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| 1. **JOB IDENTIFICATION** | |
| **Job Title:**  **Agenda for Change:**  **Whole Time Equivalent:**  **Responsible to :** | **Diabetes Specialist Dietitian**  **Band 6**  **0.2 WTE (7.5 hours per week) Permanent**  **Dietetic Clinical Team Lead, Diabetes** |
| **Department(s):**  **Directorate:**  **Date Job Description Reviewed:** | **Adult Acute Dietetic Service, NHS Greater Glasgow & Clyde**  **North Acute**  **Sept 2023** |
| 1. **JOB PURPOSE**   To plan, organise and provide an evidence based dietetic service to patients, senior medical, nursing and AHP staff within the Diabetes Service. The post-holder is required to use investigative practice to evaluate and develop service provision within the speciality translating scientific information about food and nutrition into dietary advice for patients. Delivering care in accordance with service Standards, National Professional Standards of Practice and the Health and Care Professions Council Standards of Conduct, Performance and Ethics. Key Roles and Responsibilities  * Responsible for collaboratively leading the development of dietetic practice and procedures to adolescent and adult persons with diabetes, within the diabetes dietetic service across GGC. * Nutritionally, clinically and socially assess patients referred for nutritional care within this speciality. * Act on the analysis of assessment, plan, advise and communicate to patients/carers (lay or professional) on an appropriate nutritional care plan. * Monitor, evaluate and interpret the effectiveness of dietetic interventions employed in a range of complex pathophysiologies. * Contribute to the development and implementation of the experiential training programme for dietetic staff within their speciality. To clinically supervise staff within this area. * Participate in the planning, development, assessment and supervision of undergraduate clinical placement programmes. * Actively contribute to the Service’s clinical effectiveness programme through directed investigative practice. * To communicate investigative practice in this speciality to the Dietetic Service and the multi-disciplinary health care team.   **3. ROLE OF DEPARTMENT**  The Adult Acute Dietetic Service provides in and out-patient services in three Clyde Acute Hospitals, (RAH, IRH, VOL) and three Glasgow Adult Acute Hospitals, (QEUH, GRI, GGH), the Beatson West of Scotland Cancer Centre and Glasgow’s two Ambulatory Care Hospitals. The 65 WTE Dietitians work across four Directorates (Surgery, Emergency care and Medical, Elderly Medicine and Regional) and are hosted within the North Sector Elderly Medicine. The primary focus is to provide safe and effective nutritional care to the Adult Acute hospital population served by NHSGGC.  **ORGANISATIONAL POSITION** | |

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| 1. **SCOPE AND RANGE**   The Diabetes Specialist Dietitian has responsibility for the clinical dietetic service provision to:   * Diabetes outpatient clinics, for adolescent & adult patients across GGC. * Acting in a consultative capacity for complex diabetic in-patient episodes. * Coordinate transfer and discharge of patients to the community Diabetes Service. * Delivery of group and individual structured education for Type 1 Diabetics e.g. DAFNE, Foundation programme, and for Gestational Diabetics * Planning and delivery of Carbohydrate Counting Education programme. * Participation in Diabetes multi-disciplinary clinical governance forum * Case review and development meetings with multi-disciplinary diabetes team. * Dietetic Student Practice Placement Supervisor & Assessor (approximately 12 student weeks per year, between 4-8 students). |
| **5. MAIN DUTIES/RESPONSIBILITIES**  **Clinical:**   * Assess and diagnose the nutritional status of patients with highly complex pathophysiologies and based on clinical judgement develop an appropriate individual nutritional care plan. * Interpretation of nutritional information to inform and advise medical and nursing staff on patients’ medication. * Monitor and review nutritional care plans against outcome measures and adjust care plans to facilitate the achievement of treatment goals. Collate datasets from this speciality and evaluate practice. * Ensure the safe and timely transfer or discharge of patients from a dietetic episode of care.   **Professional:**   * Remain current in terms of HCPC registration and professional organisation’s guidelines and standards of proficiency and practice. * Interpret national clinical, professional and organisational standards that impact on the  clinical management of this specialised area of practice and make recommendations   for changes to clinical practice.     * Lead in the development of standards, procedures and guidelines relating to dietetic practise in the post-holders focused area of practice. * Understanding and awareness of the ethical and legal implications associated with dietetic interventions. * Identify and engage in CPD activities that will enhance aspects of Service and meet Health and Care Professions Council (HCPC) requirements, demonstrating this at performance appraisal. Contributing to the personal development plan of self and colleagues. * Identify and initiate audit and/or investigation to permit evaluation of dietetic practice thereby contributing to the Service’s clinical effectiveness programme and ensuring practise is based on current evidence. * Contribute and participate in the delivery of the Service’s clinical governance programme. * Ensure all patient activity data is current, accurately documented and in accordance with professional and Service standards.  Educational:  * To develop and implement the experiential training programme for dietetic staff within this speciality. * To participate in the planning, development, assessment and supervision of undergraduate programmes.  Develop appropriate educational resources and use in the education and counsellingof patients and their carers.  * Contribute to the planning, development and delivery of the Service’s formal education programme for healthcare staff.   **Managerial:**   * Responsible for the regular clinical supervision of the dietetic team within your speciality. * Consider the impact of any staff absence or personnel issues that may impact on the effective operational management of the dietetic service communicating proposed plan and actions to the line manager. * Contribute to the development of the Dietetic Service through the Dietetic Clinical Team structure and effective practice group.   **Organisational:**   * Plan and decide priorities for own work area, balancing caseload with other patient related activities and professional demands. * Review and evaluate workload for specialist area of practice providing appropriate feedback to line manager. * Contribute as a member of the multidisciplinary team by attending team meetings and / or case conferences and complying with multi-disciplinary discharge policy. |

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| 1. **SYSTEMS AND EQUIPMENT**  |  |  | | --- | --- | | Equipment/System | Use/Purpose | | *IT:*   * Computers | * Data Collection & Analysis ( Excel) * Accessing and recording clinical  information (Clinical Portal, Trakcare, eForm, SCI Diabetes) * NHS Near Me, MS teams * Nutritional Analysis Packages * Correspondence, report writing (Word) * Presentation Development (PowerPoint) * Internet/Intranet for accessing clinical information * Email for internal/external communication | | *Audio – Visual*   * Telehealth, Webex, NearMe,   MS Teams. | * Presentations, education and training for   Patients’ / carers and health care staff. | | *Telecommunications: (telephone, fax, scanning, paging system)* | * Internal and external communication | | *Nutritional Assessment and Support Equipment*:   * Scales * Stadiometer * Skinfold Callipers   Diabetes management equipment   * Blood glucose meters * Insulin infusion pump | * Weighing patients * Measuring heights * Measurement of body fat stores * Administration of Nutritional Support | | *Administration:*   * Patient Record cards, written & electronic * Medical Notes/Nursing Notes/Care Plans * Written Dietary Information Resources * Statistic proforma * Referral and discharge documentation | * Recording dietetic intervention * Source of patient/clinical information and communication of treatment * Patient Education Tool * To record patient contact, caseload * To inform other health care professionals for ongoing care. |  1. **DECISIONS AND JUDGEMENTS**   Decisions and judgements will be guided and achieved by working within established protocols and procedures. This highly skilled, autonomous practitioner will make clinical, operational judgements and decisions, relating to evidence based patient care within their defined clinical caseload and scope of  practice. In the absence of evidence, use clinical judgement based on best practice.  The post-holder is charged with articulating to their clinical line manager capacity and/or capability issues,  so that CPD recommendations can be made. They are responsible for effective caseload management,  such that it conforms to the Service’s clinical governance framework. |
| 1. **COMMUNICATIONS AND RELATIONSHIPS**  * Receive, communicate and evaluate complex / sensitive medical, social, biochemical and behavioural information. Apply a high level of interpersonal and counselling skills to facilitate patients’ and carers understanding of dietetic intervention and recognise physical, emotional, cultural and educational barriers to change and take appropriate action. * Working through interpreters for language translation and to communicate to patients’   with physical disabilities e.g. deaf, blind.   * Effectively network with healthcare professionals and multi-disciplinary teams within NHS Greater Glasgow & Clyde such that it will contribute to the quality of patient care. * Will frequently require to use counselling skills with patients, families and carers who may be anxious or distressed, to achieve prescribed dietary goals for chronic and /or terminal conditions. * Present the findings of audit / research work undertaken to peer groups and other health care professionals at a local level. * Use information technology to assist in achieving the main duties and responsibilities of the post. * Communication with line manager of clinical developments within the speciality that has implications for Dietetic Service Provision. * Communicate with patients/carers who present with challenging and/or aggressive behaviour. |
| **9. PHYSICAL DEMANDS OF THE JOB**  The practitioner will spend the majority of time moving between clinical areas and may  be required to manoeuvre patients to undertake anthropometric measurements i.e. weights.  Daily light physical activity.   * + Key-board skills to obtain medical information from the electronic patient administration systems.   **Mental**   * + Dealing with frequent interruptions from telephone calls during periods of intense concentration in clinic areas. **Emotional**   + Dealing with patients who have prolonged care episodes for a long term condition. |
| **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**   * To use problem solving skills to effect evidence based changes in clinical care. * Development of clinical leadership skills to a level that will allow the post holder to influence clinical strategies within their defined area. * Developing appropriate strategies to meet the emotional demands of highly sensitive   issues within patient care, inherent in working with the acutely ill or those with lifelong chronic disease.   * Engender change with patients and healthcare professionals resistant to change. * Responsibility for own caseload, working autonomously as an expert practitioner in a uni- and multi-disciplinary team setting. |
| **11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**   |  |  | | --- | --- | | **FACTOR** | **ESSENTIAL** | | Qualifications  Membership Professional Bodies  Training | BSc Human Nutrition & Dietetics  Registered Dietitian (Health and Care Professions Council)  Advanced Diploma in Dietetic Practice or equivalent Master’s Level post graduate education.  Membership of the British Dietetic Association  Record of CPD relevant to job title at Master’s level or equivalent.  Accredited educator for Type 1 structured group education, is desirable. | | Experience | Post qualification experience.   * At least two years undertaking additional responsibilities within a specialist area of practice, preferably within a multi-disciplinary setting. * Audit experience and evidence of impact on practice. * Acted in a clinical supervisory capacity. * Development and delivery of teaching and learning programmes at post-graduate level. | | Knowledge & Skills | * Organisational, communication and reflective skills * Practice based audit * Counselling and Clinical skills. * Self-directed practitioner * Appreciate the range of nutritional assessment methodologies that can be used to assess and monitor patients. * Demonstrate clinical effective practice through an ability to synthesis and analyse clinical and theoretical information. * PC literate in the use of Word, Excel, PowerPoint and MS Teams | | Work Style | Enquiring, Initiative, Flexible, Participative | | Disposition | Confidence to deal with staff at all levels  Team player with leadership qualities  Questioning  Reasoning  Empathetic |   **The post holder is expected at all times to practice competencies that demonstrate insight, understanding and mutual respect of patients, their families, carers and work colleagues. Whether in a clinical or non-clinical role the post holder is expected at all times to be an exemplar of person centred care, embracing their Code of Conduct to a high standard as part of an integrated health professional team.** |