

### 1. JOB DESCRIPTION

**Job Title:** Specialist Dietitian

**Department(s):** Dietetics Service

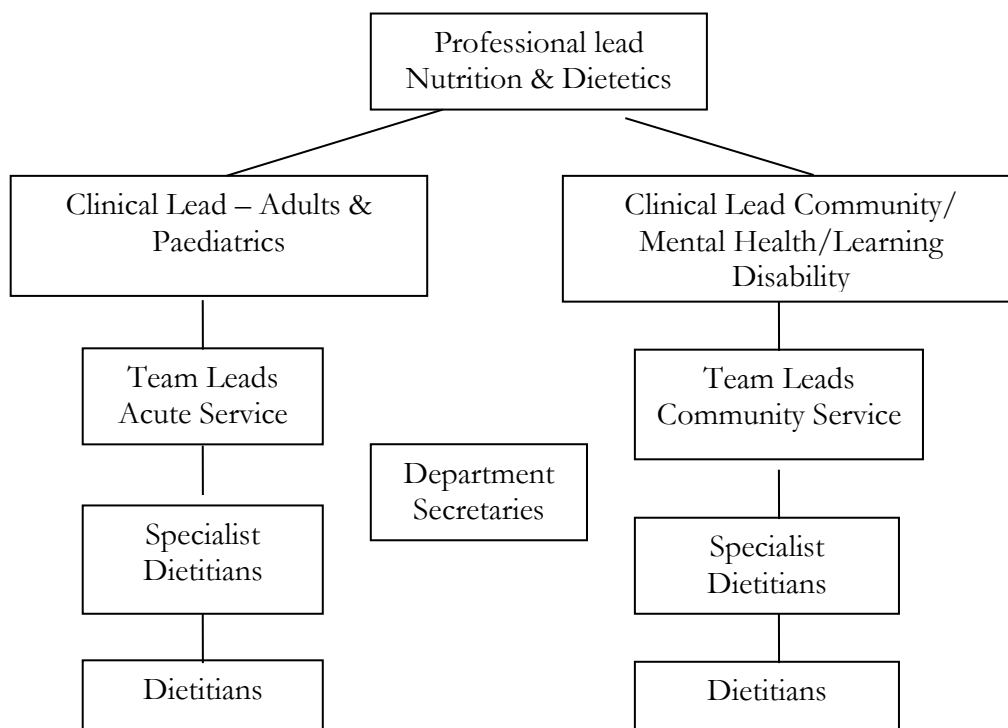
**CAJE ID:** AHP.0201

**Number of Job Holder(s):**

### 2. JOB PURPOSE

- To act as an expert practitioner selecting, assessing, planning and delivering evidence based, nutrition and dietetic care to patients within a specialist field.
- In general, to act as a source of expertise for patients, within the speciality, other health care professionals, GPs and Consultants.

### 3. ORGANISATIONAL POSITION



#### **4. SCOPE AND RANGE**

- Provide a specialist Nutrition and Dietetic service to patients.
- This provision will come via referrals from other Healthcare Professionals e.g. Clinical Consultants, General Practitioners, Allied Health professionals, Specialist nurses etc.

