

Agenda for Change	Version 10
Author: Claire Ackerman	Date: Nov 2018

Job Description

Job Group (Delete as applicable):	Allied Health Professional
Job Title:	Specialist Critical Care Dietitian
Existing Grade:	Band 6
Care Group:	Clinical Support Services
Service Line:	Clinical Professions Summary
Department:	Nutrition and Dietetics
Location:	Derriford Hospital
Appraiser:	Clinical Lead Dietitian for Critical Care
Accountable to:	Professional Lead Dietitian

Job Purpose:

To work as a member of the specialist critical care multidisciplinary team based at Derriford Hospital. To be responsible for providing a specialist dietetic service following evidence-based practice, being an active MDT member, provide education, acting as a source of knowledge and expertise, developing ICU based nutritional protocols and plans, participate in audit and research related to critical care in order to improve clinical outcomes and develop the role and service.

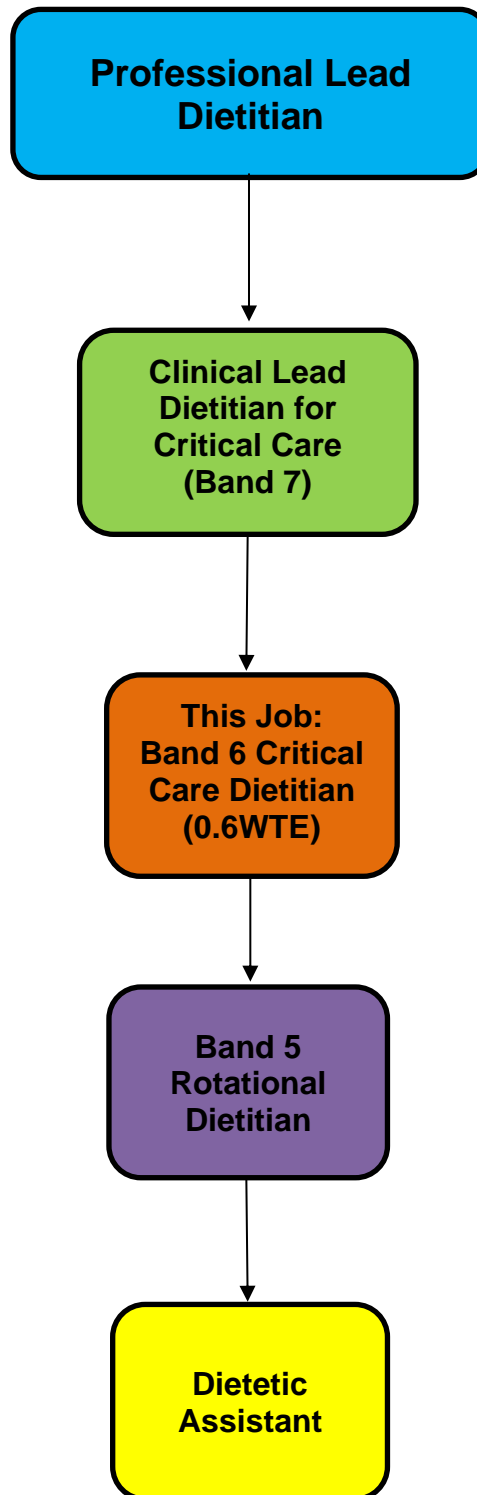
The post holder is involved in all nutrition and dietetic departmental activities and contributes to the delivery of a Trust wide dietetic service.

Key Dimensions

The post holder will:

- Work in Nutrition and Dietetic Department which has approximately 37 WTE staff
- Be part of University Hospitals Plymouth NHS Trust which is a large teaching hospital Trust serving Plymouth and nearby areas of Devon and Cornwall.
- Work in Derriford Hospital which currently has approximately 1000 beds.
- Have a supervisory responsibility for junior dietitians, dietetic assistant and dietetic students.
- Contribute to resource management.

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PRIMARY DUTIES & AREAS OF RESPONSIBILITY

- Practice autonomously, providing high quality clinical practice in the specialist area.
- Be proactive and collaborative in clinical decision making underpinned by an enhanced level of theoretical and practical knowledge.
- Use enhanced clinical skills in assessment, diagnosis, treatment and discharge of service users in specialist area.
- Undertake specialist holistic nutritional assessments including the calculation of nutritional requirements, interpretation of biochemistry, anthropometry, clinical history and other physical parameters in those with complex needs.
- To be experienced in the use of anthropometric equipment for assessment of nutritional status, such as weighing equipment, hand grip dynamometer, callipers and interpretation of results.
- To develop a suitable dietetic treatment plan based on evidence-based practice and provide advanced nutritional advice to service users, in collaboration with their carers, where needs are complex. This involves the interpretation and communication of complex and sensitive information in an understandable form.
- To develop and implement ICU and ward based nutritional protocols and procedures including nutritional screening, initiation of out of hours enteral feeding, monitoring food and fluid intake, managing dietary requirements, etc.
- Where appropriate, to advise and liaise with the catering staff concerning the dietary needs for service users. To monitor the ICU and ward based catering service and act accordingly.
- Demonstrate a level of knowledge in relation to pattern of disease or disorder, marker of condition progression and range of treatment available at each stage of disorder or condition.
- To provide expert dietetic advice to the multidisciplinary team, through attendance and participation in multidisciplinary team meetings, ward rounds and patient meetings.
- To be responsible for ensuring written and electronic patient records are completed for all patient contacts including statistical activity data records in accordance with professional, departmental and trust standards.

