

<b>Job Title</b>	<b>Nutrition Support Dietitian</b>
<b>Band</b>	<b>Band 6</b>
<b>Responsible to</b>	<b>Band 7 Dietitian</b>
<b>Accountable to</b>	<b>Nutrition Support Clinical Lead</b>
<b>Base</b>	<b>Finchley Memorial Hospital / alternative CLCH Barnet bases.</b>

## Job Purpose

- The post holder will provide Dietetic assessments and treatment programmes to clients in their own homes and in care homes within the borough of Barnet.
- To be responsible for one's own caseload of clients who are predominantly at risk of malnutrition but will include some patients on home enteral tube feeding, while working to service standards under the supervision of a senior dietitian.
- To provide support to the continued implementation of the Nutrition Support Care Pathway for highlighting and treating malnutrition in the community as well as the appropriate prescribing and monitoring of oral nutrition supplements within CLCH.
- To make recommendations to GPs on the appropriate prescribing of oral nutrition supplements and enteral feeds.
- To maintain accurate documentation in dietetic records, medical notes and nursing notes in line with department and Trust guidelines.
- To act as a source of expertise and to continue with the provision and monitoring of specialist training on malnutrition including the MUST screening tool as the service requires.
- To be responsible for organising own clinical workload, administrative tasks and to be flexible to the needs of the service as indicated by the line manager.
- To be responsible for inputting clinical activity data into the activity reporting database and generating reports on a regular basis.
- To liaise with Dietitians and other health care professionals to ensure clients discharged from secondary care are followed up appropriately and receive ongoing input as required following discharge.
- To provide education and training sessions to internal and external key stakeholders, as required by the service.
- To initiate and participate in clinical governance including Quality improvement activities within the Nutrition and Dietetics Service.
- To provide education and training sessions to internal and external key stakeholders, as identified by the Nutrition Support Team.
- To build on the strong networks with GP's, District Nurses, nursing homes, Primary Health Care Teams and independent contractors to facilitate appropriate referrals.
- To provide line management to junior team members and supervision to students as the service requires.

## Key Working Relationships

### Internal

- Clinical and professional Leads
- Pathway Leads
- Specialist Services colleagues and manager
- Safeguarding
- Clinical Governance
- Learning and Development
- Human Resources

### External

- London Procurement Partnership
- British Association of Parental and Enteral Nutrition

- Independent practitioners e.g. GP's, Community Pharmacy
- Independent Nursing Homes
- Local and Regional Nutrition Support Clinical Networks
- Local acute care providers
- Social services
- Academic Learning Establishments

## **Main Duties and Responsibilities**

### **CLINICAL RESPONSIBILITIES**

- To have responsibility for providing a dietetic service including appropriate dietary assessment and treatment in community settings such as the clients own home, care homes and day centres as well as in clinics and virtually.
- To work autonomously to provide specialist dietary advice on a range of clinical conditions that may require food fortification /oral nutrition supplementation, or home enteral feeding. This will involve nutritional diagnosis and assessment (interpretation of biochemistry, anthropometrics, clinical condition and diet history) using evidence-based guidelines and the development of treatment plans (calculation of nutritional requirements and client-centred goals) using evidence-based outcomes.
- To work autonomously to calculate energy requirements and to recommend food fortification to meet requirements or an appropriate prescription for oral nutrition supplements or enteral feed.
- To use professional judgement and clinical expertise to interpret and analyse complex situations and information to formulate treatment plans according to evidence based practice and modify according to changes in clinical condition.
- To be clinically competent to give nutrition support advice, treatment, and dietary counselling to support behaviour change and adherence to long term treatments.
- To provide advice to medical practitioners on the appropriate prescribing of ACBS products such as enteral feeding products, oral nutritional supplements and vitamin and mineral supplements.
- To communicate complex and sensitive information effectively with patients from a wide range of backgrounds, carers and families, tailored to their needs, to gain consent, ensure understanding of condition, treatment options, risks, acceptance and compliance with dietary treatment, which may include unwelcome or difficult to accept information e.g. life time adherence to a artificial diet or limitations of treatment in terminal illness.
- To apply developed communication, negotiation and counselling skills to empower patients to achieve long term lifestyle and behavioural changes taking into account emotional, physical, social and psychological barriers as well as strong influences on change e.g. depression, dementia, language difficulties, resistant attitudes, aggression, behavioural problems, and mental illness. To effectively use interpreters, sign language, information technology or other means of communication appropriate to the clients requirements.
- To be a source of information and advice to patients/carers and nursing staff on the use of artificial feeding and tube feeding equipment.
- To discuss complex ethical issues with service users and health professionals e.g. whether to continue feeding or not.
- To participate in multi-disciplinary / multi-agency collaborative workings to promote continuity of care and represent dietetics at multi-disciplinary team meetings and case conferences.
- To use clinical judgement to refer clients to other services and professionals when appropriate.
- To provide timely and informative client reports and discharge summaries for GPs, consultants, other Allied Health Professionals, nursing, and other staff.
- To be responsible for managing a clinical caseload.
- To be professionally and legally accountable for all aspects of own work and ensure that own work is within professional standards and clinical guidelines.
- To be responsible for complying with legal and professional confidentiality guidelines at all times.
- To recognise own limitation and seek support from senior colleagues for the management of complex cases.

### **PARTNERSHIP WORKING**

- To implement and support a care pathway for appropriate prescribing and monitoring of oral nutrition supplements within Central London Community Healthcare.
- To work in partnership with the clinical nutrition support team, prescribing team and care homes to implement systems to ensure appropriate prescribing of oral nutrition supplements within Central London Community Healthcare.
- To work in partnership with other health care professionals and acute trusts within NCL to ensure Nutrition support pathways meet nice guidance.

## HEALTH PROMOTION

- To use project management skills to plan, implement and evaluate targeted nutrition support initiatives as directed by the line manager and/or identified by the post holder in both care homes and the community.
- To ensure that primary health care teams and non-NHS organisations have access to up to date nutritional information.

## CLINICAL GOVERNANCE

- To identify and undertake audit and research in own work area. To report results and recommendations to line manager and appropriate colleagues.
- To contribute and participate in departmental and nutrition support audits, research and Quality improvement projects as required and in conjunction with the supervising Dietitian and to ensure changes are implemented and reviewed.
- To contribute and participate in the development of evidence based clinical standards, referral pathways and resources.
- To be responsible for increasing and maintaining professional competency through CPD activities identified in the Professional Development Plan (PDP). To ensure therapy is based on evidence based practice and recognised guidelines.

## SHARED LEADERSHIP

- To undertake nutrition support projects as determined by line manager and clinical nutrition team manager.  
To act as a supervisor for dietetic student training programmes and contribute to the assessment of dietetic students in area of clinical expertise.
- To supervise junior staff as and when appropriate as determined by line manager and nutrition support clinical lead.
- To take responsibility for ensuring Trust policy is adhered to in identifying and actioning a clinical incident and/or complaint.

## PROFESSIONAL RESPONSIBILITIES

- To work within the British Dietetic Association code of professional conduct and Health and Care Professions Council standards
- To have a working knowledge of nutrition guidelines and issues relevant to adults and to be able to accurately translate these guidelines into practice.
- To work within the policies, procedures and guidelines of the Dietetics Department and Central London Community Healthcare.  
To actively participate in the Central London Community Healthcare individual development review by identifying key performance objectives and continuing education needs.
- To actively participate in clinical and operational supervision sessions to identify and develop professional, clinical, and service needs.
- To be responsible for gaining valid, informed consent to assessment and treatment interventions, sharing information following legal and professional guidelines and to follow these guidelines in circumstances where clients do not have the capacity to provide informed consent.
- To follow and implement Trust, departmental and professional policies, procedures, guidelines, and standards within own work area.
- To be responsible for maintaining detailed and accurate client treatment records and appropriate safe keeping, ensuring confidentiality in line with department standards, Trust policies and legal standards.

- To be responsible for documenting client activity data, health promotion, training and education data in accordance with departmental and trust standards.
- To provide statistical information as determined by line manager.
- To be responsible for effective time management, meeting deadlines and responding to fluctuating workloads and organising, planning and prioritising clinical and non-clinical workload.
- To chair and participate in team meetings and other meetings as requested by line manager and or nutrition support clinical lead.

## EDUCATIONAL RESPONSIBILITIES

- To provide education, training and advice to clients and carers and to deliver education and training to health care professionals.
- To deliver nutrition support training/education (screening, food fortification, dietary modification, and appropriate use of supplements) to professionals working in Central London Community Healthcare eg. nurses, medical staff, residential and nursing homes, allied health professionals, pharmacists, and social services as required.
- To participate in the orientation and induction of new members of staff.
- To be actively involved in the supervision, teaching and training of students and nutrition assistants.
- To attend and participate in practice supervision programmes and assist in the teaching of colleagues in this setting on a rotational basis.

## EFFORT AND ENVIRONMENTAL

- To demonstrate compassion, empathy and sensitivity to clients who may have emotional and physical conditions and social concerns requiring moderate emotional effort on a regular basis.
- To perform tasks that require moderate to high mental effort on a daily basis, for example concentration to write letters, to use clinical analysis and some reasoning skills to assess and develop appropriate treatment programmes, to educate clients and other healthcare professionals and to develop training material and presentations.
- To perform tasks which require the use and transportation of anthropometric measurement equipment, training materials which require moderate mental and physical effort.
- Frequently exposed to lone working conditions in a variety of settings.
- To travel to community settings using the most appropriate form of transport, e.g. car, walking, cycling, public transport, which may require moderate physical effort on a daily basis.
- To be able respond to inconsistent work patterns, manage time effectively, and re-prioritise as required using moderate mental effort on a daily basis.
- May be frequently exposed to unpleasant working conditions such as unhygienic and cluttered environments, pets, and other animals.
- May be exposed to adverse or extreme weather conditions on a regular basis.
- May be exposed to verbal and physical aggression from community members, clients or carers and will need to demonstrate negotiation skills in the management of conflict.
- To comply with Trust Moving and Handling, Lone Working, Health and Safety and Risk Assessment Policies at all times.

**Person Specification Job Title: Nutrition Support Dietitian**

Factors	Criteria	Assessment Method
<b>Education/Qualification</b>		
Essential	<ul style="list-style-type: none"> <li>Degree in Dietetics</li> <li>Health Care Professions Council Registration</li> <li>Evidence of other post registration education and training in nutrition support and enteral feeding</li> </ul>	AF
Desirable	<ul style="list-style-type: none"> <li>Membership of the British Dietetics Association</li> <li>Member of Special Interest Group</li> </ul>	AF
<b>Experience</b>		
Essential	<ul style="list-style-type: none"> <li>Post-registration and previous experience in a range of clinical areas including nutrition support, food fortification, recommending the prescribing of oral nutrition supplements and enteral feeding, obesity and diabetes in a variety of settings.</li> <li>Experience in managing patients requiring nutrition support with other nutrition related diseases such as diabetes, cancer, malnutrition.</li> <li>Experience working in Community Dietetics, Nursing and Residential Homes</li> <li>Experience in training/teaching healthcare professionals</li> <li>Experience in the training of student Dietitians</li> <li>Experience in conducting audits and / or research.</li> <li>Experience in using behaviour change techniques.</li> <li>Experience in contributing to policy, procedures, guidelines, and clinical standards development</li> </ul>	AF IV
Desirable	<ul style="list-style-type: none"> <li>Experience in supervising the work of others</li> </ul>	AF
<b>Skills &amp; Knowledge</b>		
Essential	<ul style="list-style-type: none"> <li>Advanced skills in the assessment and treatment of clients with nutrition related disease.</li> <li>Ability to apply core Dietetic skills across a range of clinical conditions.</li> <li>Excellent group education skills</li> <li>Ability to work autonomously.</li> <li>Ability to work as a team member and promote collaborative multi-disciplinary and multi-agency working.</li> <li>Ability to problem solve, prioritise and demonstrate clinical reasoning.</li> <li>Good communication and report writing skills, in both verbal and written format.</li> <li>Basic IT skills – Microsoft Word, Power point, Excel.</li> <li>Knowledge of and commitment to equal opportunities</li> <li>Ability to work with clients from a diverse range of backgrounds.</li> <li>Ability to manage time effectively, meet deadlines and deal with work pressures and demands.</li> </ul>	AF IV
Desirable	<ul style="list-style-type: none"> <li>Knowledge of national policies and guidelines in the area of Nutrition Support, Oncology, Elderly Care.</li> </ul>	AF
<b>Key Attributes</b>		
Essential	<ul style="list-style-type: none"> <li>Personally and Professionally responsible</li> <li>Able to self-motivate.</li> <li>Ability to be flexible, adaptable and reliable.</li> <li>Able to carry out the duties of the post with or without adaptations</li> <li>Able to carry out moderate physical effort throughout the day</li> </ul>	AF IV
<b>Assessment will take place with reference to the following</b> <b>AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate</b>		