

## JOB DESCRIPTION

**POST:** Band 5 Dietitian

**DEPARTMENT:** Community Nutrition and Dietetic Service

**BAND:** 5

**HOURS PER WEEK:** 37.5 hours (will consider part time)

**REPORTS TO:** Service Lead

**RESPONSIBLE FOR:** (N/A)

**WORK BASE:** Community Base – Trafford Local Care Organisation

### JOB PURPOSE

- To give clinical dietetic advice as appropriate to support service planning and delivery.
- To carry a general clinical caseload including assessments, treatment plans and the delivery of dietetic interventions to support adult long term conditions.
- To deliver the service in line with all relevant legislation, national and local policies, procedures and standards.
- To contribute to the development, supervision, assessment and training of pre-registrant student dietitians.
- To contribute to prevention and treatment of malnutrition by promoting MUST screening throughout primary care and enhancing timely access to dietetic expertise.

### KEY DUTIES AND RESPONSIBILITIES

#### CLINICAL ACTIVITIES

- To undertake nutritional assessment and deliver appropriate intervention for patients with multiple conditions in line with NICE guidance, adjusting care plans against outcome measures as appropriate.
- To interpret biochemical indicators, assess pharmacological interventions for nutrition support, and any other relevant clinical conditions.
- To negotiate change using a variety of behavioural change techniques with patients to enable them to achieve dietary targets set.
- To work as a lone practitioner in a variety of community settings including home visits, care homes, residential homes, and clinics where appropriate.
- To work collaboratively with all members of the multi-disciplinary teams and agencies e.g. local councils, care homes and carer agencies referring patients as appropriate.
- The post holder will be required to adapt to and undertake different or new duties in line with professional and service developments

Powered by:

## **COMMUNICATION**

- To use developed communication skills to enable patients, families and carers some of whom may have challenging communication impairments, to understand and engage in intervention and demonstrate skills in motivating patients.
- To keep accurate and up-to-date records and supporting documentation consistent with Trust policy.
- To liaise with and develop effective working networks with relevant individuals and groups across the TLCO footprint, other local statutory agencies and voluntary organisations as appropriate.
- To communicate in a manner that gives consideration and respects all backgrounds including culture, religion, age, sex, disability and lifestyle, competently using interpreter and link worker services.

## **LEADERSHIP**

- In liaison with the Clinical Lead and Team Leader ensure that the service is developed and delivered in accordance with service level agreements, local and national guidelines and priorities and contribute to work plans to meet departmental objectives.
- Contribute to the business planning process of the service.
- To carry out all aspects of the job in a professional manner ensuring compliance with the standards of conduct, performance and ethics for Dietitians (Health Care Professions Council)
- To support the implementation of new working practices.
- To undertake mentoring and provide learning support to dietetic students and other healthcare practitioners as appropriate.
- To evaluate own systems of working, identify difficulties and plan improvements using evidence-based, best and developing practice.
- To contribute to the identification of areas appropriate for service and clinical audit. To carry out and support others in the team in undertaking service and clinical audit in line with Trust procedure.
- To be aware of the cost/benefit implications in the selection of appropriate equipment/products to be provided for patient long-term use as an individual.

## **EDUCATION AND TRAINING**

- To contribute and participate in the delivery of training within the department including students.
- To plan, organise, deliver and evaluate formal and informal education and training events in line with service level agreements in areas of expertise and work.
- To participate in clinical supervision and appraisal to extend own skills and knowledge.
- To maintain an up-to-date CPD portfolio that provides evidence of learning and undertaking any education and training opportunities identified as necessary for role to remain eligible for HPC registration and including mandatory training.

## **KEY RELATIONSHIPS**

- Health and Social care professionals within the Trafford Local Care Organisation
- Professionals with in Greater Manchester Acute Hospital Settings
- Nutricia Nurses
- Voluntary sector partners
- Care agencies
- Care Homes / residential homes

## **INFECTION CONTROL**

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust's Infection Control manual.

All staff have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and control.

## **HEALTH AND SAFETY**

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety to either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

**All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.**

### **SAFEGUARDING**

Appointments to regulated and controlled activities require an enhanced DBS disclosure and registration with the Independent Safeguarding Authority (ISA), Vetting and Barring Scheme. Checking will be in accordance with the timeline promulgated by the Independent Safeguarding Authority.

All staff have a responsibility to promote the welfare of any child, young person or vulnerable adult they come into contact with and in cases where there are safeguarding concerns, to act upon them and protect the individual from harm.

All staff should refer any safeguarding issues to their manager and escalate accordingly in line with the Trust Child and Adult Safeguarding Policies.

All staff should familiarise themselves with the NICE Guidelines “when to suspect child maltreatment 2009”.

### **SECURITY**

The post holder has a responsibility to ensure the preservation of NHS property and resources.

### **CONFIDENTIALITY**

Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to patients, service users and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside of the post. Disciplinary action will be considered where a breach of confidence has been established.

All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust’s discretion and in line with national rules on exemption.

The post holder must hold high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. The post holder must only access information, whether paper or electronic which is authorised to them as part of their duties.

The post holder must ensure compliance with the Data Protection Act 1998.

### **EQUALITY and DIVERSITY and EQUAL OPPORTUNITIES**

The post holder must carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and other stakeholders.

The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.

The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public and respect at all times.

**This job description indicates the main functions of the post holder and may be subject to regular review and amendment in the light of service development. Any review will be undertaken in conjunction with the post holder and in line with Trust policy.**



## Person Specification

Job Title: Band 5 Dietitian

| Attributes            | Essential   | Desirable  |
|-----------------------|---|--|
| <b>QUALIFICATIONS</b> | <ul style="list-style-type: none"><li>• Registration with Health Professions Council</li><li>• Honours degree in dietetics or equivalent</li></ul>  | <ul style="list-style-type: none"><li>• Membership of BDA and relevant special interest groups</li><li>• IT skills – European Computer Driving Licence or equivalent</li><li>• Further health related qualification</li><li>• Training completed for student supervision</li></ul> |
| <b>KNOWLEDGE</b>      | <ul style="list-style-type: none"><li>• Ability to manage caseload</li><li>• Ability to work autonomously and as part of an MDT</li><li>• Well-developed communication skills with the ability to communicate and extract relevant information.</li><li>• Ability to produce clear concise written information.</li><li>• Time management skills</li><li>• Ability to demonstrate a sound understanding of clinical governance and risk</li><li>• Commitment to engage in CPD</li><li>• Ability to appraise own performance</li><li>• Basic computer skills</li></ul> | <ul style="list-style-type: none"><li>• Knowledge of research and audit</li><li>• Awareness of relevant National guidance</li><li>• Experience of supervision of dietetic assistants</li><li>• Experience in service development</li></ul>   |

|                                |   |   |
|--------------------------------|---|---|
| <b>TRAINING AND EXPERIENCE</b> | <ul style="list-style-type: none"> <li>• Evidence of experience with relevant conditions relating to nutrition and/ or home enteral feeding</li> <li>• Evidence of continuing professional development including relevant attendance at postgraduate courses and conferences within the clinical speciality</li> </ul>  | <ul style="list-style-type: none"> <li>• Previous Community experience</li> </ul> |
| <b>ATTRIBUTES</b>              | <p><b><u>Physical Effort</u></b></p> <ul style="list-style-type: none"> <li>• Ability to work alone in wide variety of different and unpredictable environments</li> <li>• Self-motivated</li> <li>• Required to adopt sustained postures within treatment sessions</li> <li>• Ability to carry awkward loads and equipment.</li> </ul> <p><b><u>Mental/Emotional Effort</u></b></p> <ul style="list-style-type: none"> <li>• Prolonged periods of high level concentration throughout the day.</li> <li>• Ability to manage crisis and reorganise workload at short notice</li> <li>• Responsibility for the care of patients with chronic, progressive and terminal disease</li> <li>• Working with patients, families and carers who may be distressed, depressed, aggressive</li> </ul> |   |
| <b>OTHERS</b>                  | <ul style="list-style-type: none"> <li>• Unpredictable environment in patients homes</li> <li>• Potential Exposure to dirt/smoke/animals/cold sputum/bodily fluids</li> <li>• Potential hazards whilst travelling</li> <li>• Hold a UK driving licence and have access to own vehicle</li> </ul>  |   |

Date Prepared: 04/04/2024

Prepared By: Alison Ford

Agreed By:

**Employee's Name and Signature:**

**Date:**

**Manager's Name and Signature:**

**Date:**

**Date Reviewed:**





## MFT Values and Behaviours Framework 'Together Care Matters'

This below table outlines the types of behaviours you'd be expected to exhibit if you were living our Values and Behaviours effectively within your role.

| Value            | Behaviours we want - Examples of this Value in practice  |
|------------------|--|
| Working Together | <ul style="list-style-type: none"><li>• I listen and value others views and opinions</li><li>• We work together to overcome difficulties</li><li>• I effectively communicate and share information with the team</li><li>• I do everything I can to offer my colleagues the support they need</li></ul>  |
| Dignity and Care | <ul style="list-style-type: none"><li>• I treat others the way they would like to be treated – putting myself in their shoes</li><li>• I show empathy by understanding the emotions, feeling and views of others</li><li>• I demonstrate a genuine interest in my patients and the care they receive</li><li>• I am polite, helpful, caring and kind</li></ul> |
| Everyone Matters | <ul style="list-style-type: none"><li>• I listen and respect the views and opinions of others</li><li>• I recognise that different people need different support and I accommodate their needs</li><li>• I treat everyone fairly</li><li>• I encourage everyone to share ideas and suggestions for improvements</li></ul>                                      |
| Open and Honest  | <ul style="list-style-type: none"><li>• I admit when I have made a mistake, and learn from these</li><li>• I feel I can speak out if standards are not being maintained or patient safety is compromised</li><li>• I deal with people in a professional and honest manner</li><li>• I share with colleagues and patients how decisions were made</li></ul>     |