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- To monitor and review the outcomes of nutritional care plans and adjust to facilitate achievement of the desired goals in the light of changing medical treatment and personal circumstances.
- To provide clinical support and cover for other staff as requested by the Nutrition and Dietetic Service Manager
- To supervise and co-ordinate the safe and timely discharge of patients on artificial nutritional support, liaising with hospital and community services.
- To advise on appropriate use of prescribable nutritional products within the critical care service and to general practitioners.
- To train, supervise and appraise Band 5 dietitians and dietetic assistants within the team.
- To develop and evaluate multi-professional teaching sessions. To develop educational resources such as teaching packs, case studies and guidelines.
- To provide training on critical care nutrition to staff groups, including nurses, doctors and non-specialist dietitians as required.
- To plan student training programmes for their critical care weeks, including tutorials and peer assisted learning sessions. To take the lead in student supervision and assessment. To act as keyworker for student dietitians throughout their placements as required.
- To manage and prioritise own workload and assist junior staff to do so.
- To maintain accurate and timely dietetic patient records (paper and electronic) in line with national and local record keeping standards.
- To develop resources for patients and staff, ensuring that they are evidence based, up-to-date and in line with Trust policies on document control, and meet the needs of patients with a wide range of cultural and educational needs.
- To actively undertake audit and evaluation of outcomes and effectiveness in critical care dietetic practice and disseminate findings locally and where appropriate at regional or national meetings and conferences.
- To participate in and contribute to the Nutrition and Dietetics Department Professional Development Programme.
- To promote the role of the critical care dietitian and the work of the Department of Nutrition and Dietetics to the other disciplines and client groups.

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- To take part in departmental clinical governance activities.
- To keep caseload/activity statistics as required by the Department of Nutrition and Dietetics
- To use outcome measures specific to the work area, to evidence dietetic interventions
- The post holder works flexibly to cover 7 days working as required.

PROFESSIONAL

- To be professionally and legally responsible and accountable for all aspects of your own work, including the management of patients in your care.
- To determine your own work priorities, balancing clinical, professional and organisational demands.
- To take a flexible approach to supporting colleagues in times of caseload pressure, including working with colleagues to maintain clinical cover across the team within the resources available. Adapt to changing demands of the job to provide a dietetic service in the absence of co-workers.
- In collaboration with other members of the Nutrition and Dietetic team, develop and implement department practice changes, policies, protocols and guidelines as required.
- To attend and contribute to Dietetic Department meetings.
- To participate in departmental appraisal on an annual basis.
- Any other duties appropriate to the grade as requested by line manager or Professional Lead.

COMMUNICATIONS & WORKING RELATIONSHIPS

It is essential that the post holder can communicate effectively with a wide range of personnel:

- Patients, relatives and carers. This post requires developed communication and counselling skills to communicate complex advice to patients and their carers. This involves routine contact with people who are critically ill and who may have complex emotional, physical and psychological problems. Patients may include those with learning difficulties, language difficulties, hearing or sight impediment. This requires judgment of appropriate format and level of information giving to ensure patients and carers understand the condition, its treatment and implications of non-concordance. Consent must be gained, and changes

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negotiated using counselling skills, motivational interviewing and behaviour change skills to enable them to achieve medical and dietary targets even when there are complex barriers to change.

- Department colleagues, student dietitians, local/regional dietitians and occasionally other dietitians nationally.
- Medical, nursing, therapy, paramedical, catering and administration staff.
- Patients, relatives and carers – including receiving information concerning patient's history, sensitive issues, some patients with little English; requires persuasive, reassurance skills.
- Gaining consent and understanding from patients or their family/carers of the treatment plans required. This will involve patients or family/carers who have complex emotional, physical and psychological problems.
- Hotel Services Department.
- Community – GP's, district nurses, nursing home staff.
- External agencies e.g., primary care, education, social services.
- Multi-disciplinary team – effective communication and working collaboratively.

