

JOB DESCRIPTION

GENERAL INFORMATION

JOB TITLE:	Senior Cardio-respiratory Dietitian (Rotational)
GRADE:	Band 6
DEPARTMENT:	Rehabilitation and Therapies (R&T) Heart, Lung and Critical Care Clinical Group (HLCC)
HOURS:	37.5 hours (Full-time)
LOCATION:	Royal Brompton Hospital
DISCLOSURE & BARRING SERVICE (DBS) CHECKS:	Enhanced

Guy's and St Thomas' NHS Foundation Trust comprises five of the UK's best-known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high-quality care, clinical excellence, research and innovation.

We are among the UK's busiest, most successful foundation trusts. We provide specialist care for patients including heart and lung, cancer and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark.

We have a long tradition of clinical and scientific achievement and – as part of King's Health Partners – we are one of England's eight academic health sciences centres, bringing together world-class clinical services, teaching and research. We have one of the National Institute for Health Research's biomedical research centres, established with King's College London in 2007, as well as dedicated clinical research facilities.

Royal Brompton and Harefield hospitals joined Guy's and St Thomas' in February 2021 and is the largest specialist heart and lung centre in the UK and among the largest in Europe. We provide treatment for people with heart and lung disease, including rare and complex conditions, offering some of the most sophisticated treatment that is available anywhere in the world.

Our integrated approach to caring for patients from before birth, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained Royal Brompton and Harefield an international reputation as a leader in heart and lung diagnosis, treatment and research.

We are working in partnership with King's Health Partners, to deliver our vision of creating a new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease, in patients from pre-birth to old age.

We have around 25,000 staff, making us one of the largest NHS Trusts in the country and one of the biggest employers locally. We aim to reflect the diversity of the communities we serve and continue to develop new and existing partnerships with local people, patients, neighbouring NHS organisations, local authorities and charitable bodies and GPs.

We strive to recruit and retain the best staff as the dedication and skills of our employees lie at the heart of our organisation and ensure that our services are of the highest quality, safe and focused on our patients.

Job summary

The post holder will provide a specialist cardiorespiratory dietetic service within distinct rotations in the adult Cystic Fibrosis (CF) and adult heart teams.

Within these rotations, the post-holder will get the opportunity to:

- Foster and develop specialist skills managing patients who are acutely unwell as well as those with chronic, potentially life-limiting conditions.
- Provide a dietetic service to both in- and outpatients, including both face-to-face and virtual consultations.
- Build additional competencies in working in critical care and providing cross-cover to specialist respiratory services.
- Work within a multi-professional team and alongside a team of other dietitians who hold collective responsibility for service planning, co-ordination, delivery and evaluation.
- Attend and actively participate in relevant clinical meetings, including multidisciplinary team meetings and ward rounds (where required).
- Be actively involved in student training and supporting the development of a therapy assistant.
- Assist and/or lead health promotion, quality improvement and service development projects.
- Support education and training of both staff and patients as required, which may include in-service activities and informal talks/education sessions.

Main tasks and responsibilities

Communication

- To communicate effectively and work collaboratively with medical, nursing, allied health professional and other colleagues to ensure delivery of a co-ordinated multi-disciplinary service. This will include case conferences, ward rounds, discharge planning and joint working.
- To work closely with multiple clinical teams caring for a variety of specialisms, having the ability to develop good working relationships with multidisciplinary team

members and dietetic colleagues (including those in the heart team, CF, respiratory medicine, paediatrics and in Harefield Hospital).

- Demonstrate an empathetic and sensitive approach within communications with patients and their families / carers. To be confident and demonstrate a flexible approach when working with patients who have acute and chronic illnesses, as well as those who may be experiencing significant psychological stresses or have barriers to understanding.
- To gain consent about a range of dietetic treatment options and to agree and inform of expected outcomes.
- To utilise a diverse range of communication strategies where needed.
- To communicate with outside agencies e.g., GP's, community dietitians, home enteral feeding services, and specialist dietetic services about patient care where appropriate.

Patient care (both direct and indirect)

- To provide a clinical dietetic service to designated wards and within outpatient services, as determined by rotation, utilising theoretical and practical knowledge and in conjunction with the other specialist dietitians.
- Work autonomously to provide specialist advice and treatment plans to patients, carers and clinicians. This will / may involve:
 - Nutritional diagnosis, with interpretation of biochemistry, anthropometrics, clinical condition and dietary intake information.
 - The development of treatment plans, with consideration of complexities surrounding calculation of nutritional requirements.
 - The development of patient-centred goals with consideration of their medical, physical, social and psychological needs.
 - Complex cases where many factors such as the use of ventilation (invasive and non-invasive) or other organ supports, recent cardiothoracic surgery, dysphagia or the presence of a secondary diagnosis (diabetes, renal or liver disease, gastrointestinal disorders).
 - The need to advise on dietary treatments and ACBS products for conditions where there may be limited clinical guidelines, necessitating close working with senior dietetic colleagues.
- To accept clinical responsibility for a designated caseload of patients (inpatient and/or outpatient), and to organise this effectively and efficiently with regard to clinical priorities and use of time to ensure a high standard of care is provided.
- To refer patients to other professionals as appropriate e.g., psychology, clinical nurse specialist, welfare rights advisor.
- To provide up-to-date dietary information and education materials, either in the form of diet sheets or other resources and by participating in special events, such as study days and health promotion events. To advise and liaise with catering on special dietary requirements of patients and to provide instructions on suitable therapeutic menus for patients.
- To have a skills in relation to oral and enteral nutrition support, including managing patients who require home enteral feeding with responsibility for ensuring safe and effective discharges to the community for patients who have recently had an enteral feeding tube placed for long term nutrition support.

- To be responsible for the safe use of dietetic or nutrition related equipment by patients under their care (eg feeding pumps).

Policy and service development

- To be familiar with and employ Dietetic and wider Trust / Directorate policies, guidelines, and standards. Where requested, to be involved in their development, review and updating.
- Development and updating of diet sheets and other educational resources for patients and healthcare professionals both within and outside the Trust.
- To participate in research and audit projects in Nutrition and Dietetics and the Rehabilitation and Therapies Directorate when appropriate.
- To support the continuous improvement and development of the dietetic service ensuring the implementation of local and national care guidelines.

People management

- To receive regular appraisals and have an individual developmental plan, to help achieve personal and team objectives.
- To support the training, education and development of therapy assistants where required. This may include direct supervision responsibilities.
- To supervise and teach student dietitians, both those undertaking their clinical placement and those involved in projects as part of their degree.

Information management

- To be familiar with and able to operate all necessary computer programmes e.g. electronic health records Microsoft office, dietary analysis packages and dietetic specific software.
- To record own dietetic activity, accessing patient information through IT systems.
- To be responsible for maintaining accurate treatment notes for each patient as per Health and Care Profession Council standards.

Professional

- To be responsible for maintaining records demonstrating engagement in Continuing Professional Development (CPD), according to Health and Care Professions Council guidelines
- To demonstrate annually current State Registration by the Health and Care Professions Council and abide by their Standards of Proficiency and their Standards of Conduct, Performance and Ethics.
- To demonstrate a commitment to life-long learning and keep up to date with dietetic practice developments by attending relevant study days, webinars, conferences, BDA Branch meetings and Special Interest Group meetings (where applicable) and reading relevant books and journals.
- To be professionally and legally accountable for all aspects of their work.

Other

- To carry out other duties commensurate with the grade as required including cover for annual leave.

- To abide by the Trust's core behaviours for staff and all other Trust policies including standing financial instructions, research governance, clinical governance, patient and public involvement, codes and practices, and health and safety policies

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

ADDITIONAL INFORMATION

Trust vision

To advance health and wellbeing, as a local, national and international leader in clinical care, education and research.

We aim to deliver world-leading, personal and responsive healthcare, giving the fullest and best lives to our patients and their families.

Trust values

Our values are at the heart of everything we do. They have been developed closely with our staff.

