer understanding adjusting information provided accordingly and to communicate with tact, empathy and understanding where information provided is unwelcome or difficult to accept e.g. long term adherence to a restricted diet.

- To independently provide specialist, evidence-based nutritional assessment/treatment within specialist areas, potentially involving a wide range of disease/conditions, using advanced clinical reasoning and theoretical knowledge of relevant physiology and pathology.
- To work with the children's community nurses and special needs school nurses for those patients requiring artificial nutritional support in the community
- To act autonomously assessing degree of risk and taking appropriate action to ensure patient safety and quality of care.
- To communicate accurate information regarding patients to a wide range of health care professionals within and outside of the trust and keep statistics and written records of all in patient and outpatient contacts in accordance with trust and departmental standards.
- To act as an expert resource for the dietetic and paediatric teams and represent the service at multidisciplinary clinical and strategy meetings, ward rounds and dietetic meetings.
- To develop resources (diet sheets and advice / information sheets/ on line resources) for paediatric patients appropriate to their needs (respecting age / ability and cultural needs of patients), to enhance patient's satisfaction and compliance with diet.
- To be an active participant in the training of more junior staff and student dietitians.
- To advise the catering department on provision of therapeutic diets and ensure that adequate patient nutrition is provided. To monitor catering provision and act accordingly.
- Assesses the evidence (often complex scientific studies) in order to interpret and apply research evidence.
- To work with and lead when required the multidisciplinary team, including consultants, nurse specialists, dietitians and pharmacists to develop guidelines, policies and protocols for specific patient groups at trust, unit and regional level.
- To lead and develop training for nursing staff within the unit on STAMP (Paediatric nutrition screening tool) and participate with the yearly training of doctors, nurses and other health care professionals to **enable** them to provide appropriate nutritional advice to paediatric patients. To develop educational resources such as workbooks, manuals and teaching packs to assist understanding.
- To develop innovative methods of providing dietary information, for example by running groups, using videos, development of web sites and audit their success.

Management/Leadership

- To manage and prioritise own workload and work within professional code of conduct and assist administration staff in doing this.
- To contribute to and assist in service planning and development.
- To represent the dietetic service at a strategic and operational level as required by paediatric Team lead and Dietetic manager.

- Actively contribute to achieving the clinical governance goals/targets set by the trust and department and comply with reporting schedules for monitoring and reporting on clinical outcomes.
- Promote the health and well-being of staff, patients and their carers.
- Comply and promote compliance with Trust policies and guidelines e.g. Health and Safety, Clinical Risk and Infection Control.
- Contribute to the department pay and non-pay budgets to ensuring good housekeeping and economic use of resources.
- Work closely with partners i.e. soft FM, 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.

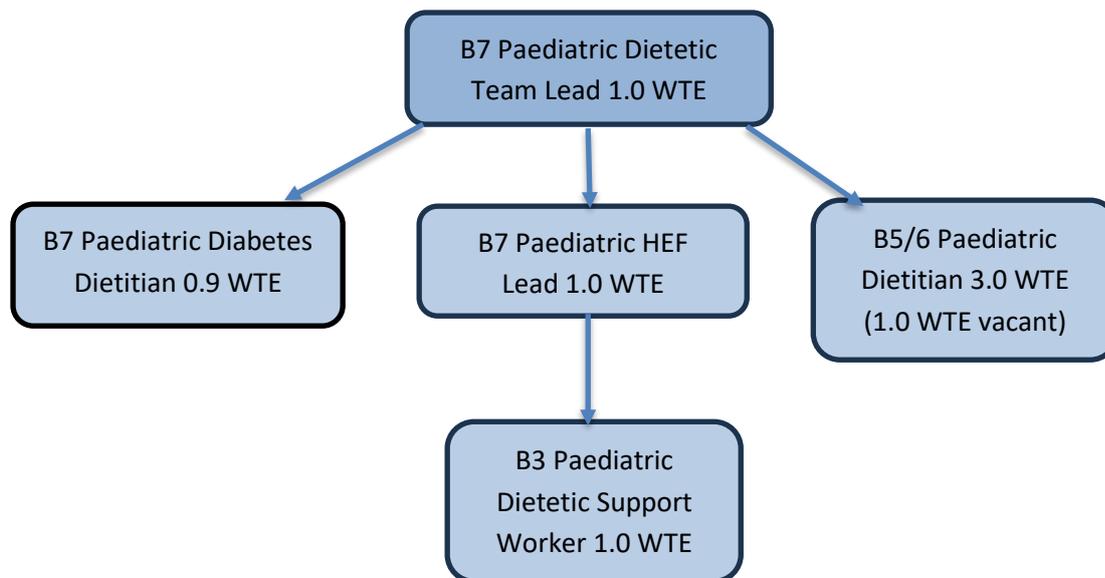
Research and Education

- To initiate and participate in research and audit projects within paediatrics in order to provide a clinically effective service providing feedback on these locally and publishing or presenting relevant findings at governance meetings and conferences.
- To participate in continuing professional development to keep expertise up to date in general paediatric dietetics and other relevant areas eg gastroenterology, oncology. To identify personal training needs and participate in performance appraisal.
- To work with the wider paediatric teams within the region to deliver and evaluate service improvements.

Communication and Working Relations

- 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 paediatric dietetics and across the organisation, giving accurate information as required and keeping everyone informed of any untoward incidents.
 - Develop expertise in dealing with interpersonal conflict and be responsible for the resolution of any adverse situation/incidents. Comply and promote compliance to Trust policies e.g. Harassment and Bullying.
 - An active member of the dietetic team contributing to relevant Trust wide groups and meetings.
 - Represent the Team Leader in their absence at department level.
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Organisational Chart



Other

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



Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click [here](#) for further information on the Management Essentials programme.



Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click [here](#) for further information on the Leadership Insights programme.

Person Specification

Qualifications

Essential

- Degree/Diploma in dietetics
- Registered dietitian
- Evidence of professional development and commitment to postgraduate study

Desirable

- BDA Member
- Post graduate study eg Paediatric Group course/module, teaching/education certificate, diploma in advanced dietetic practice, PENG course, BDA specialist group member, BDA branch member, evidence of research experience/working towards Masters level qualification

Experience

Essential

- Evidence of suitable experience of Dietetics
- Experience of paediatric dietetics
- Experience of working in multi-professional setting
- Experience of teaching and staff training

Desirable

- Evidence of suitable experience in Dietetics in a range of specialities (of special relevance experience in diabetes, gastroenterology, oncology and complex nutrition support)
- Experience of UK/NHS-based Dietetic practice
- Experience of multidisciplinary work

Skills & Knowledge

Essential

- Good English language skills
- Competent practitioner with knowledge of nutrition support and clinical reasoning skills.
- Good interpersonal and communication skills (oral and written) with people from a wide variety of backgrounds.
- Able to set priorities and meet deadlines
- Able to promote the role of the dietitian
- Ability to organise complex information and to interpret it into language suitable for different groups or individuals (patients, staff, other health professionals, the public)
- Good presentation skills and ability to work effectively single handily with individuals and groups
- Knowledge and experience of catering systems and menu planning
- Accurate anthropometric measurement skills
- IT skills – Internet, word processing, power point and dietary analysis
- Understanding of professional ethics and their application
- Understanding and commitment to clinical governance and audit
- Able to interpret research evidence and apply to practice

Desirable

- Experience of multidisciplinary work
- Advanced clinical reasoning skills
- Experience of research, audit, writing guidelines / policies, presenting to colleagues

- Able to represent team at strategic level
- IT skills - Excel, journal data bases

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 act in such a way that at all times 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: