

JOB DESCRIPTION

1. JOB IDENTIFICATION

Job Title: **Dietitian (Band 5)**

Responsible to (insert job title): Specialist Dietitian

Department(s): NHS Lothian Dietetic Service

Directorate:

Operating Division:

No of Job Holders:

2. JOB PURPOSE

To provide a comprehensive service of assessment, diagnosis, treatment/appropriate management, onward referral and discharge to a diverse range of patients referred to the service

To supervise and support Dietetic support workers, assistant practitioners and students.

3. DIMENSIONS

This post will be based at the Royal Hospital for Children & Young People (RHCYP), with an opportunity to develop their dietetic skills within the paediatric & CAMHS setting.

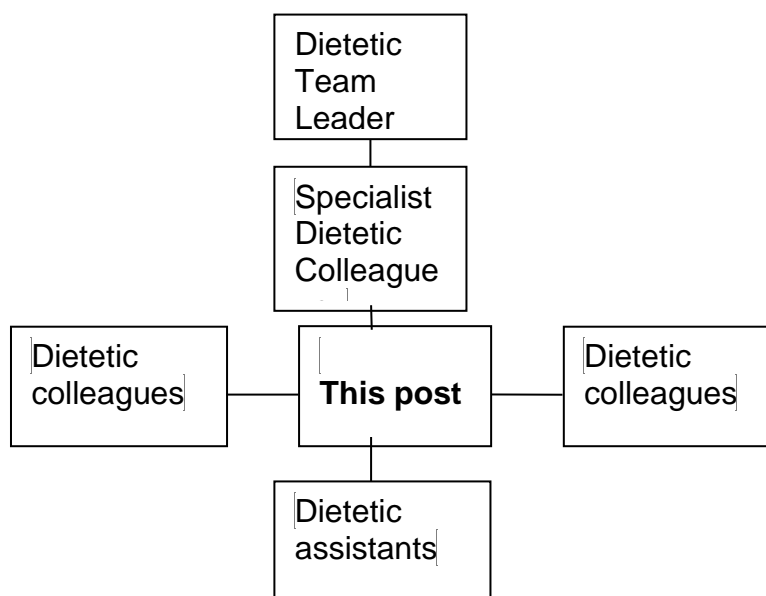
The post holder will have a designated base but could work with adults or children in any of the following service areas (but not limited to) – In patients, Outpatients, domiciliary, community, general rehabilitation, learning disability, medical, surgical, mental health, diabetes, renal, oncology, neurology, dysphagia, nutritional support, enteral tube feeding and weight management.

The post holder will work within a variety of designated NHS and non NHS sites including Hospitals, Care Homes, Health Centres, schools and nurseries, Family/Older Peoples Centres.

Staff responsibility – Supervise clinical workload of support workers, assistant practitioners and students.

The post is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands, after following relevant ER policy.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

Dietetic Services in NHS Lothian are uni-professionally managed services. They provide diverse and specialist clinical services to a wide range of patients and clinical conditions across a wide variety of settings in acute and community and partner organisations. These include patients referred to National and tertiary services as well as local services for Lothian residents.

Dietetic services manage a wide age range from neonates to frail elderly through anticipatory care, community care, acute interventions and palliative care. Services are delivered flexibly to meet the differing needs of the population.

Dietitians are autonomous practitioners specifically qualified to comprehensively assess a patient's nutritional status and develop a nutritional care package to meet nutritional requirements and maximise potential. They enable children and adults to make the most of their skills and abilities, to develop and maintain healthy lifestyles by providing specialist diagnostic assessment and treatment services. Dietitians are critical to assessment, diagnosis, treatment and ongoing management of individual's dietary needs, treatment and care package. Treatment planning and advice may focus on the need for oral nutritional support, artificial nutrition support, dysphagia management, allergy, eating disorders, therapeutic diets for acute and chronic diseases including oncology, weight management, diabetes and renal dietary management.

6. KEY RESULT AREAS

Clinical

1. To prioritise and manage own individual caseload providing a comprehensive service of assessment, diagnosis, treatment/appropriate management, onward referral and discharge to a diverse range of patients referred to the service, seeking advice and support from specialist dietitians when appropriate.
2. To maintain professional standard of record keeping which is accurate and current, in line with professional codes, service standards and organisational requirements.
3. To work within all local policies, procedures and protocols and in compliance with professional standards as documented by the professional body and the Health and 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.
4. To contribute as required to the planning and implementation of team and departmental policy and service developments, including representing the team at relevant meetings.
5. Delegate allocated tasks to clinical support workers and assistant practitioners and supervise where appropriate, to maximise efficiency and to achieve desired quality of care ensuring they follow NHS Board Policies & Procedures.
6. To contribute to audit, research activity or other projects to promote evidence-based practice, develop the service and maintain efficiency and effectiveness.
7. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

Educational

8. To participate in student education within current clinical area and at an appropriate stage.
9. To deliver training programmes for a wide range of professionals and carers to educate carers and significant others in the understanding of both the therapy process and any intervention relating to the management of patients medical and social needs.

7a. EQUIPMENT AND MACHINERY

The following are examples of equipment which will be used when undertaking the role.

Be competent in the use of a wide range of equipment. Ensure that equipment in use is clean and safe, and regularly monitored for safety as per professional and organisational standards of practice. Must ensure that all equipment issued by them is safe to use and be responsible for the safe and competent use of equipment they issue to patients.

The following are examples of equipment which may be used when undertaking the role:

IT Equipment –Personal Computer, phones, mobile phone, telehealth units, teleconference, videoconference.

Manual Handling equipment - Weighing scales, Stadiometer, Calipers, Dynanometers, Display

Boards, Diabetes aids, Enteral Tube Feeding equipment and Oral Nutritional Supplements, and Specialist seating

Details of equipment will be held locally and will depend on the work area.

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

7b. SYSTEMS

The following are examples of systems which will be used when undertaking the role.

Maintaining patient records– documenting all patient interventions and non-direct contacts e.g. TRAK, SCI Diabetes, Picture Archiving Communication Systems (PACS), PIMs, PROTON.

Internet based clinical information sources e.g. E-Library

Update department shared drive/intranet site

Use of intranet to access information within NHS Lothian

Daily use of e-mail for communication

Microsoft Office - Formatting and populating spreadsheets and databases to produce statistics and reports as required

Health & Safety, Datix , COSHH Systems

COMPEAT and other nutritional analysis packages

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

8. ASSIGNMENT AND REVIEW OF WORK

The clinical caseload is generated by the specific needs of each clinical area and agreed with the Specialist Dietitian according to the skills and competencies of the post holder. The post-holder will work independently within departmental and professional protocols / guidelines. A Specialist Dietitian will be available to consult and provide direct supervision and training as required.

The post holder is responsible for supervising clinical support workers, assistant practitioners and students.

The post is managed by the line manager. This includes participation in the departmental Personal Development and Performance Review (PDP) system.

9. DECISIONS AND JUDGEMENTS

To act independently to assess, plan, implement and evaluate treatment programmes and discharge whilst considering complex facts and environmental factors to determine which management option best meets the needs of the client and their carers.

Prioritise own caseload and workload management.

Plan and implement own treatment care packages from analysis of assessment results and using clinical reasoning skills.

Decide when to refer to specialist Dietitian/Line Manager and other agencies.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Working with a broad range of patients, staff groups and different services and organisations and having an understanding of their priorities and structures through well-developed communication channels. Developing and maintaining effective communication links to ensure continuity of service and patient care

Effective time management of clinical commitments, administrative work, and professional requirements.

Prioritising workload while managing the demands of families, patient's need's, other professional staff and other agencies with an increasing size and complexity of caseload.

