

Job Description

Job Title:	Senior Dietitian (Paediatrics) - Rotational
Band:	6
Base:	Leicester Royal Infirmary. You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If your initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Senior Specialist Dietitian (Line Manager)
Accountable to:	Head of Service: Dietetic and Nutrition Service

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<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

<p>Job Summary</p>	<p>To work as a member of the paediatric Dietetic and Nutrition Service team based at Leicester Royal Infirmary with particular responsibility for children with inherited metabolic disorders.</p> <p>To be responsible for the development and provision of a high quality, evidence based, effective nutrition and dietetic service, for paediatrics, neonatology and/or maternal medicine services.</p> <p>To manage the paediatric, neonatal and /or maternal medicine caseloads with varying degree of nutritional complexity, without direct supervision and whilst exercising a large degree of autonomy.</p> <p>To work as part of the Nutrition and Dietetic Service and the Women's and Children's Clinical Management Group, at University Hospitals of Leicester NHS Trust (UHL NHS Trust).</p> <p>To provide a Nutrition and Dietetic Service to paediatrics, neonatology and maternal medicine children and their families and carers whilst on under the care of Consultant Paediatricians and Consultant Neonatologists.</p> <p>To be an expert in paediatric, neonatal and/or maternal medicine specialities within the nutrition and dietetic team and service, and inform other Dietitians within the team and service of developments in these fields.</p> <p>To be responsible for nutrition and dietetic input into multi-professional groups and staff, and policy development within paediatric, neonatal and/or maternal medicine care.</p> <p>The post holder will also provide continuity of care across Leicester, Leicestershire and Rutland healthcare community, and advise other dietitians and healthcare professionals on nutrition and diet matters.</p> <p>The posts responsibilities will be set up on a rotational basis with other band 6 Dietitians in the clinical paediatric, neonatal and maternal medicine nutrition and dietetic team.</p> <p>The role is flexible and adaptable to the changing needs of the health and social care systems. The post holder will have the underpinning knowledge and assessed level of competence to undertake such a role.</p>
<p>Scope</p>	<p>The post holder will provide nutrition and dietetic service into the Paediatric caseload with varying degrees of complexity including outpatients (MDT and Dietetic led clinics), inpatients, day case, resource development and training and education.</p>

	<p>To work towards expertise in various paediatric specialities within the nutrition and dietetic team and service, and inform other Dietitians within the team and service of developments in these fields.</p> <p>This will involve making treatment recommendations after taking a diet history, calculation of nutritional requirements (based on interpretation of biochemistry, anthropometry, anatomy and physiological, clinical condition and other parameters) and formulation of appropriate dietary exclusion advise to meet the nutritional needs of the child. Guidelines for treatment are both nationally and locally produced.</p> <p>To educate and support parents and carers to provide complex dietary treatment for their child.</p> <p>To have a diagnostic and autonomous role in assessing paediatric patients for nutrition and diet treatment.</p> <p>Regular adjustment and fine tuning of individualised diet and nutrition care plans, for example reassessment of nutritional intake against requirements to optimise clinical outcomes e.g. growth.</p> <p>To deliver a dietetic service to patients admitted under paediatric services, ensuring nutrition and diet care is prioritised and maintained where possible.</p> <p>To inform on clinical decision making, treatment selection and evaluation of treatment.</p> <p>To input on developing and reviewing clinical guidelines, dietetic resources relevant to the area and undertake audit of practice as part of the specialist team.</p> <p>To work as an expert, autonomous and senior dietitian in paediatrics and share local and national developments across the service and externally at regional and national level.</p>
Budget	To contribute to the identification and delivery of CIP plans, in accordance with service and CMG targets.
Staff	<p>To take part in recruitment and selection and induction of staff. May be required to have line management responsibility e.g. band 5 Dietitian or band 3 Dietetic Assistant.</p> <p>May be required to undertake appraisals/PDPs with other Dietitians/Dietetic Assistants in the paediatric and neonatal nutrition and dietetic service.</p> <p>Training in accordance with trust policy would be required to enable post holder to do this.</p>
Policy	To contribute to the strategic development and implementation of the nutrition and dietetic service strategy reflecting the CMG's

