

A4C Banding No: P2197

Job Description

TITLE: Senior Dietitian – Neuro-rehabilitation

DEPARTMENT: Birmingham Community Nutrition

LOCATION: Moseley Hall Hospital
Inpatient Neurorehabilitation Unit (INRU)

PROFESSIONALLY ACCOUNTABLE TO: Head of Birmingham Community Nutrition

CLINICALLY ACCOUNTABLE TO: Dietetic Clinical Lead on INRU

BAND: Band 6 (Please note that new entrants to the NHS [or new to the band] commence at the bottom of the salary scale)

HOURS: **22.5 hours per week**

Job Purpose

The post holder is expected to work with the Inpatient Dietetic Team and Highly Specialist Clinical Dietetic Lead on INRU to provide a quality nutrition and dietetic service within the inpatient neurorehabilitation service. The post holder is responsible for supporting clients on enteral feeding or oral nutrition support, working closely with the multidisciplinary team to assess, monitor and maintain patients' nutrition and hydration needs, enabling complex patients to work towards their discharge destination.

Main Duties

Professional

1. To adhere to the standards of conduct, performance and ethics and the dietitians standards of proficiency of the Health Professions Council.

2. To be professionally and legally accountable for all aspects of own work, including the management of patients within your care.
3. To be aware of your level of responsibility and accountability within the service, being guided by policies, procedures and the support of peers and to support lower grade colleagues to do the same.
4. To remain aware of the limitation of own knowledge and experience and seek advice and guidance as required.
5. To act in a professional manner promoting the organisation, the role of the dietitian and the importance of nutritional care.
6. To be responsible for maintaining and demonstrating own competence to practice through participation in appraisal process and CPD within the framework of the professional portfolio. This may include membership of a BDA specialist interest group.

Clinical

7. To manage a complex and diverse caseload on INRU which includes liaison with other health professionals, suppliers, patients and carers to facilitate the provision of appropriate, timely and cost effective nutrition support for patients who are enterally fed or on oral nutritional supplements.
8. To work as part of the Inpatient Dietetic Team and through this contribute to the development of nutrition support initiatives such as outcome measures, nutritional assessment and care pathways. This involves taking particular responsibility for initiatives and issues relating to enteral feeding in wards, such as the maintenance of the Trust enteral feeding policy.
9. To undertake comprehensive assessment of patients clinical needs in a holistic manner using specialised clinical knowledge and skills and a broad range of nutritional assessment skills, measurements and techniques, including dietary analysis software, anthropometric measurements etc.
10. To negotiate and agree dietary or nutritional goals with individual patients and/or their carers using motivational interviewing, counselling and cognitive behaviour therapy tools as applicable. This may include identifying individual barriers to change and helping clients to manage them.
11. To aim to meet these goals using appropriate nutrition interventions including enteral feeding and oral nutritional supplements.
12. To train and support other health care staff to deliver and monitor first line nutrition advice to clients.

13. To re-assess nutritional requirements and change clinical interventions as appropriate in line with NICE Clinical Guidance 32, Nutrition Support in Adults.
14. To be responsible for planning and organising own caseload and other work priorities to meet service and patient priorities.
15. To liaise with the community nutrition support team in the relevant geographical area to ensure the safe discharge of patients from INRU, including those who are enterally fed.
16. To be responsible for maintaining accurate and comprehensive patient records in line with the code of conduct and Trust policies.
17. Where necessary to provide dietetic care to patients to other wards or bedded units as necessary.
18. To provide a customer focussed service within the resources available
19. To communicate effectively with colleagues within and outside the department to facilitate effective patient care, service development and multidisciplinary working. This includes attending relevant meetings regarding the patients to represent their nutrition and dietetic care.
20. To be responsible for the supervision, teaching, co-ordination and assessment of students and assistants.
21. To undertake training and become competent in basic enteral tube care.

Training

22. To identify, implement and evaluate strategies, which can be used to influence nutritional choices for the individual and within the wider community, recognising the diversity within the City.
23. To produce practical advice and resources by interpreting, translating and critically evaluating evidence and making this relevant to the intended audience.
24. To plan, deliver and evaluate training about under nutrition, nutrition in neurorehabilitation, screening tools such as MUST and GULP to a range of staff as and when required.

Administration and Clinical Governance

25. To manage clinical risk within own patient caseload.

26. To collect activity statistics and complete other approved scoring tools to demonstrate patient complexity within agreed timescales.
27. To identify opportunities for service development and improvement, particularly in relation to enteral feeding and bring these to the attention of Dietetic Leads.
28. To contribute to dietetic staff meetings, clinical effectiveness, journal reviews, peer review, team meetings, relevant multidisciplinary meetings, supervision and working groups.
29. To provide regular updates on service provision and future plans to your line manager.
30. To contribute to department and neurorehabilitation audit programme.
31. To disseminate appropriate evidence/research findings and wherever possible ensure the integration of evidence/research into practice, in relation to enteral feeding, oral nutrition support and nutrition in brain injury/neurorehabilitation.
32. To undertake other duties commensurate with this grade of post in agreement with the relevant line manager.
33. To minimise the Trust's environmental impact wherever possible, including recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Key Relationships

To establish effective working relations with the following:

Dietitians and assistants, administrators, nutrition nurses, neurorehabilitation MDTs, staff in bedded units and other care settings including medical and catering staff. Dietitians in local acute units and home enteral feeding delivery company.

