

Job Description

**Band 7**

# **Highly Specialist Dietitian**

**Steatotic Liver Disease**

Department of Nutrition and Dietetics GHNHSFT



# Job Description

**At Gloucestershire Hospitals NHS Foundation Trust, we take great pride in delivering high quality acute services and we understand just how precious life is.**

People entrust their lives to our care every day and they have the right to expect the very best experience and outcomes. That's why our ambition and the pursuit of excellence is the foundation of everything we do.

# Job Description

**Dear candidate,**

*I am delighted you are interested in a position here at Gloucestershire Hospitals NHS Foundation Trust.*

*Gloucestershire Hospitals is one of the largest hospital trusts in England serving a diverse population of almost 620,000 people. We provide acute hospital services from two large district general hospitals, Cheltenham General Hospital and Gloucestershire Royal Hospital. Maternity Services are also provided at Stroud Maternity Hospital.*

*Our people are at the heart of what we do. Our workforce is almost 8,000 strong and our caring and dedicated staff are recognised as providing good and outstanding patient-centred care across a range of clinical areas. We also have exceptional teams of professional services staff underpinning our vision every step of the way.*

*We are committed to recruiting the best people to work with us to achieve our vision of providing Best Care for Everyone and our success depends on the commitment and dedication of our staff.*

*We are committed to diversity, inclusion and equality of opportunity for everyone, valuing and celebrating differences and encouraging a workplace and culture where all can thrive. We endeavour to ensure each and every person working in our organisation feel respected and valued. Respecting and valuing differences will help to ensure that our policies and services reflect the needs and experiences of the people and community we serve.*

*In return, we offer the opportunity to work at a trust that is on a truly exciting Journey to Outstanding and to make a real difference to the lives of our patients, their families and the wider community. We are also committed to training and developing you to be the best you can be and offer you a rewarding career, whatever your role.*

*I wish you every success with your application to join our team.*

*Best wishes*

*Claire Radley*  
**Director of People & OD**

# Job Description

<b>Job Title:</b>	<b>Highly Specialist Dietitian - Steatotic Liver Disease (SLD)</b>
<b>Division</b>	<b>Diagnostics and Specialities</b>
<b>Base:</b>	<b>Community Diagnostic Centre Gloucester, Gloucestershire Royal Hospital &amp; Cheltenham General Hospital (GHNHSFT)</b>
<b>Grade:</b>	<b>Band 7</b>
<b>Reporting to:</b>	<b>Joint Nutrition and Dietetic Service Leads</b>
<b>Hours</b>	<b>37.5 Hours per week</b>

## Overview

The post holder is responsible for leading the development, scoping and monitoring the nutritional element of a new Integrated Care Board (ICB) liver scanning initiative. Patients will be scanned by the nursing team working in the project. You will be involved in delivering efficient and effective care initiatives aimed at reducing the progression of Steatotic Liver Disease (SLD) to a specific cohort of patients within primary care. This will involve providing interventions relating to weight management, diabetes, metabolic syndrome and liver disorders. These initiatives will be delivered in a group (virtual or face to face) or 1:1 setting and signposting to additional support services as required. There will be close communication throughout the project with Multidisciplinary Teams (MDT) within both primary and secondary care. You will be a member of Gloucestershire Hospitals NHS Trust, working within the Dietetic Service and based at the County's' Community Diagnostic Centre (CDC) in Gloucester working alongside the Specialist Hepatology nurses and Fibro-screening technicians.

**Gloucestershire Hospitals NHS Foundation Trust operates hospitals on our two main sites in Cheltenham and Gloucester, and we're one of the largest NHS trusts in the country.**

**Our workforce of almost 8,000 staff provide high quality emergency, elective and specialist care across a range of clinical areas**

# Job Description

## Our Values:

It is expected that all employees uphold the values of the organisation as our values underpin everything we do and describe the way we expect our staff to behave towards our patients, families and carers and between each other. We have the following three values:

### 1. Caring

Patients said: *"Show me that you care about me as an individual. Talk to me, not about me. Look at me when you talk to me."*

### 2. Listening

Patients said: *"Please acknowledge me, even if you can't help me right now. Show me that you know that I'm here."*

### 3. Excelling

Patients said: *"Don't just do what you have to, take the next step and go the extra mile."*