Ability to adapt to the variable and unpredictable demands of the clinical and organisational workload.

11. COMMUNICATIONS AND RELATIONSHIPS

Dietitians have specialist skills in nutritional assessment, treatment planning and ongoing monitoring and discharge. Dietitians can provide specialist advice for patients with short term or long term conditions. They translate scientific and specialist information about food and nutrition into practical dietary advice for patients, families and/or carers. They are required to have highly developed communication skills to communicate effectively with a wide range of professionals, carers and clients e.g. skilled in active listening, negotiation skills and explaining complex information especially where there are barriers to understanding e.g. Learning Disabilities, English as an additional Language.

Required to communicate with children, their families and a range of staff from other agencies about all aspects of assessment, diagnosis and management. This involves interpreting, adapting and presenting information which may be complex, sensitive and contentious, e.g. relating assessment results to patients/families or to other professionals, dealing appropriately with information relating to a child protection or vulnerable adult issues etc. At times this may be contentious due to unrealistic expectations of other professionals, relatives / carers.

Maintenance of effective liaison with referring agents, patients, carers, clinical health care teams, education services and colleagues by informing relevant parties of current status of patient's level and degree of therapy involvement, attendance at case reviews, submission of verbal and written reports and making onward referrals as required.

The majority of contacts will be with the following:

Allied Health Professionals - OT/PT/SLT/POD/Diet colleagues both within and out with Lothian.

Patients, relatives and carers.

Nurses, Psychologists, Pharmacists

Medical staff e.g. Clinical Medical Officers, GPs, and Health Visitors.

Education services e.g. teachers, nursery nurses, Educational Psychologists.

Other agencies e.g. Social Services, voluntary sector.

To deliver training programmes for a wide range of professionals and carers to educate carers and significant others in the understanding of both the therapy process and any intervention relating to the management of patients medical and social needs.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical skills

Knowledge of how to use specialist equipment – required for day to day use with specific patients e.g. weighing scales, stadiometer, calipers, dynamometers, feeding pumps/equipment, diabetes aids.

Standard keyboard skills – required for daily use of IT equipment.

Manual handling skills – trained to a level as required by NHS Lothian for daily use in the workplace.

Physical effort

Direct manual handling of patients, with due regard for own safety, including lifting, carrying, pushing wheelchairs, arranging seating and feeding equipment required on a daily basis.

Lifting, carrying and transferring a range of equipment to and from locations on a daily basis including weighing equipment, presentation aids, feeding equipment, dietetic supplements and other therapy materials etc.

Skills required to assist with therapeutic handling dependent on clinical area

Mental demands

Concentration required for to make specialist clinical decisions during all aspects of assessment and treatment taking into account any cultural/ linguistic differences.

Constant need to be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions.

Meeting the needs of training and delegating work to assistants and students while maintaining the highest standards of clinical care to patients and their families.

Emotional demands

Communicating frequently with distressed/anxious/worried patients/relative e.g imparting potentially distressing information regarding the nature of the communication and/or feeding difficulties and the implications of these.

Managing patients with challenging behaviours and a range of complex difficulties including the application of appropriate management strategies.

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. This can include receiving and acting upon confidential information relating to issues including physical/emotional/sexual abuse and neglect.

Providing emotional support to peers.

Environmental and working conditions

Working within infection control and health and safety guidelines in order to deal appropriately with unpleasant conditions related to client contact as they arise; including frequent exposure to body fluids, odours and head lice.

Potential exposure to unsafe situations e.g. aggressive behaviour and verbal abuse from patients and relatives, lone working etc.

Requirement to travel between locations and across Lothian in course of duties.

13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Degree level qualification (SCQF Level 9) or equivalent in Dietetics

Registered with the Health and Care Professions Council.

Evidence of ongoing continuing professional development.

Good communicator, team worker and ability to work independently, and travel.

14. 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:

Date:

Head of Department Signature:

Date: