

## Job Description

**Role Title:** Specialist Renal Dietitian

**Band:** 6

**Contract:** Fixed Term

**Responsible to:** Renal Dietetic Team Leader

**Accountable to:** Clinical Director, Clinical Support Services Group

**Location:** UHCW NHS Trust

### Key working relationships:

Dietetic department and renal multi-disciplinary team

### Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



### Net Zero and Sustainability.

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

## Job Summary

### Main duties

### Clinical

1. To work autonomously to provide specialist dietetic advice to renal patients, their carers and staff, with support from senior colleagues where necessary, including:

- Carry out nutritional assessments (interpretation of biochemistry, anthropometrics, clinical condition, drug therapy and effectiveness of treatment, diet history) to determine nutritional status and required intervention
  - Development of holistic treatment plans (calculation of nutritional requirements, analysis of nutritional intakes sometimes using specialist IT systems, client centred goals and discharge planning including patients on artificial nutritional support)
  - Prescription of dietary treatment and ACBS products for conditions where there are limited professional / clinical guidelines available.
2. To be clinically competent to give specialist dietetic advice, treatment and dietary counselling to renal patients in in-patient and out-patient locations, consultant led clinics and dialysis units.
  3. To communicate nutrition and dietetic information in an understandable form to staff, clients and carers, requiring negotiation, persuasion, motivation and counselling skills including situations where there are barriers to understanding.
  4. To use appropriate communication skills and resources to ensure that suitably accessible information is available to individuals on their dietary treatment/care plans.
  5. To provide a resource of specialist renal nutritional care to other Health Professionals and Dietitians across the Trust and immediate environments.
  6. To liaise with catering, nursing and dietetic staff to ensure the provision of a satisfactory meal service for renal patients
  7. To attend and actively participate in multidisciplinary meetings and ward rounds
  8. To work flexible hours to meet the needs of the patients and the service as required (e.g. provide cover to the twilight haemodialysis shifts and consultant led clinics)
  9. To cover the work of colleagues during periods of absence or peak workloads

## **Management**

10. To participate in forward planning of the dietetic department with particular reference to UHCW Renal Services
11. To assist in the development and updating of departmental evidence based clinical guidelines, policies, procedures and patient information particular reference to UHCW Renal Services
12. To follow policies and clinical guidelines and propose changes to working practices in own area based on current evidence and best practice
13. To plan and prioritise own workload and evaluate own practice

## **Training and education**

14. To plan and organise the training and clinical supervision of Band 5 dietitians on attachments, dietetic assistant practioners and student dietitians including planning and prioritising training programmes, timetables and written assessments.

15. To undertake mentoring of junior members of staff and student dietitians
16. To take part in and initiate training on renal and other nutrition topics to patients groups, medical staff, nurses, student nurses, catering staff and carers within the Trust and local higher education locations
17. To initiate and participate in the departmental Clinical Governance programme including presenting evidence based practice workshops, clinical audit and reporting of clinical risks
18. To contribute to Renal QIPS meetings and to present findings of evidence based practice reviews, research and clinical audits

## Key Result Areas and Performance

### Professional

19. To keep up to date with current developments in dietetics and participate in appropriate continuous professional development activities.
20. To actively participate and contribute to departmental clinical supervision group to ensure a regular evaluation of practice through peer review.
21. Ensure that all Trust wide and departmental standards and clinical guidelines are maintained and monitored to improve the quality of total care, to all who come into contact with services provided by University Hospital Coventry and Warwickshire NHS Trust.
22. Participate in personal reviews, including annual appraisal, and work to achieve agreed set objectives.
23. To document patient activity data in accordance with trust and professional standards.
24. To work as an autonomous practitioner working within the BDA Code of professional conduct and HCPC Standards of conduct, performance and Ethics and Standards of Proficiency (Dietitians).
25. Contributes to the development and maintenance of the profile of the Dietetic profession.

As part of our commitment to patients and delivery of a world class service for all we have created the UHCW Improvement (UHCWi) System in partnership with the Virginia Mason Institute in Seattle; this involves a structured approach to removing waste and putting the patient first using a lean management system and methodologies. Our culture and ways of working reflect and embed the practices and methodologies of UHCWi. You are expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses is considered essential and a pre requisite for this post.

## Person Specification

**Job Title:** Specialist Renal band 6 Dietitian

### Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable
<b>Qualifications</b>	<p>BSc in Dietetics or equivalent Registered with HCPC BDA Member</p> <p>Documented evidence of continuing professional development</p>	<p>Teaching qualification or clinical educators course</p> <p>Renal Post Graduate Course or relevant training</p> <p>Presentation skills training</p>
<b>Experience</b>	<p>Relevant clinical dietetic experience Experience in educating / training / presenting to patient groups and staff</p>	<p>Experience in Clinical supervision of dietetic students</p> <p>Experience working as part of a multidisciplinary team</p> <p>Some renal / nutritional support experience</p>
<b>Knowledge</b>	<p>Up to date professional knowledge gained through Degree, Continuous Professional Development and awareness of best practice in dietetics.</p>	<p>Multicultural awareness</p>

<b>Skills</b>	<p>Able to communicate with clients using dietary counselling, motivational and negotiation skills.</p> <p>Able to demonstrate good written and oral communication skills with people from a variety of backgrounds, without risk of misunderstanding.</p> <p>Able to analyse information and to make judgements on dietetic issues.</p> <p>Good time management skills.</p> <p>Good interpersonal skills.</p> <p>Ability to work effectively as part of a team and independently.</p> <p>Basic knowledge of principles of Clinical Governance.</p>	<p>Clinical supervision skills</p> <p>IT skills to support clinical practice (e.g. patient information systems, e-mail, internet, literature search, dietary analysis, word processing, presentation packages)</p>
<b>Personal qualities</b>	<p>Able to be flexible and adapt to changing needs of the service</p> <p>Aware of own limitations and seeks advice from senior colleagues when required</p> <p>Committed to client centred, non- discriminatory practice</p> <p>Professional appearance</p> <p>Interested in Renal dietetics</p> <p>Commitment to personal and professional development</p> <p>Passes Occupational Health Check</p>	<p>Member of BDA Renal group</p> <p>Ability to travel to other locations within Warwickshire</p> <p>Able to work flexible hours to cover some twilight shifts</p>

<b>Commitment to Trust Values and Behaviours</b>	<ul style="list-style-type: none"> <li>• Must be able to demonstrate behaviours consistent with the Trust's values. <i>(As detailed in UHCW's Values in Action document below)</i></li> <li>• Applicants applying for job roles with managerial responsibility will be required to demonstrate evidence of promoting equal opportunities through work experience</li> </ul>	
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### Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.
- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.

**The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.**

## Our values in action

We live our values in action in our work with patients, visitors and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