## Main Purpose of the Job:

**In line with the Trust Vision to provide the "Best Care for Everyone..."**

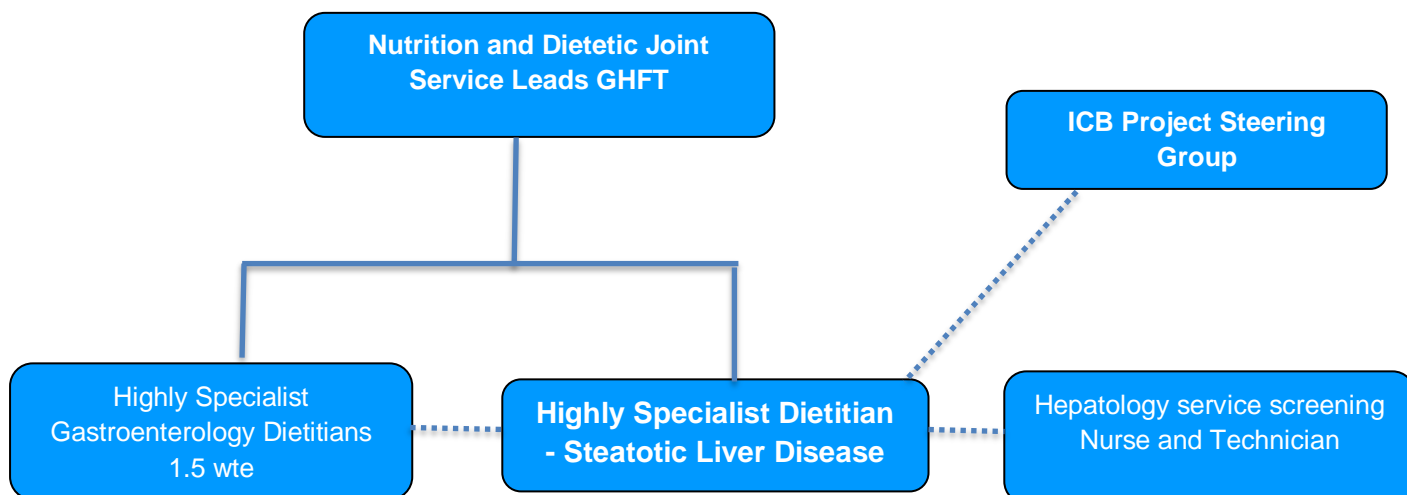
- The post holder will work autonomously and with the wider MDT, and in association with the ICB steering group in the context of this project.
- To project manage nutritional interventions associated with the introduction of the new ICB liver screening initiative for identification of **SLD**. This will involve scoping and evaluation of these interventions
- To take the lead role delivering nutritional care to a designated cohort of patients with **SLD** with associated complex medical conditions and nutritional needs, predominantly in the CDC in Gloucester. Signposting to other appropriate clinical/non clinical support services as required.
- To ensure that the service is evidence based and managed in line with clinical governance requirements
- To act as an expert practitioner in nutrition in this specialist field
- To lead on the delivery of nutritional education and training, for patients meeting the criteria of the project, to a range of health professionals and students. The majority of expected work pilot will be weight management but considered in the context of liver disease and other related co-morbidities such as diabetes

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- To work closely with the Specialist Weight Management Team, Diabetes primary and secondary care teams, and bariatric surgical team.
- To actively contribute to service and relevant policy development within Nutrition and Dietetic Service and GHNHSFT.
- Provide support and clinical supervision to other members of the Department of Nutrition and Dietetics as required.
- To provide supervision, training and appraisal of Nutrition and Dietetic staff and student/apprentice dietitians (approximately 12 weeks per year, 4-6 students) within the acute team as and if requested
- Although the post holder will have no budgetary responsibilities, they will have responsibility to deliver a service within existing resources

