

Job Description

Title: Macmillan Oncology Dietitian

Band: 6

Staff Group: Allied Health Professional

Reports to: Head & Neck Specialist Dietitian / Acute Operational Team Lead

Job Summary:

- To work within the Acute Dietetic Team to deliver specialist dietetic service, including enteral nutrition, to patients, and their carers, with a cancer diagnosis undergoing single or multi-modal oncological treatment at Queen Alexandra Hospital.
- To work autonomously within a variety of multidisciplinary teams, liaising closely with Oncologists and Clinical Nurse Specialists.
- To provide dietetic support within all oncological specialities, focussing on Head and Neck and Upper-Gastrointestinal on both curative and palliative pathways.
- To act as a resource for Cancer Multidisciplinary Teams by representing dietetics and promoting the role of nutrition. To engage in teaching and training of teams and patient groups.
- To be a supportive member of the acute team, assisting with student training, supervision of junior dietitians and resource development.
- To work alongside oncology colleagues to develop and build upon team resources, skills and knowledge to best suit the needs of the patients and the team.
- A highly skilled clinical expert with specialised knowledge and compassionate approach in caring for patients and their carers.

Key Responsibilities:

Clinical/Professional

- To deliver Specialist Dietetic intervention to patients under the Oncology team within Portsmouth Hospitals NHS Trust. To make sound professional judgments regarding nutrition and hydration and contribute towards the Oncology and Nutrition Support MDTs.
- To work with the Acute Team Lead in developing the dietetic service for adults with cancer developing knowledge and skills and acting as a resource for the dietetic department - dividing time between clinical input and service development activities.
- Working autonomously, and in liaison with other oncology colleagues, in managing a caseload of patients demanding specialised Dietetic assessment and intervention in both the outpatient and inpatient setting.
- As a resource to Cancer MDTs – leading dietetic care by signposting patients down appropriate dietetic care pathways, working closely with regional specialist colleagues and liaising with other members of the dietetic, and nutrition nurse teams in hospital, in the community and across the region to ensure continuity of care.
- To act as an advocate for patients, carers and relatives to ensure dietary intake and nutritional status are considered as part of medical and surgical treatment pathways – liaising with key members of both the local MDT, and other regional services where required, to achieve this.

- Play a lead role in proactively recommending artificial nutrition support in a timely way to prevent unnecessary/prolonged admissions and to improve patient clinical outcomes.
- Communicating, influencing and working with the multidisciplinary team in different ways to improve quality of care, and informed clinical decisions. Promote innovation and participate in benchmarking and quality audits to measure effectiveness of current practices.
- Demonstrate regular personal development activities. To keep up to date on professional matters actively pursuing training for self-development relevant to the role through an individual training plan.
- Implement evidence-based practice, initiate, manage and evaluate changes that lead to improved and high standards of care, and particularly any service changes following feedback from patients.
- Create a culture for learning and development that will sustain person-centred safe and effective care.
- Ensure concerns raised by patients and their families are dealt with in an open, honest, and transparent way, quickly and effectively, in line with trust policies, procedures and Duty of Candour legislation.
- Ensuring that accurate and timely dietetic records are maintained, monitoring standards, and taking corrective action as required.

Management/Leadership

- To hold accountability alongside B7 oncology colleagues for the direct delivery of the Dietetic service within the specialised clinical area within Oncology, including referral guidelines and protocols/pathways for specific patient groups.
- Responsible for the supervision of junior dietitians and students as agreed with the managerial team.
- Undertake other tasks or accept additional responsibilities (e.g. Student training liaison, health & safety liaison, social media lead) delegated by the Acute Team Lead or Service Manager that contribute to the effective provision of the Dietetic Service. To undertake such other tasks and occasional relief duties as may be required from time to time by the Nutrition and Dietetic Services Manager
- Contribute to the department pay and non-pay budgets by ensuring good housekeeping, economic and sustainable use of resources.

Research

- Contribute to a research culture within the dietetic team to identify current knowledge and deliver evidence-based care. Seek out ways to evaluate service provision to cancer patients within the Queen Alexandra catchment area – disseminating locally (and nationally when opportunity presents).
- Actively contribute to local department multidisciplinary audits, represent the clinical area at governance meetings and highlight areas for change. Collect & collate service evaluation data to inform Macmillan annual report, and service development opportunities.

Education

- Create an environment that is conducive to learning and encourage team open-ness so that an evidence-based approach is utilised and applied to nursing care.
- Act as a mentor and coach for dietitians, support staff and junior team members.
- Contribute to the direct supervision of dietetic students; commit to and encourage a culture where student dietitians receive quality placements supported by coaching-style of supervision, including mentorship and teaching from the multi-professional team as appropriate.
- Responsible for ensuring that Trust requirement for mandatory/essential training is completed.
- To act as an expert resource for the dietetic team, providing training and development, as well as representing the service at multidisciplinary meetings and cancer network meetings as required.
- To provide training and education to facilitate other professionals to take action in providing appropriate

nutritional advice to cancer patients.

- To work with the multidisciplinary team to develop and select materials e.g. diet sheets, advice sheets to ensure appropriate literature, resources for patients are available.

Communication and Working Relations

- Provide and receive complex, sensitive, or contentious clinical and personal data/information, treating this in line with trust information governance policy.
- Use highly developed interpersonal verbal and non-verbal counseling skills to overcome significant barriers to nutritional care and in dealing with distressing diagnoses and symptoms.
- Communicate sensitively, compassionately and effectively with patients, carers, relatives and other professionals in situations that may be highly emotive; dealing with frequent exposure to distressing and emotional circumstances.
- Establish robust communication channels with other professionals to facilitate effective dietetic intervention and continuity of care, both locally and regionally.
- Responsible for recording personally generated information regarding patients e.g. written and electronic records, reports and activity data in accordance with professional and local standards. To keep patient records and record information on case notes/care plans as per Department/Trust procedures.
- Effectively manage and prioritise a flexible caseload and manage interruptions relating to patient care.