Our values are to:

- Put patients first
- Take pride in what we do
- Respect others
- Strive to be the best
- Act with integrity

Confidentiality

During the course of your employment, you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to patients and staff.

In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by the Trust for any unauthorised purpose or disclose such as data to a third party.

You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trust, unless expressly authorised to do so by the Trust.

Smoking

It is the policy of Royal Brompton & Harefield Hospitals Group that all people who work for the Trust or, while on its premises, obtain treatment or visit the Trust in any capacity, do so without exposure to tobacco smoke, and so smoking of cigarettes and E-cigarettes is not allowed anywhere on any Trust premises.

The Trust aims to provide appropriate support, in partnership with local Occupational Health and Community Services, to ensure that Trust staff and patients can access practical help and support in their attempts to stop smoking.

This policy is based on clear evidence that, in addition to the health risks taken by smokers themselves, others who breathe in exhaled tobacco smoke (passive smokers) have increased risk of disease.

NHS Estates have notified all NHS agencies that E-Cigarettes and the charging there of are not permitted within any Trust property (including accommodation).

Diversity

You are at all times required to carry out your responsibilities with due regard to the Trust's Diversity policy and to ensure that colleagues or staff that you manage receive equal treatment throughout their employment with the Trust.

Risk management

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

Conflict of interests

You may not without the consent of the Trust engage in any outside employment. In accordance with the Trust's Conflict of Interest policy, you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment in the Trust. Interests that might appear to be in conflict should also be declared to your manager.

In addition, the NHS Code of Conduct and Standards of Business Conduct for NHS Staff (HSG 93/5) requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position that may give rise to a conflict between your private interest and your NHS duties.

CODE OF CONDUCT FOR PROFESSIONALLY QUALIFIED STAFF GROUPS

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

Disclosure & Barring Service checks (where relevant)

If the post has been identified as being an 'eligible position' under the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* or, in some cases, the *Police Act 1997*, it meets the eligibility criteria for a disclosure to be requested through the Disclosure and Barring Service (DBS). Where a DBS check is indicated above applicants who receive a conditional offer of employment will need to complete a satisfactory DBS check prior to the appointment being confirmed.

With the exception of Basic disclosure certificates which only contain information about unspent convictions, all other DBS level checks will disclose both spent and unspent convictions, cautions (including reprimands and final warnings) which are not 'protected' as

defined by the *Rehabilitation of Offenders Act 1974 (Exceptions Order) 1975 (as amended)*. Enhanced disclosures may also include other relevant police information where this is deemed relevant to the position you are applying for.

A criminal record will not necessarily bar you from appointment - that will depend on the nature of the position for which you are applying and the particular circumstances of the incident(s).

You are obliged to inform the Trust if at any time in the course of your employment you are the subject of a police investigation, or are convicted of a criminal offence.

You must also inform the Trust immediately if at any time during your employment you are the subject of an investigation by the Independent Safeguarding Authority or are Barred from either its Children's Barred List or Adults' Barred List. Failure to comply with these requirements may result in disciplinary action. You will be committing a criminal offence if you seek to undertake or undertake any Regulated activity while Barred by the Independent Safeguarding Authority from either its Children's Barred List or Adults' Barred List.

CORE BEHAVIOURS OF ALL STAFF

All staff will:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance
- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

In addition, all managers and supervisors will:

- Value and recognise the ideas and contributions of all team members
- Coach individuals and teams to perform to the best of their ability
- Delegate work to develop individuals in their roles and realise their potential
- Give ongoing feedback on performance, and effectively manage poor performance
- Provide support and guidance to all team members
- Encourage their team to achieve work/personal life balance
- Actively listen to comments/challenges and respond constructively
- Lead by example, setting high standards
- Ensure that there are sufficient resources for their team and rebalance priorities accordingly
- Provide a safe working environment

Infection and Prevention Control

All Trust staff will:

- Act as a role model and champion for the highest standards of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.
- Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Confirmed as accurate by post holder:.....

Date:.....

Confirmed as accurate by manager:.....

Date:.....