#### **5. MAIN DUTIES/RESPONSIBILITIES**

##### **Clinical/Practice Responsibilities**

- To communicate and receive complex and sensitive information and present this in an understandable form to patients which may include giving unwelcome or difficult to accept information.
- To develop evidence based nutritional educational material, with other specialist dietitians in their field for patient/healthcare professional use,
- Be professionally and legally accountable and responsible for the provision of clinical dietetic services in specialist area of practice.
- To act as an independent expert practitioner selecting, managing, planning, evaluating and delivering the most appropriate treatment programmes for patients, using appropriate nutritional assessment techniques and equipment, seeking peer support only as and when necessary.
- To use motivational and negotiation skills with patients to comply with treatment programmes and use empathy, reassurance and analysis to uncover social/psychological factors which may affect compliance in order to facilitate long term lifestyle changes.
- To liaise with and advise health care professionals and other agencies e.g. on the nutritional care plans and needs of patients to ensure these requirements can be met at all times.
- To advise and recommend the use of “prescription only” nutritional preparations for the treatment of patients where appropriate.
- To facilitate and contribute to the development and implementation of evidence based practice through involvement in audit and research, particularly within area of specialism, and develop their clinical service in response to new research/best practice.
- To maintain accurate and concise records of clinical interventions, advice given and outcome decisions taken as per professional code of conduct and departmental guidelines.
- To monitor and review care programmes, against outcome measures and adjust programmes to facilitate achievement of treatment goals.
- To be responsible for planning and organising continuing care for patients. This will include arranging complex packages of care e.g. home tube feeding which will involve the co-ordination of GPs and other relevant healthcare staff and agencies.
- Support and advise other colleagues (dietetic and others) in the delivery of up-to-date nutritional management of patients.
- Provide cover for colleagues while they are on leave.
- Provide support to wider Dietetic Service as clinical needs demands.

##### **Professional Responsibilities**

- To work within the British Dietetic Association Code of Professional Conduct, Health Professions Council (HPC) Standards and demonstrate relevant professional development activities and the maintenance of expertise, knowledge and skills,

including CPD, membership of specialist interest groups and maintaining personal CPD portfolio.

- Prioritise own work area, balancing clinical, health improvement, educational and professional demands in line with personal and department work plans and objectives.
- To contribute to the development and updating of departmental evidence-based clinical standards/guidelines, policies, procedures and patient information which represent evidenced-based dietetic practice.

### **Education**

- To lead in identifying training, planning, developing, executing and evaluating training and education needs of clinical colleagues, other health care staff and external agencies, within areas of clinical speciality.

### **Clinical staff support responsibilities/HR Management**

- To act on behalf of the Nutrition and Dietetic Services Manager for operational issues, to provide clinical support and contribute to service development, including representation at meetings.

### **Other Duties**

- Generate reports/information on clinical, educational or health improvement activities as requested by Nutrition and Dietetic Services Manager.

## **6. EQUIPMENT & MACHINERY**

### **Equipment**

### **Use/Purpose**

#### *IT:*

- Computers

#### *Nutritional Assessment Equipment:*

- Scales Weighing patients
- Stadiometer Measuring Height
- Calculator
- Skinfold Calipers Measurement of Skinfold thickness
- Tape Measure
- Weight/Body Mass Index Ready Reckoners
- Bio-impedence Machine Measurement of body's fat, muscle and water

#### *Other:*

- Replica Food Models Used in Patient Education to individuals and groups.

## **7. SYSTEMS**

- Regular requirement to use Nutritional Analysis software [DietPlan 6]
- Email Communication – Internal/external
- Laboratory Results
- Information Leaflet Development [Word/Publisher]
- Clinical Presentation Development [PowerPoint]
- Internet for accessing clinical information
- Regular requirement to use Word processing software for writing of letters/reports

## **8. DECISIONS & JUDGEMENTS**

- Makes decisions about outcomes of treatment and ongoing care of patients in partnership with multi-disciplinary team colleagues.
- Autonomous practitioner, therefore will select assess, plan, undertake, complete and/or discontinue dietetic interventions as per presenting clinical condition of the patient seeking advice and support only when required, via peer group or management structure.
- Take day to day responsibility for the development, monitoring and problem solving within their specialist area.
- Support and advise other colleagues (dietetic and others) in the delivery of up-to-date nutritional management of patients.
- Work autonomously and independently making clinical decisions within standards and guidance from the HPC and Professional Body.
- Contribute to the ethical decision making process about outcomes of treatment and ongoing care of patients in partnership with multi-disciplinary team colleagues.
- To be responsible for interpreting complex clinical conditions e.g. renal to determine dietetic intervention and outcome.

## **9. COMMUNICATIONS & RELATIONSHIPS**

- Work involves dealing with patients and families who are emotionally distressed some with multiple social and medical problems. Some patients may have barriers to communication including, deafness, visual impairment, learning difficulties, literacy problems, mental health problems.

### **9.1 Patients**

9.1.1 Provides and receives information regarding assessment, diagnosis, and treatment to encourage compliance. Give talks/presentations on diet related topics to groups of patients.

### **9.2 Relatives/ Carers**

9.2.1 Receive information relating to the patient where appropriate.

9.2.2 To give information and educate on behalf of the patient where appropriate.

### **9.3 Dietitians**

9.3.1 Pass on information relating to patient transfer to both internal and external colleagues e.g. community or acute Dietitian team.

9.3.2 Give formal and informal training and education sessions relating perhaps to project work or audits carried out.

### **9.4 Nursing staff (Hospital/community based)**

9.4.1 As above under Carers (9.2.1/9.2.2/9.2.3)

9.4.2 Give formal and informal training and education sessions relating to diet therapy.

### **9.5 Medical staff**

9.5.1 As Carers above (9.2.1/9.2.2).

9.5.2 Give formal and informal training and education sessions relating to diet therapy.

## **10. DEMANDS OF THE JOB (physical, mental, emotional)**

- Driving skills – some requirement for travelling throughout Lanarkshire e.g. attending meetings and home visits on patients.
- Clinical duties require postholder to concentrate for long periods of time e.g. during clinics and in ward areas where patients are counselled on an individual basis. This includes managing complex clinical conditions that require a high level of dietetic input, high concentration levels and detailed information.
- Regular interruptions interfering with time-management/caseload management e.g. replying/responding to pagers/phone messages/ward staff frequently resulting in immediate changes in work pattern.
- Dealing with distressed patients/carers.
- Frequently required to use keyboard skills for communication, report writing, resource development and clinical presentations.

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

- Managing change across the multidisciplinary team where there can be barriers to changing clinical practice and where skills in persuasion and facilitation are required.
- Motivating patients to make lifelong changes to aid prevention or management of disease.
- Working in professional isolation e.g. within a ward, clinic or patient's home setting.
- Planning and managing complex patients who have many social problems and other co-morbid states which can make them a challenging patient group to treat. This requires a continuous high level of dietetic input and highly specialist detailed advice is required.
- Patients and other Health Care Professionals resistance to change. This often requires motivational and persuasive skills.
- Frequently dealing with distressed patients and their carers.
- Frequent care of very ill/terminally ill patients.
- Giving talks, training to groups.
- Frequent exposure to noxious odours and frequent indirect exposure to body fluids.
- Occasional exposure to verbal abuse from patients and relatives.

## **12. KNOWLEDGE, TRAINING AND/OR EXPERIENCE REQUIRED TO DO THE JOB**

- Registered Dietitian with valid HCPC Registration
- Educated to/working towards/operating at Degree Level
- Post graduate expertise within speciality / area of practice that demonstrates the required breadth of knowledge required to lead safety, effectively and efficiently.
- Comprehensive knowledge of clinical guidelines and standards within the speciality / area of practice.
- Specialist knowledge and experience of relevant conditions, pathology, policies and procedures associated with the speciality/area of practice ensuring that the level of expertise can be utilised to deliver leadership within speciality / area of practice.
- Leadership skills to enable the day to day management of service delivery.
- Further education/evidence of Continuous Professional Development in area of speciality including study days/courses/post graduate qualification
- The post holder will possess excellent team-working/leadership skills and have the ability to motivate others and work using own initiative
- Excellent listening, communication and interpersonal skills.
- Effective time management skills
- Working knowledge of basic information technology

**Job Description Agreement**

**Job Holder's Signature**

**Print Name**

**Date**

**Head of Department Signature**

**Print Name**

**Date**