Working Conditions and Effort

- May be frequently exposed to distressing circumstances (e.g. working with patients who are given distressing diagnoses, those terminally ill and their families) and/or exposed to other conditions.



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.



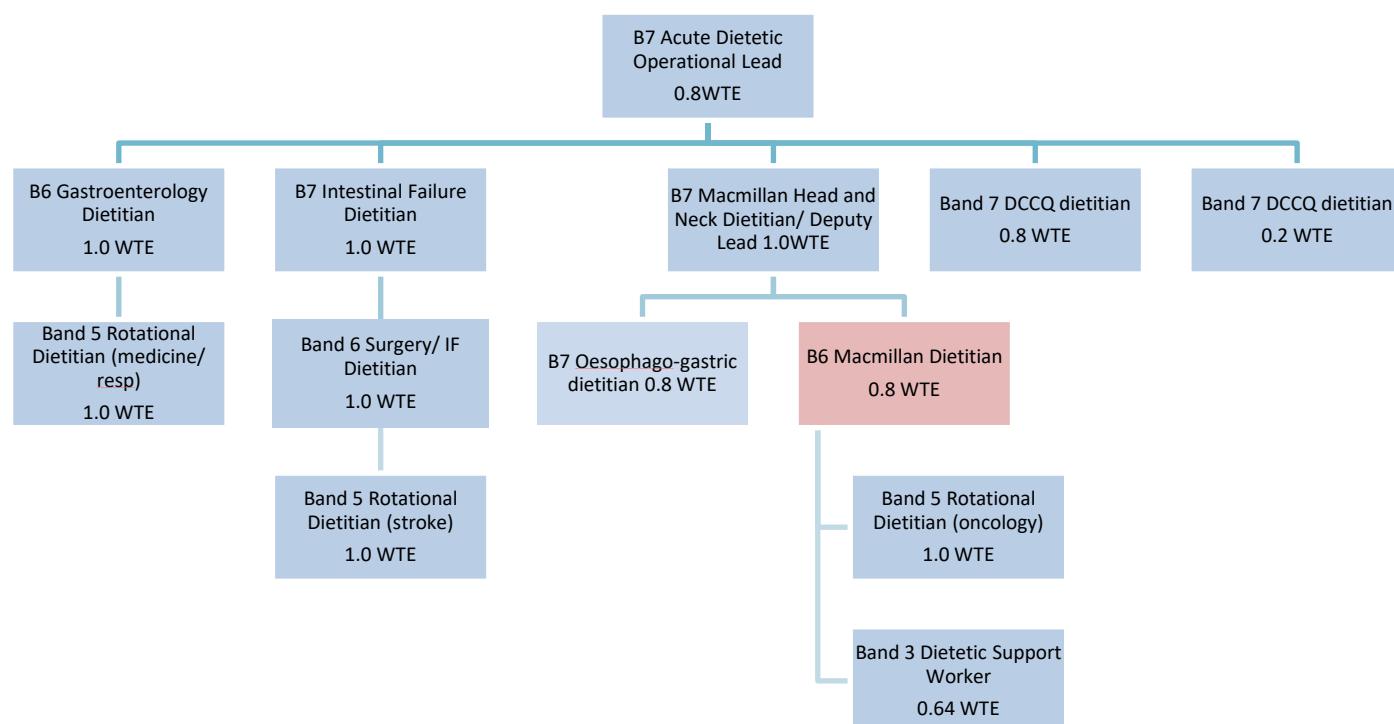
Leadership Insights

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.

Organisational Chart



Person Specification

QUALIFICATIONS AND EXPERIENCE

Essential

- Degree/Diploma in Dietetics
- HCPC Registered Dietitian
- Postgraduate experience including experience of acute hospital and/or home enteral feeding (HETF) dietetics
- Evidence of professional development or commitment to postgraduate study

Desirable

- Member of the British Dietetic Association and Oncology Specialist Group
- Experience of acute hospital dietetics within a range of medical and surgical specialties
- Evidence of postgraduate education, training and team-working within acute or oncology dietetics
- Experience of clinical or non-clinical teaching
- Completed PENG Clinical Update course or equivalent nutrition support qualification.

SKILLS & KNOWLEDGE

Essential

- Competent practitioner with well developed clinical and reasoning skills.
- Able to promote role of nutrition to others.
- Able to communicate with people from a variety of backgrounds. Good interpersonal skills.
- Able to think/plan strategically and develop the role in conjunction with other dietitians, dietetic leads and various stakeholders.
- Excellent presentation skills and ability to work autonomously with individuals and groups.
- Confident communicator and multidisciplinary team worker
- Evidence of recent service improvement work
- Competent in use of IT systems.
- Strong interest in nutrition support and oncology.

Desirable

- Experience of facilitating student dietitian training/supervision
- Experience of peer supervision and/or supervision of junior dietetic staff.
- Experience with managing home enteral feeding patients.

PERSONAL QUALITIES

Essential

- Confident, self-motivated, flexible, adaptive and creative
- Ability to demonstrate advanced communication skills including confidence within the multidisciplinary team.
- Able to prioritise and self-manage within a team environment.
- Responsible, reliable and strives for efficiency.
- Knows own limitations and willing to seek and provide support/guidance within the dietetic team.
- Willing to participate in clinical supervision and contribute to team clinical governance.
- Empathetic, supportive, friendly and approachable.

CIRCUMSTANCES

Essential

- Able to work in both outpatient and inpatient settings.
- Able to work within agreed hours.

Desirable

- Able to offer some flexibility re. hours 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 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: