

Job description

POST

Highly Specialist Neuro Dietitian

SALARY

Band 7, £43,742 - £50,056 per annum
(pro rata where applicable)

CARE GROUP

Clinical Support Services

BASE

Kent and Canterbury Hospital

CONTACT

Mattia Bertolini – Head of Service and Clinical Lead for Dietetics
mattia.bertolini@nhs.net
07934 603 242

Welcome to East Kent Hospitals

If you are an enthusiastic, innovative and motivated Dietitian with passion for Nutrition support, looking for a leadership opportunity within a rewarding and defined area of Dietetics, this may be your opportunity.

We have an opportunity for a Highly Specialist Dietician. This position will provide cover across a range of inpatient specialities: neurology, stroke and neurological rehabilitation. You will work as an integral member of the multidisciplinary team assessing, advising, managing and rehabilitating patients with complex nutritional and social needs. Your team working, leadership, supervision and communication skills will be invaluable, as well as your ability to work autonomously to manage your caseload.

This position is part of an expanding team with an opportunity to help shape the future service provision. It is anticipated that your clinical experience and knowledge will contribute to the development, evaluation and quality improvement of the department.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Highly Specialist Dietitian

Role specific duties

Clinical responsibilities:

- To undertake nutritional assessments and calculate nutritional requirements of referred in-patients taking into account medical, social and cultural factors.
- To formulate a nutritional treatment plan for each patient and reviewing as needed. This will include the assessment of patients enteral nutrition and home enteral tube feeding.
- To provide nutrition and dietary advice suitable for the patients medical, social and cultural factors which is evidence-based.
- To undertake a comprehensive assessment of patients including those with highly complex presentations/multi pathologies and use advanced clinical reasoning skills to set nutritional goals for each patient.
- To give expert opinion on highly complex nutrition related issues where numerous social, ethical, psychological and medical factors have to be considered and where there may be conflicting ideas from the multidisciplinary team.
- To provide specialist dietetic advice to patients and to lead service improvement projects with support of Clinical Lead.
- To develop a range of educational resources for defined clinical area which have a clear evidence-base and which are acceptable to users of the service and their carers.
- To be part of the ward Multi-Disciplinary Teams providing dietetic support to patients.
- To observe relevant care protocols and commence treatment where possible with the patients understanding and consent.
- To respond to referrals from wards and answer queries from colleagues and patients, giving specialist advice on dietetics and nutrition.
- To work closely with the Catering provider to ensure patients receive the correct diet.
- To be involved in regular training programmes for staff on various nutritional topics.
- To maintain a holistic approach to patient care and involving relatives, carers and appropriate care agencies whenever possible in the treatment plans and programmes.
- To provide cross site cover as required and support the wider Dietetic Team as required.
- To accept clinical responsibility for a designated caseload of patients within your own scope of practice and organise this effectively and efficiently with regard to clinical priorities and use of time.
- To negotiate and agree dietary interventions with patients and their carers, using appropriate counselling and motivational skills to optimise their nutritional status.
- To ensure adequate monitoring and review of patients.
- To make recommendations for appropriate prescription of nutritional products according to local guidelines regarding the use of nutritional supplements and enteral feeding products.
- To co-ordinate appropriate follow up, discharge arrangements and outward referrals to other services in order to facilitate the safe and timely discharge/transfer of care.
- To undertake any other duties as identified by the team lead as required for the successful delivery of the dietetic service.

Managerial responsibilities:

- Maintain an updated awareness of the current Dietetic and Nutrition Business Plan aims and objectives.



- To maintain an appropriate caseload relevant to the ward areas covered and provide support to the rest of the team.
- To participate in regular supervision and provide supervision and support to other dietitians and dietetic assistant practitioners.
- To support the induction and recruitment of new staff members.
- To take part in student training as training lead.
- On a daily basis, to assess needs, decide priorities, organise and monitor the provision of an effective and efficient dietetic service appropriate to the level of seniority of the post.
- To maintain accurate and up to date patient records that meet the departmental standards and follow data protection guidance.
- To plan, deliver, evaluate and develop training and education sessions to patient and multi-disciplinary staff groups in conjunction with the clinical lead if outside your own clinical area.
- To participate in and contribute to the organising and delivery of the department's CPD programme in collaboration with other senior members of the team.
- Under direction of the Head of Service to maintain an effective data collection system.
- To plan and deliver quality and improvement projects, audits, research and service evaluations to help deliver improvement in service delivery and clinical practice, leading on implementation of recommendations for change across the team.
- To be an active member of the department by the attendance, chairing and presenting at staff meetings, attending and facilitating tutorials and training sessions.
- To work within Trust, departmental, HCPC and BDA clinical and professional guidelines, policies and procedures.
- To lead and co-ordinate the development and updating of policies, guidelines, patient information and other resources.
- To advise the Head of Service of perceived needs to improve the service.
- To assist with implementation of changes resulting from Department of Health directives and the Trusts aims and objectives, under the guidance of the Head of Service.
- To participate in the department appraisal scheme and be responsible for complying with agreed Personal Development Plans to meet knowledge and competencies.
- To provide leadership in the MDT with the decision making of complex nutrition support patients.
- To provide cover for other wards/departments at short notice to cover unplanned and planned absences within the post holder's competency and skill level.

Professional responsibilities:

- To observe Trust, departmental and Health and Care Professions Council Standards of Conduct, Performance and Ethics and Standards of Proficiency.
- To work to British Dietetic Association Professional Standards.
- To undertake the measurement and evaluation of own work and current practices through the use and application of evidence-based practice in projects, audits and research.
- To make recommendations for changes in clinical practice and support implementation of new working practices.
- To adhere to all Trust Policies and Procedures and ensure compliance together with other staff within the team.



- To participate in mandatory training requirements.
- To have a working knowledge of the Health and Safety at Work Act, and to update regularly on relevant issues.
- Take appropriate action in case of patient or staff accident or sudden illness, following established Trust procedures for incident reporting.
- To report immediately any defective equipment such as scales and feeding pumps and remove or arrange for removal from use and label as being defective.
- To report patient safety issues using DATIX.
- To act as a role model in areas of clinical competence, attitude and enthusiasm for Dietetics.

Education and development responsibilities:

- Maintain Continuing Professional Development by attending and contributing to the Department's monthly meetings and other relevant study days/courses linked to training needs identified at Performance Development Review appraisal. To keep appropriate documentation as required locally and by the HCPC (personal portfolio).
- To maintain own professional knowledge and clinical skills to an up-to-date and high standard by regular review of current literature.
- To participate in clinical supervision enabling guided reflection on current practice and used to aid experiential learning.
- To be actively involved in the clinical placements of Student Dietitians, which involves supervision, teaching, assessing and undertaking tutorials.
- To deliver in-service nutrition and dietetic training of nursing, medical and non-medical support staff – this can be formal/informal or ad hoc.
- To support the induction and recruitment of new staff members.

General responsibilities:

- Trust policies and procedure
To adhere to the Trusts agreed policies and procedures.
- Equal Opportunities
To promote and develop the equality of opportunity in accordance with the Trust's Equal Opportunities Policy.
- Confidentiality
To protect the confidentiality of information relating to the Trust, Patient and Staff or other agencies.
- Quality
To provide a quality service to internal and external agencies and participate/develop clinical governance within sphere of responsibility.
- Infection Control
All Trust employees are required to be familiar with, and comply with, Trust policies and guidelines for infection control and hand hygiene in order to prevent the spread of healthcare-associated



infections. For clinical staff with direct patient contact, this will include the uniform and dress code policy, the use of personal protective equipment guidance, the guidance on aseptic techniques and the safe handling and disposal of sharps. All staff are required to attend mandatory training in Infection Control and be compliant with all measures known to be effective in reducing healthcare-associated infections.

- Health and Safety

To share responsibility for abiding by health and safety policies and regulations, infection prevention and control policies and act in accordance with the Risk Management Policy.

- Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

- Our Behaviours

All staff are expected to behave in accordance with 'Our Behaviours'. The six areas of focus are the responsibility of each individual and should be the basis for all work undertaken within the Trust.