Performance Management

All employees have a responsibility to participate in regular appraisal with their manager to identify performance standards of the post. As part of the appraisal process every employee is responsible for participating in identifying their own training and development need to meet their KSF outline.

Health & Safety at Work

Attention is drawn to the responsibility of all employees to take reasonable care for the health & safety of themselves and other people who may be affected by their actions at work.

Equal Opportunities

Birmingham Community Healthcare NHS Trust is committed to being an equal opportunities employer and welcomes applicants from people irrespective of age, gender, race and disability.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Smoking

The Trust operates a No Smoking policy.

Mobility

Whilst the post holder will be based at Moseley Hall Hospital, this is a Trust wide appointment and travel around the Trust may be required.

Confidentiality

Your attention is drawn to the confidential nature of information collected within the National Health Service. The unauthorised use or disclosures of patient or other personal information is regarded as gross misconduct and will be subject to the Trust's Disciplinary Procedure and, in the case of both computerised and paper-based information, could result in a prosecution for an offence or action for civil damages under the Data Protection Act 1998.

Sustainability

The Trust attaches great importance to sustainability and Corporate Social Responsibility. It is therefore the responsibility of all members of staff to ensure that the Trust's resources are used efficiently with minimum wastage throughout their daily activities.

Dignity in Care

Birmingham Community Healthcare NHS Trust (BCHC) is committed to providing dignity in care for all our patients and service users across the Trust.

All staff, workers, volunteers, students and individuals undertaking work experience/shadowing, irrespective of the role they specifically undertake, are required to adhere to BCHC's vision, values and professional standards. This also involves working with and alongside colleagues and partners, demonstrating a duty of candour (i.e. honesty and straightforwardness), openness and accountability in order to achieve high quality and the best possible care outcomes for our patients, service users and the local community.

Infection Prevention and Control

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees must attend Infection Prevention and Control training as required for their post. Employees must be familiar with and comply with Infection Prevention and Control policies available on the Intranet.

Job Description

This job description will be subject to discussion and reviewed on an annual basis within the appraisal process.

POST HOLDER'S SIGNATURE: _____

DATE: _____

A4C Banding No: P2197

PERSON SPECIFICATION

Title	Senior Dietitian – Neuro-rehabilitation & Intermediate Care	Band	6
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Example key areas	Job requirements	W	How identified	Candidate score	Comments
Qualifications / training Level of education; Professional qualifications; Vocational training; Post basic qualifications; Training and learning programmes/courses	Dietitian registered with Health Professions Council	E	AF		
	Evidence of Continual Professional Development	E	AF		
	Degree in Nutrition/Dietetics	E	AF		

Experience Length and type of experience Level at which experience gained	Substantive experience of post registration clinical dietetics	E	AF/I		
	Evidence of developing, implementing and evaluating projects	E	AF/I		
	Evidence of interest in nutrition support and home enteral feeding	E	AF/I		
	Evidence of multi disciplinary working	E	AF/I		
	Experience of teaching and assessing students	E	AF		
	Experience of supervising staff	D	AF		
	Evidence of delivering training sessions	E	AF/I		
Skills/knowledge Range and level of skills Depth and extent of knowledge	Ability to demonstrate verbal communication skills and presentation skills	E	I/P		
	Ability to generate written communication that is relevant, concise, accurate and legible	E	AF		
	Ability to work within a multicultural setting, including ability to teach groups and individuals from different backgrounds	E	I		

	Ability to apply nutritional knowledge in a variety of settings	E	AF//P		
	Ability to plan and manage own time	E	I		
	A demonstrable understanding of dietetics within a community setting	D	AF//P		
	Demonstrates a sound knowledge and application of up-to-date evidence based clinical trends and practises	E	I/P		
	An ability to use information technology to maximise personal effectiveness, or a willingness to develop these skills	D	AF/I		
	An ability to demonstrate individual and team responsibility in respect of health and safety	D	I		
Personal qualities	An ability to be very flexible in a changing environment	E	AF/I		
	An ability to work independently	E	AF//P		
	An ability to demonstrate commitment to team working	E	AF/I		

	An ability to develop and maintain links with outside agencies	E	AF/I		
	An ability to learn and apply knowledge appropriately	E	AF//P		
	An ability to use tact and diplomacy where necessary	E	I		
	Demonstrates innovative ideas	D	AF//P		
Other job requirements	Ability to travel to different venues within the city, transporting equipment such as scales	E	AF/I		
Overall Candidate score					

W (Weighting) – E = Essential D = Desirable

How identified = Application = AF; Interview = I; Test = T; Presentation = P.

Version Control

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