



## JOB DESCRIPTION

### 1. JOB IDENTIFICATION

**Job Title:** Specialist Weight Management Dietitian

**Responsible to:** Weight Management Team Lead

**Department(s):** Nutrition and Dietetics

**Date this JD written/updated:** May 2021 Updated February 2024

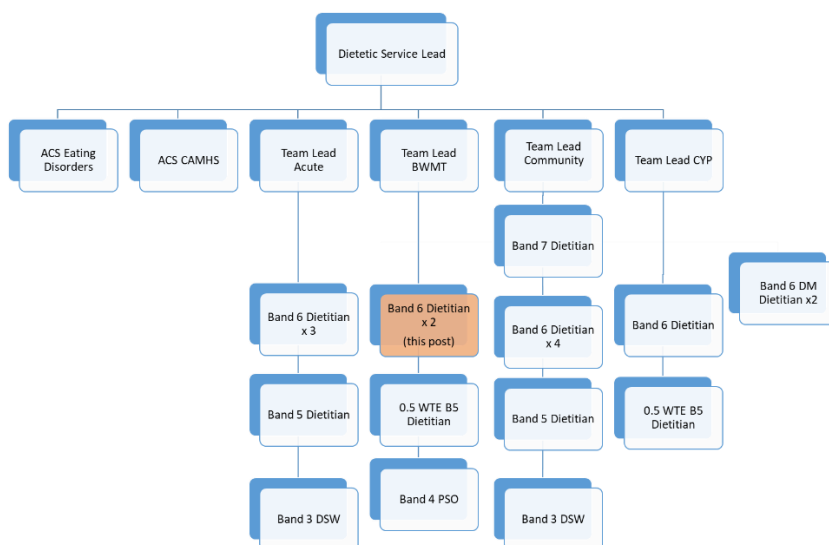
**Job Holder Reference number**

### 2. JOB PURPOSE

To provide a comprehensive high quality, effective evidence based clinical service to patients attending the weight management service, acting as a specialist dietitian within the clinical speciality of weight management and diabetes.

To support other health care professions in their role through specialist advice, provision of resources, training and education, and policy/guideline development. The post-holder would also be expected to participate in the co-ordination and provision of Dietetic student training.

### 3. ORGANISATIONAL CHART



## 4 SCOPE AND RANGE

The Weight Management Service is established across the Scottish Borders. This service will provide Weight Management support in order to reduce the risk of those living with overweight & obesity and to treat those already presenting with complications of overweight and obesity.

- Provide specialised Nutrition and Dietetics service to families who are attending for weight management.
- Provide a whole life clinical service to children and young people and adults, liaising with clients directly and all family, carers, and healthcare professionals involved with the client.
- Provide highly specialised advice on a wide range of clinical conditions including complex medical, physiological and psychological problems.
- Working in collaboration with internal and external partners to develop, implement and monitor interventions of the Weight Management programmes.
- Provide regular progress reports to Regional and Local Strategic groups
- Maintain close links with the Public Health Team and the JHIT Dietitian.
- Working flexibly wherever the service demands exist ie remission, pre-diabetes education or other areas of dietetics

## 5. MAIN DUTIES/RESPONSIBILITIES

- Acts as a lead specialist within the weight management service, to provide support to the wider department and expertise to national and local professional bodies in the development, review and implementation of standards and guidelines.
- To practice autonomously and be professionally and legally accountable and responsible for all aspects of own work, including the management of patients.
- To work within all local policies, procedures and protocols and in compliance with professional standards as documented by the British Dietetic Association and the Health Care Professions Council. Patients may include vulnerable adults and young people under the age of 18 therefore develop a working knowledge of relevant procedures including Child Protection, Protection of Vulnerable Adults and other legal frameworks.
- To maintain a clinical caseload involving
  - Assessment and treatment of clients for weight management
  - Delivering weight management advice using evidenced base information and using behavioural change.
  - Development and delivery of a care plan with measurable outcomes
  - Monitoring and reviewing of the care plan to facilitate achievement of treatment goals
  - Attending case conferences
  - Attending meetings within NHS Borders and out with nationally
  - To participate in clinical supervision
- To communicate effectively as part of a clinical multidisciplinary team, participating fully in the management of family care, and provide professional advice and expertise to dietetic colleagues and other health care professionals to ensure a seamless service with primary care and tertiary centres.

- To carry out the programme planning, clinical training and assessment of student dietitians, and develop and present education on clinical nutrition to medical and nursing staff, other healthcare professionals and patient groups.
- To take the lead in specific projects, with or without external funding, with the aim of developing clinical and/or operational areas of the department and NHS Borders wide.
- To supervise the work of other members of the team, if required.
- To keep accurate documentation of all patient episodes in accordance with the required BDA and departmental standards of documentation, and maintaining comprehensive statistical data.
- To maintain a comprehensive range of effective literature and teaching resources for use in the education of service users, identifying and responding to the need to develop new or updated evidence based resources.
- To work within the British Dietetic Association Code of Professional Conduct, Health Professions Council Professional Standards and NHS policies in all aspects of own work.
- To ensure continuing competency to practice by participating in an approved ongoing programme of CPD, including membership of specialist groups of the BDA and others.
- To increase clinical effectiveness and promote evidence based practice by initiating and undertaking audit using research methodology and through the recording and analysis of statistical data

## 6. SYSTEMS AND EQUIPMENT

- To be competent in the correct use of nutritional assessment tools including height measures, weighing scales, skin fold callipers (to measure body fat and muscle), Dynamometer (for measuring grip strength) thereby ensuring accurate monitoring of anthropometric measurements.
- To use the following software packages:-
  - Outlook, Microsoft office, nutritional analysis, EMIS, TRAK care, Internet, SCI-gateway, Microsoft Teams and video-conferencing, Near Me and TURAS
- Responsible for the confidentiality and safe keeping of dietetic electronic and paper records.