- Safeguarding

The Trust expects all employees to adhere to the principle that safeguarding children and adults is everybody's responsibility, including the escalation of any concerns.

- Our Values

The Trust is committed to providing high quality services and in 2014 we engaged over 300 staff to help us develop values that underpin how we approach our responsibilities.

Our Values are critical to our success and we expect all staff to adhere to them:

- Deliver high quality CARE WITH COMPASSION to every patient.
- Demonstrating RESPECT AND DIGNITY for patients, their carers' and our colleagues.
- STRIVING TO EXCEL in everything we do.
- WORKING TOGETHER to achieve the best outcomes for our patients.
- Sustaining the highest PROFESSIONAL STANDARDS, showing honesty, openness and integrity in all our actions.

Our Values are supported by Our Behaviours which we rely on every member of staff to exhibit.

Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

1. maintain the confidentiality of information about patients, staff and

2. other health service business and adhere to data protection law
comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources



3. act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
4. participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive,

compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact: Mattia Bertolini – mattia.bertolini@nhs.net - 07934 603 242.



Person specification



Requirements	Essential	Desirable	Method of assessment
Education/Professional Qualification	<p>Degree in Nutrition and Dietetics or Post - graduate Diploma or equivalent qualification</p> <p>Registered Dietitian by HCPC (Health & Care Professions Council)</p> <p>Evidence of relevant post-graduate clinical education</p> <p>Trained in facilitated learning for Undergraduate Practice Placements</p> <p>Motivated to maintain Continuing Professional Development</p>	<p>BDA membership</p> <p>Membership of a BDA Interest Group</p> <p>Post graduate training</p> <p>Recognised leadership or clinical supervisory skills qualification / training</p>	<p>Application Form</p> <p>Exam certificates</p>
Skills and Abilities	<p>Able to work safely and effectively under own initiative.</p> <p>Ability to work in a team, with good time management and organisational skills</p> <p>Excellent communication skills – both verbal and written</p> <p>Proficient I.T. skills</p> <p>Ability to teach effectively</p> <p>Advanced clinical reasoning skills</p> <p>Presentation skills</p> <p>Ability to liaise with professionals at all levels</p>	<p>Understanding of clinical audit</p> <p>Supervisory and / or mentorship skills</p>	<p>Interview and application form</p>
Experience	<p>Experience of dietetics in stroke/neurology and patients in the acute setting</p> <p>Experience of managing patients with nutritional support requirements including enteral nutrition in an acute setting</p> <p>Experience of working as part of a multidisciplinary team</p> <p>Experience of managing enteral feed discharges</p> <p>Experience of supervising dietitians/dietetic assistant practitioners</p> <p>Experience of audit, research and service improvement projects</p>	<p>Experience of MDT collaboration at all levels</p> <p>Experience of managing enteral feed discharges</p>	<p>Interview and application form</p>



Knowledge and Interest	<p>Knowledge of national policies, procedures and guidelines (relevant to the specialist patient group)</p> <p>High knowledge of the dietetic management of neurology patients</p> <p>Current knowledge of enteral feeding systems</p> <p>Knowledge of the principles of clinical governance and experience of conducting clinical audit</p>	<p>Awareness of developments in the NHS to impact dietetic service</p> <p>Understanding of how dietetic service impacts patient flow in acute setting</p>	Application form, interview questioning, reference
Disposition	<p>Polite, pleasant and understanding manner</p> <p>Ability to be adaptable to meet changing requirements and needs</p> <p>Ability to work within a multi-disciplinary team and to plan and action patient-focused care pathways</p> <p>Contribute to safe and effective patient care</p>	A knowledge of and experience in working with different cultures and religious beliefs	Interview and application form
Other Circumstances	<p>Ability to travel across sites</p> <p>This post is part of a 7 days service</p>	Own transport	Interview and application form

The small print

Band	Band 7
Salary Scale	<p>£43,742 - £50,056 per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
Hours of work	37.5 hours per week
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	3 Months' notice
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6-month probationary period. During this time, you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>
Registration	DT number
DBS Check	Enhanced check