## Main Responsibilities and Duties:

### Organisational Arrangements:



# Job Description

## Knowledge, Skills & Experience Required

- Degree/Post Graduate Diploma in Nutrition and Dietetics
- Registered with the Health Professions Council
- Advanced Diploma of Dietetics/Relevant Post Graduate Qualification
- At least 2 years post qualification experience in specialist area of weight management, Diabetes, metabolic syndrome and/or hepatology
- Post Registration training in areas identified above (e.g., BDA accredited courses) and detailed knowledge of current best practice for patients with GI disease
- Experience or direct exposure to project management
- Highly developed communication, motivational and behavioural change management skills
- To be able to work without supervision, prioritise and plan own workload and manage time effectively with unpredictable workloads
- Proven ability to work effectively within the MDT and across care organisations to deliver nutritional care to patients within a speciality cohort.
- An understanding of the One Gloucestershire Integrated Care System (ICS)
- Relevant and proven clinical and service development work
- Relevant and proven management/ leadership training/experience
- Interview and appraisal experience and training
- Familiarity with principles of clinical governance and professional and national guidelines for best practice
- Clinical Supervisory skills training
- Experience of delivering group nutritional education sessions
- Experience and competence in using word processing, spreadsheet, database and PowerPoint programmes together with specialist dietetic computer applications.
- Proven audit, project management, clinical and service development work to include analysis and interpretation of data and information related to this project.

## Clinical Responsibilities

- As an expert in nutrition for specific patient cohorts referred for fibro-screening to be responsible in providing professional opinion/guidance on appropriate practice and facilitating the ongoing development of this area of service. This will include reviewing current literature in the area and disseminating the findings to both dietetic and medical colleagues and the ICB steering group
- To be able to critically appraise the available guidelines /protocols and able to appraise own practice against guidelines and develop relevant nutritional reports and strategy in conjunction with the Nutrition and Dietetic Service Leads to be used within the ICB
- To act as an independent practitioner and be professionally and legally accountable and take responsibility for all aspects of own highly complex specialist area. Working with the ICB, Consultants, Nurses and associated staff, having the freedom to decide which patients need to be seen and what care they need within the stipulation of the project



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- To use highly specialist knowledge and clinical expertise to accurately assess nutritional status, calculating nutritional requirements of patients with complex conditions including the use of anthropometry tools and biochemistry. Interpret this complex information, to diagnose, and then considering appropriate option to plan, implement and communicate then monitor a nutrition and dietetic care plan.
- To use advanced communication/behavioural change skills and motivational techniques, in order to provide effective nutritional care to patients and advice to staff. A high level of understanding of highly complex and sensitive situations that patients in this patient cohort face will be required to deliver effective nutritional treatments. To use these skills to overcome resistance to dietary change in supporting patients and carers, so that they are empowered with the knowledge and skills to meet their nutritional needs and control their medical conditions. This includes patients with multifaceted dietary needs who may also have barriers to communication through social and psychological issues as well as cognitive or physical impairment e.g., dysphasia, deafness, blindness, and those who may not be able to accept a diagnosis.
- To work within a multidisciplinary team communicating patients' nutritional and dietetic treatment to nursing, medical, surgical and other healthcare professionals. To communicate using appropriate verbal and written instructions to ensure other health care professionals can understand how to support the patients' treatment plan. To update the members of the team on patients' progress and changes to the treatment plan.
- To lead on the development of nutritional guidelines, policies, and written information and to influence a wide range of health professionals including ICB, nurses and medical staff on delivery of nutritional care to those with SLD.

## Leadership and management

- To be responsible for service planning, review, and evaluation to ensure a modern and clinically effective Dietetic Care for the cohort of patients within this project, benchmarking against national guidance. To advise the Nutrition and Dietetic Service Management Team of new or changing service needs.
- To be responsible for writing service change proposals and conduct audit and service risk assessments if, and when needed.
- If required, undertake clinical supervision, annual appraisal and reviews for GHFT staff to support them in their training and development needs
- In conjunction with Dietetic Service Leads to contribute to recruitment to dietetic posts within the Nutrition and Dietetic service as required, including advertising, short-listing, interviewing and induction of new personnel.
- Ability to lead, support and develop a team as/if required
- To work autonomously but also as an active member of a team both within and outside the Dietetics Department. Actively working with other Dietetic Team Leads, Nutrition and Dietetic Management Team and Trust Services as required.

## Education and training

- Undertake all Trust mandatory training



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- Participate in continual professional development' (CPD), through internal and external companies/courses/learning opportunities, develop and maintain a high level of evidence-based clinic knowledge in all relevant areas to this project
- To deliver nutritional education sessions to patients and healthcare staff as required in either group or 1;1 format either virtually or face to face in this specialist area
- Provide clinical leadership, support, and supervision of dietitians, in this specialist area of dietetics.

## Improving quality and developing practice

- Comply with HCPC standards of registration
- To ensure activity, quality, audit, and other measures of performance required are collected and reported to Departmental Leads, ICB steering group and any relevant clinical teams as seen appropriate
- Attend and contribute regularly to local and regional networking groups regarding the care of patients attending the fibro-screening clinics
- To attend and actively contribute to the Nutrition and Dietetic Department and Quality meetings
- If and as required to support the Nutrition and Dietetic Department compliance with Trust and Directorate policies, including Health and Safety and departmental policies. Identifying areas for development and review e.g., standards of nutritional care
- Ability to inspire and influence others and take the lead on introducing new ways of delivering care to patients with fatty liver disease

## Physical, Mental & Emotional Effort & Working Conditions

- Comply with Trust and Departmental policies and procedures: Health and Safety at work, manual handling, risk assessment, Data Protection Acts and patient confidentiality
- Required to utilise recognised manual handling techniques and guidelines
- Will have regular exposure to distressing and emotionally demanding situations involving staff, patients and relatives.
- Will have exposure to patients displaying verbal and physical abuse
- Will have exposure to and will be required to follow policies and procedures pertaining to bodily fluids, infection control and substances hazardous to health.
- Will be required to work using computer-based systems daily
- Will be expected to work from the CDC in Gloucester and on both hospital sites of the Trust.
- Ongoing requirement to maintain excellent standards of care whilst working under pressure in a challenging environment.
- Ability to be professional where the work pattern may be unpredictable and highly stressful
- Be willing to attend relevant conferences and other pertinent seminars and keep up to date with the latest research in the field of intestinal failure management and associated clinical skills
- Ensure a smart, professional image that enhances the public perception of the Trust.

## Summary of position:

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This Band 7 highly Specialist Dietetic position is a role for an approachable, enthusiastic motivated and experienced Dietitian who is seeking an exciting opportunity to be the nutritional lead in project managing the development of new nutritional pathways of care for patients referred to the CDC for Fibro- screening. Applicants should be enthusiastic and motivated, have a passion for patient safety and quality improvement and a desire to further develop their own practice

They will have a strong interest in weight management, Diabetes and Hepatology with wide experience of nutritionally assessing and clinical management of highly complex conditions and nutritional treatment plans in line with evidenced practice. You have experience in project management, including scoping, implementation, critical analysis of data in monitoring and review of clinical interventions. The post will involve producing regular reports on the project to the ICB steering group

They will be an active member of the Nutrition and Dietetic Service at GHNHSFT, based at the CDC and GRH but expected to work on both hospitals sites if required. They will be in close liaison with relevant MDTs and the ICB steering group, with responsibility for

- Assessment of, and clinical management planning for a designated cohort of patients referred to the Fibro-scanning service.
- Delivering education sessions in group or 1:1 capacity either virtually or face to face
- Being a source of knowledge regarding treatment to this designated patient cohort to advise the Nutrition and Dietetic Service, Trust and ICB on effective delivery of nutritional interventions

It is an exciting time to join the service as it develops to meet the changing needs of service users in line with current research and health needs of the patient cohort within this new screening initiative.

The post holder should be able to work under pressure and autonomously, using clinical reasoning skills and techniques to assess, diagnose, plan and offer treatment options for the management of the patient cohort; then re-evaluate and amend treatment plans as required.

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## General conditions

### Confidentiality

In the course of your employment, you may have access to, see or hear confidential information concerning the medical or personal affairs of patients and or staff. Unless acting on the instruction of an authorised officer, on no account must such information be divulged or discussed except in the performance of normal duties. Breaches of confidence, including improper passing of registered computer data, will result in disciplinary action, which may lead to dismissal. You should be aware that regardless of any action taken by your employing authority, a breach of confidence could result in a civil action for damages. In addition, records, including VDU screens and computer printouts of registered data must never be left in such a manner that unauthorised persons can obtain access to them. Written records must either be destroyed or retained in safe custody when no longer required, VDU screens should always be cleared when unattended.

### Terms and Conditions of Service

The principle terms and conditions of your appointment will be those set out in the Agenda for Change national agreement as amended from time to time by the NHS Staff Council. These terms and conditions are set out in the NHS Terms and Conditions of Service Handbook, which is available on the Trust's intranet and NHS Employers web site.

### Health and Safety

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers.

### Data Quality

As part of your employment you may be required to record Patient Information (computerised or on paper). You have a responsibility to ensure that information is entered accurately, completely and consistently. It is particularly important that patients' demographic details are kept up to date. Problems should be reported to your Manager.

### No Smoking Policy

Gloucestershire Hospitals NHS Foundation Trust operates a no smoking policy. Smoking is not permitted anywhere within the buildings and grounds of all Trust sites. These restrictions include all areas up to the boundaries of all sites.

### NB

This job description is not intended to form part of the contract of employment or to be a complete list of duties and responsibilities, but is a good guide for information to the job. It will be periodically reviewed in the light of developing work requirements in the department. The officer in the post will be expected to contribute to that review.

## Personal Specification:

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<b>Job Title:</b>	<b>Highly Specialist Dietitian -Steatotic Liver Disease</b>
<b>Base:</b>	<b>Community Diagnostic Centre Gloucester, Gloucestershire Royal Hospital &amp; Cheltenham General Hospital (GHNHSFT)</b>

The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your referees.

**Key to terms: E: Essential, D: Desirable. How is it assessed? I: Interview, A: Application**

## Qualifications

Degree/Diploma in Dietetics	E	A
Registered with HCPC	E	A
Post registration training e.g., Masters level in dietetics	D	A
Member of the British Dietetic Association	D	A/I
Attendance on relevant accredited courses	E	A
Training and /or demonstrated experience in Leadership and Development	E	A/I
Experience of working within the NHS	E	A/I
Car owner/driver	D	A/I

## Experience

Demonstrate specialist clinical knowledge in Hepatology and/or weight management and Diabetes	E	A
Demonstrate contribution to developing strategy, treatment pathways and outcomes that have resulted in clinical improvements and/or service development	D	A/I
Demonstrate knowledge and experience of leading and managing projects	E	A/I
Demonstrate specialist clinical knowledge in decision making for Nutritional interventions	E	A/I
Demonstrate knowledge/experience of service development identify development needs/ gaps for service provision	E	A/I
Demonstrate specialist clinical knowledge in decision making all types of enteral/parenteral feeding	D	A/I
Develop and deliver training materials to a variety of audiences	E	A/I
Demonstrate a willingness to be flexible in service delivery	E	A/I
Experience of effectively maintaining working relationship within a team	E	A/I
Prioritise workloads	E	A/I
Experience of Leading and managing staff	D	A/I
Be responsible for clinical supervision of junior staff and students	E	A/I

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Experience in implementing clinical governance	D	A/I
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## Knowledge, Skills, Abilities

Excellent interpersonal skills including observation, listening, caring and empathy skills and can relate well to staff and patients.	E	A/I
Evidence of excellent verbal and written communication skills including active listening skills.	E	A/I
Ability to assess individuals with complex medical problems and to plan their dietetic care	E	A/I
Ability to make decision regarding change of practice based on clinical evidence and to disseminate same to other health professionals.	E	A/I
Able to implement research evidence-based practice and apply to practice for continuous service improvement	E	A/I
Ability to problem solve.	E	A/I
To demonstrate Trust required behaviours in working towards Individual, Department, Divisional and Trust Objectives/Goals.	E	A/I
Ability to deliver education sessions to patients, colleague and healthcare staff	E	A/I
Prioritisation, planning and organisational and time management skills with ability to meet deadlines	E	A/I
The ability to manage change and conflict to ensure resolutions with positive outcomes.	E	A/I
Evidence of Continued CPD, including evidence of reflective practice, service evaluation and utilisation of best practice.	E	A/I
Excellent computer literacy skills: email, data input, internet, Microsoft Word, PowerPoint, Excel	E	A/I
Ability to work outside normal working hours, including occasional evenings if the service requires.	E	A/I
Able to travel to other hospital sites and community locations.	E	A/I

## Qualities

Can cope with working across sites in a busy and changing environment with ability to remain calm & in control during busy phases	E	A/I
Willing to lead change.	E	A/I
Desire to deliver a high-quality service.	E	A/I

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The ability to inspire, influence, persuade and negotiate.	E	A/I
Ability to work independently, reliably and consistently with work agreed and managed at regular intervals	E	A/I
Professional attitude to routine/non-routine tasks	E	A/I
Experience of handling difficult & sensitive situations well	E	A/I
To maintain Professional appearance and behaviours in the workplace	E	A/I
Work as effective and efficient member of an MDT	E	A/I