**Note:** New systems and equipment may be introduced as the organisation and technology develops, however training will be provided

## 7. DECISIONS AND JUDGEMENTS

- Has the freedom to practice autonomously, with minimal supervision, regarding the organisation and prioritisation of own workload.

- Is expected to make clinical decisions about dietetic therapy including appropriateness of referral, dietary treatment plans and discharge arrangements, based on all the information provided.
- Initiates team discussions when appropriate.
- Undertakes judgement on a variety of complex conflicting clinical problems which require investigating, analysing and assessing. Complex cases with multiple diagnoses can involve conflicting dietary requirements and ethical issues where personal experience and judgements are required to formulate appropriate treatment.
- Has the obligation to provide information to other healthcare professionals or refer on to another specialist practitioner where it is considered appropriate.
- Is expected to regularly review the clinical effectiveness of practice and, where appropriate, make alterations to practice in accordance with own judgement, established guidelines and in consultation with colleagues.
- Is responsible for generating additional work as a result of initiatives within the department, multidisciplinary team or NHS Borders, in order to develop the service or profession.
- Agrees formal objectives with the Dietetic Manager or Weight Management Team Lead in line with departmental objectives, to be reviewed through the appraisal programme.

## **8. COMMUNICATIONS AND RELATIONSHIPS**

- Dietitians are highly skilled communicators who translate complex scientific and health information into practical guidance that the families and professionals can understand and act upon.
- To provide dietary advice and lifestyle counselling to support behavioural change, with the aim of helping the client and/or parent/guardian to understand issues, overcome any barriers and lessen resistance to change. This requires empathy and highly developed skills in negotiation, goal setting and motivational techniques.
- Within the multi-disciplinary team, to relay concise and relevant information about an adult, or children and young people with complex nutritional needs.
- To be an efficient communicator ensuring a seamless service with primary care and tertiary centres
- To provide support and advice in emotionally demanding situations e.g. for terminally ill, dealing with inappropriate or challenging behaviour, and clients with mental health problems.
- Dietitians are contactable by clients, carers, families and healthcare professionals at all times during working hours by phone or email. This can result in unpredictable work patterns, interruptions, and crisis management, and requires a flexible approach to prioritising the workload.
- Methods of communication include reports, discharge summaries, letters, e-mail, telephone, case conferences, meetings, and informal discussions.
- Regular communication is undertaken with the following:-
  - Clients - Children and young people and adults, -families, carers
  - Dietetic Staff
  - Other health professionals within NHS Borders
  - GPs and the Primary Care Team
  - Joint Health Improvement Team
  - BGH Consultants and health care staff
  - Dietetic staff
  - Live Borders Staff
  - Voluntary organisations
  - Scottish Borders Council
  - Residential and private nursing homes in the Borders
  - Dietitians from other Health Board areas

Clinical Teams e.g. Learning Disabilities, Mental Health, Child and Family Psychiatry.  
Pharmacy staff

## **9. PHYSICAL DEMANDS OF THE JOB**

- Moving Equipment – bariatric weighing scales (8kg),
- Keyboard working
- Undertaking anthropometric measurements including, heights, weights, skin fold measurements, waist diameters etc. which requires skill and dexterity.
- Frequent exposure to unpleasant smells, body fluids, body and foot odour in ward situations and in out-patient clinics.

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

- Managing competing priorities alongside an ever increasing clinical caseload.
- Working with clients, families and carers who may have history of abuse, trauma.
- Working with clients, families and carers who may have varying degrees of motivation.
- Liaising and providing input to a number of multidisciplinary teams, wards and healthcare professionals; each of whom have their own priorities and expect a prompt dietetic response.
- Maintaining expert knowledge and skills in a wide range of clinical areas to support a large and diverse caseload.
- Frequent ethical decision making

## **11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

### **QUALIFICATIONS**

- 4 year honours degree or post graduate degree.
- Health Care Professions Council (HCPC) registration.
- Relevant Post Graduate Qualification – Training on Behavioural Change, Motivational Interviewing.
- Evidence of Continuing Professional Development.

### **KNOWLEDGE/EXPERIENCE**

- Relevant Post Graduate Training –Behavioural Change, Motivational Interviewing, Cognitive Behavioural therapy and/or Counterweight is desirable.
- Recent experience and knowledge in specialist area of weight management at band 6 level is desirable.
- Evidence of multi-disciplinary team working.
- Experience of delivering Group work is desirable.

- Knowledge of national clinical guidelines
- Early intervention and prevention work

**SKILLS**

- Proven skills in delivery of clinical care
- Excellent communication, negotiation and motivational skills with individuals and groups.
- Ability to examine and change current practice.
- Audit, research and presentation skills.
- Competent IT skills in Outlook, PowerPoint, data input, word processing and dietary analysis.
- Car driver.
- Good time management.

**PERSONAL QUALITIES**

- Flexible, positive attitude and self-motivated.
- Ability to maintain judgement under pressure.
- Ability to work collaboratively with a wide range of disciplines.
- Compassionate.

**12. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each jobholder to whom the job description applies.

**Job Holder's Signature:**

**Head of Department Signature:**

**Date:**

**Date:**