Dimension

Financial and Physical	Manages	<p>To be cost aware, utilising equipment and resources in an appropriate manner</p> <p>To adhere to processes and systems e.g. standing financial instructions.</p> <p>To ensure Department systems and processes are fit for purpose and staff are trained and equipped to operate them.</p>
	Impacts	
Workforce	Manages (Bands and WTE)	Responsible for self, allocated work load and time management Accountable and responsible to In Patient Therapy Team Leader, Supervising Band 5 Therapists and Rehabilitation Assistants.
	Located	
	Impacts	
Other		<p>Flexible approach to working patterns to meet service needs.</p> <p>All terms and conditions in accordance with Agenda for change, national terms and conditions.</p>

Communications and working relationships

Internal	<p>With professional colleagues, including medical and nursing staff and Allied Health Professionals</p> <p>With the PFI contractors, Catering staff</p> <p>Communication relates to complex information about patient's nutritional status, requirements and about food intakes and menu choices, and relevant social issues</p> <p>Treatment recommendations and reports will be recorded in case notes and provided as letters or telephone contact to referrers</p>
External	<p>With other Dietitians and other Professionals in the Community to provide continuity of care in Dartford, Gravesham and Swanley</p> <p>With appropriate disciplines in other Trusts as required for patients living out of area</p> <p>Communication relates to information given to patients and their carers. This can be sensitive information and/or difficult information for example long term adherence to diet or tube feeding. Information can at times be complex and this requires communication in an understandable way for the patient to be able to question the treatment plan or dietary information</p>

	<p>Empathy, understanding and motivational techniques are often needed as well as the recognition of body language and non-verbal cues</p> <p>Communication may be with patients who have barriers to communications, working through interpreters and using picture-based information materials</p> <p>Presentations will be given to groups of up to 15 people for example delivering results of audits to gastroenterologists, GPs, AHPs, staff at NVQ Nurse Education and to patient groups, communicating complex information and ensuring understanding of all different group members</p>
Other	<p>Consultants (other specialties & Directorates)</p> <p>General Practitioners</p> <p>Other NHS Trusts</p>

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	<p>To utilise developed skills in assisting patient care in a variety of unpredictable, awkward and unpleasant conditions in hospital.</p> <p>Exposure (daily) to unpleasant working conditions such as highly unpleasant bodily fluids (possibly infected).</p> <p>Exposure to parasites.</p> <p>Use of VDU</p>	<p>Frequent</p> <p>Daily</p> <p>Occasional</p> <p>Daily</p>
Physical Effort	<p>To carry out treatments continuously throughout the day and to move patients and equipment regularly. This requires moderate physical effort and prolonged periods of concentration.</p> <p>Occasionally, intense physical effort will be required when handling patients.</p> <p>Standard IT skills</p> <p>Ability to travel across the health economy</p> <p>Clinical moving and handling</p>	<p>Daily</p> <p>Occasional</p>
Mental Effort	<p>Intense concentration for delivery of service and decision making.</p>	<p>Daily</p>

	<p>Work patterns vary according to needs of the service necessitating an ability to adapt to a changing workload throughout the course of the day</p> <p>To utilise developed skills in assisting patient care in a variety of unpredictable, awkward and unpleasant conditions in hospital</p>	
Emotional Effort	<p>To deal sensitively with patients and relatives who may have high levels of anxiety and aggression. It will involve communication of difficult/sensitive information regarding treatment prognosis</p> <p>Treatment of patients with chronic/degenerative disease conditions and occasionally dealing with dying patients/bereavement/terminal illnesses</p> <p>Direct exposure to distressing circumstances</p>	Frequent

Most challenging part of the job

To deliver a dietetic service to a particular clinical speciality to meet the Trust and government priorities.

To provide highly skilled clinical advice to the team and other teams within the Department.

To use initiatives and demonstrate a calm sensitive disposition in face to face contacts with patients and clients and to be professional in all dealings with the multi-disciplinary teams.

To develop skilled staff that follow evidence-based practice.

To use initiative and demonstrate a calm and sensitive disposition in face to face contacts with patients and clients and to be professional in all dealings with them and healthcare professionals. Communicate effectively with all internal and external agencies to ensure best patient care.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