All Job Holders are required to:

- Work to the Trust values - Put patients first, Take ownership, Respect others, Be positive, Listen, learn and improve.
- Adhere to Trust policies and procedures, e.g., Health and Safety at Work, Equal Opportunities, etc.
- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Attend statutory, essential and mandatory training.
- Respect the confidentiality of all matters relating to their employment and other members of staff. All members of staff are required to comply with the requirements of the "UK Data Protection Act 2018/UK General Data Protection Regulation (UK GDPR)" or "Data Protection legislation.
- Comply with the Corporate Governance structure in keeping with the principles and standards set out by the Trust.
- Comply with the codes of professional conduct set out by the professional body of which registration is required for the post.

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- Ensure they are familiar with the Risk Management Framework, follow policies, procedures and safe systems of work, make known any hazards or risks that they identify and take all necessary actions to reduce risk.
- Ensure the welfare and safety of children within their care. This includes staff who come into contact with children and families in the course of their work as well as those staff who have a specific role with children and families.
- Ensure they attend Child Protection training at the appropriate level within the specified time frame.
- Staff must comply with Safeguarding Policies and Procedures in order to promote safeguarding and prevent abuse to vulnerable people using Trust services.
- Maintain the prevention and control of infection and fully comply with all current Trust Infection Control policies and procedures.
- Take responsibility for any records that they create or use in the course of their duties, in line with the Public Records Act and be aware that any records created by an employee of the NHS are public records and may be subject to both legal and professional obligations.

All Managers are responsible for:

- Assessing risks and implementing the necessary actions to minimise these risks within their sphere of responsibility. They must also enable staff to attend the relevant statutory and essential training.
- Managing attendance in accordance with the Trusts Attendance Management Policy.

All Heads of Departments are responsible for:

- Ensuring all necessary risk assessments are carried out within their division, Service Line or department in liaison with relevant sources of specialist support and expertise within the Trust. They must also ensure that the risk management process is completed appropriately.

Note

This job description is neither definitive nor exhaustive and is not intended to be totally comprehensive. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description is to be read in conjunction with all current Plymouth Hospitals NHS Trust policies, procedures & guidelines.

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PERSON SPECIFICATION – Specialist Critical Care Dietitian

ATTRIBUTES	ESSENTIAL	DESIRABLE
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> • Demonstrable evidence of post-registration dietetic experience in a wide range of NHS acute clinical areas • Extensive demonstrable experience in enteral feeding and enteral feeding tubes • Sound knowledge of nutrition support and best dietetic practice in relation to common clinical conditions • Knowledge of national and international guidelines relevant to critical care dietetics • Demonstrable experience of working in a multi-professional team • Experience in teaching ward staff, non-specialist dietitians and students • Experience of managing junior staff or students including assessment and giving feedback • Demonstrable evidence of active participation in clinical governance activities in relation to dietetic practice • Competence in using computer systems – word processing, spreadsheets, presentations, data collection, dietary analysis 	<ul style="list-style-type: none"> • Critical care and major trauma dietetic experience • Parenteral Nutrition experience • Experience of service development • Experience in research • Computer skills in database use and statistical packages • Demonstrable experience of developing evidenced based literature, guidelines or protocols
QUALIFICATIONS	<ul style="list-style-type: none"> • BSc in Human Nutrition and Dietetics or equivalent. • HCPC Professional Registration • Completion of Clinical Supervisory Skills course. 	<ul style="list-style-type: none"> • Completion of BDA PENG course. • Completion of BDA Introduction to Critical Care Dietetics course.

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	<ul style="list-style-type: none"> • Proven evidence of recent CPD. 	<ul style="list-style-type: none"> • Completion of a behaviour change or communication skills course.
APTITUDE & ABILITIES	<ul style="list-style-type: none"> • Effective communication skills with an ability to communicate with patients, carers and all levels of healthcare staff. • Good clinical reasoning skills. • Demonstrable teambuilding skills. • Ability to supervise students and junior department staff. • Effective teaching and presentation skills. • Computer skills in word processing, spreadsheets and presentations. • Good organisational and time management/prioritisation skills. • Capable of producing good quality written information for staff and patients. 	<ul style="list-style-type: none"> • Ability to work effectively and calmly within a busy environment. • Able to interpret research findings and apply to practice. • Ability to lift feeding equipment / deliver feeding supplies to patients on the ICU and wards.
DISPOSITION & ATTITUDE	<ul style="list-style-type: none"> • Enthusiasm for critical care and trauma dietetics. • Trustworthy and approachable. • Works within the professional code of conduct. • Pleasant, friendly, and caring approach. • Able to deal with emotionally stressful situations. • Proactive, with an ability to set up new initiatives. 	<ul style="list-style-type: none"> • An enquiring mind with an enthusiasm for research and innovation.
OTHER FACTORS	<ul style="list-style-type: none"> • Maintains professional appearance. • Flexible regarding duties. • Able to work evenings, weekends, bank holidays as required. • Ability to travel between hospital sites as required. 	<ul style="list-style-type: none"> • British Dietetic Association (BDA) membership • Member of the BDA Critical Care/PENG Groups • Car owner