

AHP Job Description

Title: Specialist Paediatric dietitian

Band: 6

Reports to: Paediatric team leader

Job Summary:

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 need.

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 on going 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 proving 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 eg 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.

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- To work with the childrens 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.

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- 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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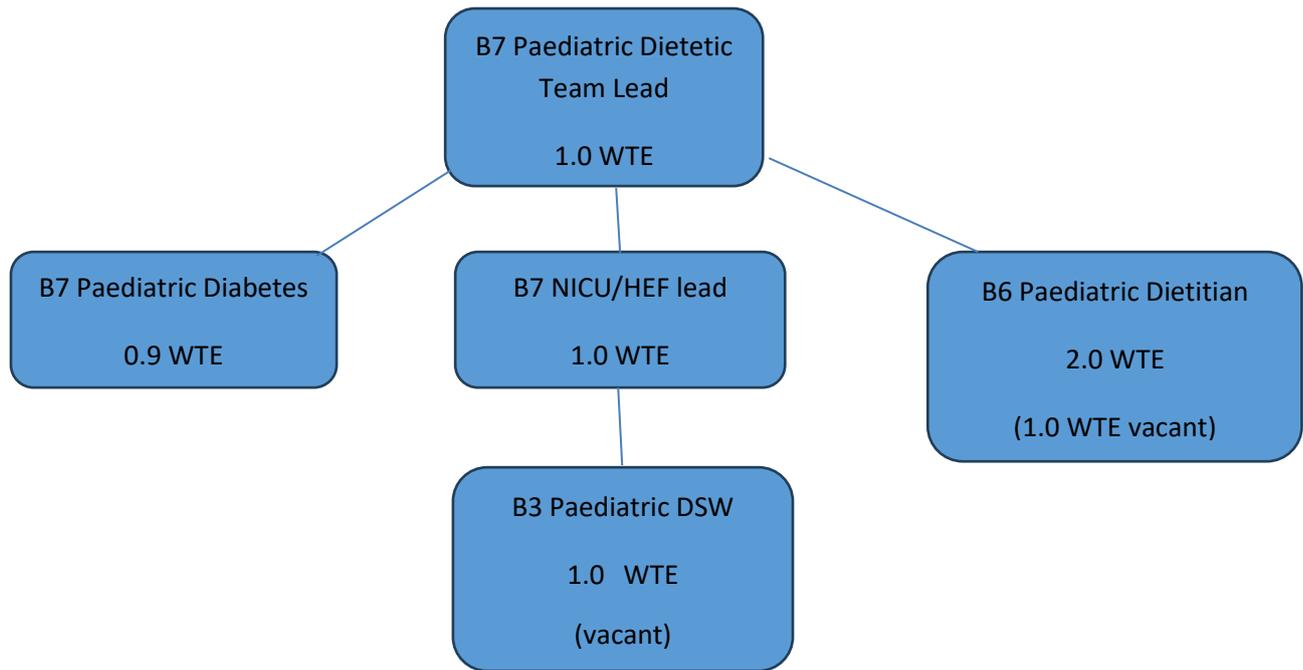


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Organisational Chart



Person Specification

Qualifications & Experience

Essential

- Evidence of suitable experience of Dietetics
- Experience of working in multi-professional setting
- Experience of teaching and staff training
- Degree/Diploma in dietetics
- Registered dietitian
- Evidence of professional development and commitment to postgraduate study

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
- Some experience of paediatric dietetics/working with children in another setting.
- BDA Member
- Post graduate study eg Paediatric Nutrition Group course, 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

Skills and Knowledge

Essential

- Good English language skills
- Competent practitioner with knowledge of nutrition support and clinical reasoning skills.

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- 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.

Personal Qualities

Essential

- Competent and able to work independently.
- Confident, self-motivated, flexible, adaptive and creative.
- Able to respond to unpredictable work patterns and frequent interruptions.
- Ability to work within a team environment and contribute to the development of team strategy.
- Able to reflect and appraise own performance and that of others.
- Able to deal with difficult situations.
- Knows own limitations and willing to seek guidance.
- Well presented and professional.

Desirable

- Enthusiastic.
- Assertive, realistic, approachable, cheerful.
- Supervision skills (clinical and workload).
- Sociable.

CIRCUMSTANCES E.G. FLEXIBILITY, MOBILITY

Essential

- Able to get around hospital sites.
- Able to transport equipment.
- Able to work within agreed hours.

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- Occasional attendance at study events, conferences for one or several days or long day away from home as required with adequate notice.

Desirable

- Able to work flexible hours to suit needs of service when the clinics run late into the evening..
- Car driver/owner.

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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 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:

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