	approach to the wider nutritional support DOH guidance.
Communications	<p>To provide nutritional and dietetic counselling to educate and nutritionally support the diverse and multi-cultural patients who have had complex nutritional support and specialist diet needs.</p> <p>To employ motivational and behavioural change skills to overcome barriers to change particularly where there is non-compliance.</p> <p>To provide counselling and emotional support for patients and their relatives /carers.</p> <p>To provide counselling and information to patients/carers to enable them to make complex decisions about their care within ethical and legal contexts.</p>

KEY WORKING RELATIONSHIPS

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University Hospitals of Leicester NHS Trust

- Dietetic and Nutrition Service staff
- Medical Teams – Consultants, Senior Specialist Registrars, SHO's, HO's
- Nursing Teams – Matrons, Sisters/Deputy Sisters, Specialist Nurses, Registered Nurses, Nutrition Link Nurses, healthcare assistants, housekeepers, milk kitchen staff

- Allied Health Professionals & Clinical Support Service – Radiotherapists, Speech & Language Therapy, Physiotherapy, Occupational Therapy
- Hospital Social Worker teams
- Pathology Services e.g. Clinical Biochemistry, Newborn Screening Laboratories
- Catering Services
- Pharmacy Services
- Safeguarding team

Leicestership Partnership NHS Trust

- Dietetic Services including: Primary Health care, Public Health, Home Enteral Nutrition teams and other Trusts as part of the Leicestershire Nutrition and Dietetic Services Professional Network
- Community Services: School Nursing, Health visiting, Specialist Health Visiting, Midwives

External Companies

- Catering Meals Providers
- Leicestershire Enteral Feeding contracted companies

External Agencies

- Social Services
- Out of area Nutrition and Dietetic services
- National organisations e.g. British Dietetic Association (BDA), BDA Paediatric Specialist Interest Group, BDA Neonatal Specialist Interest Group
- Patient support groups and charities

GPs and Dentists

Community Pharmacists

KEY RESULT AREAS

- To provide nutrition and dietetic input into all areas of Paediatric, Neonatal and/or Maternal Medicine patient care (inpatient, outpatient, daycare, daycase and home visits).
- The post holder will use advanced skills and extensive clinical and biochemical knowledge to diagnose malnutrition, malabsorption, dehydration / mineral / electrolyte abnormalities, which require dietetic intervention, to independently provide and instigate a nutritional care plan (involving nutritional supplements, enteral and parenteral nutrition), without direct supervision

- To be responsible for direct recommendation of inpatient prescription of nutritional products, including designing the composition of inpatient and outpatient orders, without direct supervision.
- The post holder will use advanced skills to support/inform the multi professional team in the decision process, on emotive subjects such as the ethical decisions whether to provide nutrition and diet therapy /withhold diet treatment and the risk/benefits within a legal context.
- To liaise with the Leicestershire Home Enteral Service, LPTrust and other NHS Trusts regarding discharge planning, in accordance with established procedures, and on-going monitoring of patients requiring home enteral feeding.
- To be responsible for ensuring that appropriate advice is given to relevant services / teams / departments in order that an individual's nutrition and dietary needs are met (e.g. catering for people in hospital and schools). To ensure that appropriate advice is given to relevant services/teams/departments in order that an individual's and group of patients nutrition and dietary needs are met e.g. pharmacy and catering.
- To be an expert user of anthropometric and feeding equipment e.g. growth measurement equipment and enteral feeding pumps and to train others to become competent in the use of such equipment.
- To attend Paediatric Team ward rounds/Board rounds, case conferences and multi professional meetings in order to provide expert nutrition and diet advice regarding provision of nutrition and diet treatment based on clinical evidence.
- To provide nutritional and dietetic counselling and use different techniques to educate patients, parents and carers to understand the complex dietary changes which are needed .. To educate the diverse and multi-cultural patients to understand the dietary changes which are needed as part of their dietary treatments. To employ motivational and behavioural change skills to overcome barriers to change, particularly where there is non-compliance.
- Ability to utilise communication and education skills to educate patient with disabilities (e.g. profound communication problems, learning disabilities) who may have barriers to understanding diet therapy.
- Work in partnership with patients, their families/carers and service users to promote health and well-being in line with national and local policies.
- To be the operational lead for Paediatric, Neonatal and/or Maternal Medicine services/specialties and to represent the Nutrition and Dietetic Service at relevant local groups in these areas, e.g. at Trust and dietetic level.

- To be Paediatric, Neonatal and/or Maternal Medicine team operational lead and liaison point for catering, pharmacy, and education and training on a rotational basis, feeding back to the Speciality Dietetic Lead and to the service on a regular basis.
- To take a lead in clinical supervision, mentoring and CPD activities within the nutrition and dietetic team in the context of Paediatric, Neonatal and/or Maternal Medicine services/specialties.
- To contribute to service developments / initiatives as part of the strategic vision for the Dietetic and Nutrition Service, and developing local policy for service delivery.
- To be responsible for the production and review of clinical guidelines, policies and SOPs to inform best practice / evidence-based practice.
- To be responsible for the production and review of Dietetic and Nutrition Service patient information/literature and resources to ensure that this is non-biased and best practice / evidence-based practice. To develop bespoke diet and nutrition patient information to support an individual's care and management plan.
- To encourage and promote needs assessment in order to deliver and evaluate programmes to support motivation in patients / groups to facilitate dietary change (e.g. one-to-one, group sessions).
- To contribute to the process of statutory assessments for statement of children with special education needs, and contribute to the Leicestershire Service Co-ordination Scheme for children with complex needs.
- Maintain clear concise written or electronic patient records and documentation adhering to national standards and trust policies and procedures.
- Provide concise written or electronic handovers to other members of the multi-disciplinary team.
- To ensure collection of accurate statistical information and to ensure that recording systems are completed according to Nutrition & Dietetic Service and Trust standards.
- To work in accordance with competencies, recognise own limitations and the need to seek support from other members of the team.
- To promote safe caseload / workload management, using appropriate assessment, organisational, time management and reporting skills.
- To contribute to clinical supervision and CPD activities, in the context of paediatrics, neonatology and/or maternal medicine.
- To take part in recruitment and selection and induction of staff.

- To assist the Speciality Dietetic Lead and the Head of Service in the strategic development of the Women's and Children's Nutrition and Dietetic Service.

Education and Development

- To take a trainer role and contribute to the planning, delivery and assessment of the pre-registration of clinical placement Dietitians.
- To be responsible for the planning, delivery and evaluation of nutrition and dietetic input into pre-registration and post-registration training of other health professionals.
- To provide guidance, training and supervision to others as appropriate, i.e. training assistant practitioners, to enable them to achieve their competencies as directed by registered practitioners.
- To participate in the induction of newly appointed staff and students.

QI/Audit/Research and Patient Safety

- To contribute to quality improvement projects including audits or PDSA cycles, with the support and guidance of senior specialist staff, on behalf of the Dietetic and Nutrition Service and ensure results are shared and acted upon. To be involved, if appropriate, in the dissemination of results locally or nationally.
- Actively participate in risk management patient safety.

Personal

- To attend all statutory and mandatory training as required.
- To maintain and demonstrate a personal development plan to ensure competency in clinical practice, maintenance of own clinical competencies and continued professional development.
- To meet targets agreed in personal development plan.
- To identify training and development needs to ensure continued professional development.
- To attend relevant training courses as identified through yearly appraisals and personal development plans and disseminate information as required.
- To ensure that clinical supervision needs are met.
- To demonstrate responsibility for managing workload and meeting targets.
- To ensure that practice complies with the professional code of conduct.

- To maintain professional registration with the Health Professional Council.
- Incorporate acquired knowledge into working practice as appropriate, following discussion with the Speciality Dietetic Lead and keep up-to-date with developments within the service area.

GENERAL

This job description indicates the main functions and responsibilities of the post. It is not intended to be a complete list. You may be required to undertake other duties from time to time as we may reasonably require.

You will be required to maintain compliance with all statutory and mandatory training requirements.

The link to the Trust's policies and procedures is:

<https://secure.library.leicestershospitals.nhs.uk/PAGL/SitePages/Home.aspx>

Person Specification

Post: Senior Dietitian (Paediatrics) - Rotational
Band: 6

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Application Interview
Training & Qualifications	<p>A four year Undergraduate or a Two Year Post Graduate Degree in Nutrition & Dietetics or similar non-UK qualification.</p> <p>UK Registered Dietitian with the Health Care Professions Council</p> <p>Working towards completion of a validated course in a specialist area of practice</p> <p>Completion of a Clinical Supervisory Skills Course.</p>		Application Interview

<p>Experience</p>	<p>Dietetic experience in a varied dietetic environment.</p> <p>In addition some dietetic experience in the field of paediatric dietetics.</p> <p>Can demonstrate the required competency in the post.</p> <p>Has developed practice in dietetics to include different ways of caseload management and delivering services.</p> <p>Can demonstrate evidence of continued professional development (eg. keeps a professional portfolio).</p>	<p>Previous involvement with the pre-registration practice training for Dietitians</p> <p>Is able to demonstrate ability to initiate and be involved in QI activities ie clinical audit /PDSA cycles activities leading to improved patient care</p> <p>Is able to support and take a role in the professional development of others</p>	<p>Application Interview</p>
<p>Communication and relationship skills</p>	<p>Is able to use different techniques for motivating individuals and groups to make behavioural change</p> <p>Can use different approaches to communication with a wide variety</p>	<p>Has undertaken post-registration training in behavioural change and motivational interviewing</p>	<p>Application Interview</p>

	<p>of patients, both as individuals and in groups, and with the public</p> <p>Is aware of the different communication needs within a culturally diverse community and how this may impact on both own professional practice and others</p> <p>Has a good understanding of team work and how this can be used to improve patient care</p> <p>Is able to give examples of own involvement of working as part of a team</p> <p>Can demonstrate confidence, leadership and self-motivation</p>		
Analytical and Judgement skills	Uses analytical and problem solving skills to apply to own practice	Is able to support and take a key role the professional development of others	Application Interview
Planning and organisation skills	Can demonstrate excellent organisational and supervisory skills	Has vision for new ways of working and healthcare delivery and has evidence of change	Application Interview

	<p>Can give examples of quality initiatives to improve the delivery of patient care and own involvement in specific initiatives</p> <p>Is able to prioritise workload and is flexible in approach, and has an influence on developing these skills in junior staff and students</p>	management skills	
Equality, Diversity and Inclusion	<p>Able to demonstrate a commitment to and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.</p> <p>All staff are expected to engage in compassionate and inclusive leadership in the provision of high quality care and interactions with others</p>		Application Interview
Physical skills	<p>Has ability to weigh patients and lift and carry equipment e.g. feeding pumps</p>		Application Interview

	<p>Able to carry clinic and teaching equipment unaided or use correct aids e.g. Trolley</p> <p>Mobility – able to work in a variety of hospital settings and able to access transport for site meetings and domiciliary visits</p>		
Other requirements specific to the role	<p>Working knowledge of local and national clinical and professional policies guidelines and procedures e.g. NICE/British Dietetic Association/Health Professionals Council Code of Conduct/Ethics, Health and Safety, Infection Control, Equality and Diversity, Confidentiality, Data Protection</p> <p>Has good knowledge of national strategies and clinical evidence related to paediatric, neonatal and/or maternal medicine dietetics</p> <p>Is an active member of appropriate groups in area of expert practice (e.g. BDA Paediatric Specialist Interest Group)</p>	<p>Is aware of current topical nutrition and diet issues in relation to children's health care in a hospital setting and can give an opinion on one of these</p>	<p>Application Interview</p>

	Has a professional appearance and is able to express themselves clearly (both written and verbal)		
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