

# Medway NHS Foundation Trust

## Clinical Lead- Dietetics



## Job Description

**Role: Clinical Lead- Dietetics**

**Banding: Band 8a**

**Division: Cancer and Core Clinical Services**

**Responsible to: Head of Therapies**

**Accountable to: Divisional Director of AHP and Nursing**

### Job Purpose:

- To carry a complex clinical caseload and work at an advanced level of practice as the Clinical Lead Dietitian. This includes optimising multi professional care and improving transfers of care and discharge through direct clinical care and problem resolution.
- To provide robust clinical leadership to the dietetic service. This is achieved through effective communication, influencing, motivating and inspiring others to deliver high quality care. This includes responding to national initiatives and advising on appropriate clinical and professional strategy relating to dietetic practice, in collaboration with the Professional Lead for Dietetics
- To enhance quality in nutrition and dietetics, delivering improvements in outcomes for patients.
- To educate, train and develop dietetic staff, undergraduates and apprentices within specialties and to provide assurance of competency. To train other health professionals in aspects of nutritional care relating to nutritional aspects of these patients.
- To participate in meetings, projects, etc. relating to dietetics services and provide expert clinical advice and guidance on a range of matters relating to dietetic delivery. This includes service development and improvement initiatives, and, addressing clinical challenges.
- To lead audit and research projects, and identify opportunities for research in relation to dietetic services in order to evaluate service delivery.

### Key Responsibilities:

#### Clinical practice

- To work as an autonomous practitioner, working at an advanced level of clinical practice in the expert assessment and treatment of patients who often have highly complex and/or chronic presentations, using expert clinical reasoning skills in order to determine diagnosis, differential diagnosis, prognosis and optimal nutritional management.
- To be professionally and legally responsible and accountable for all aspects of own clinical caseload and to manage the clinical risk within own caseload. The



post holder is wholly accountable for their practice in line with the HCPC Standards of Conduct, Performance and Ethics (current version).

- Undertake expert assessment and treatment of patients to an advanced level, including those with diverse or complex presentations/multi pathologies. This will require highly developed physical skills where a high degree of precision and high levels of hand, eye and sensory co-ordination are essential.
- To manage patients along their clinical pathway as a continuum, formulate a clinical opinion in order to; recommend best course of nutritional intervention, to reassess and progress treatments accordingly in order to develop, inform and influence discharge plans, to advise and plan further nutritional management elsewhere.
- To take action where patients fail to meet expected milestones in their recovery, and, escalate concerns where patients' nutritional needs are not met and propose solutions.
- Understand complex facts or situations requiring analysis, interpretation and comparison of a range of options
- To propose improvements to clinical pathways by challenge existing organisational and professional boundaries and link together innovations in practice.
- To lead the development of new clinical guidelines, policies and procedures and ensure existing documents are regularly reviewed and updated in order to reflect best practice
- To be responsible for initiating and influencing the development of clinical assurance processes relating to clinical practice e.g. expanded clinical protocols and PGDs that are required as part of own clinical practice delivery, and to advise upon others that may impact upon Dietetic practice.
- To regularly review clinical practice delivery in light of new models of care and to identify new ways of working, this includes the advancement of advanced clinical skills in this post of self and others.
- To demonstrate a robust understanding and application of governance and risk, and to be able to apply this understanding to own clinical practice and clinical practice of others.
- Maintain a high standard of personal behaviour, consistent with professional expectation, and, reflective of the Trust's values, and ensure effective communication with all members of the multidisciplinary team, patients carers and relatives. Act with personal and professional integrity within ethical and legal frameworks and process to maintain and improve standard

### Leadership and Management



- To interpret clinical professional and national standards relevant to own area of specialism, and advise on their application in the provision of practice within Medway NHS Foundation Trust.
- To take a lead role on the risk management of new clinical practice developments in Dietetics
- To have lead responsibility for the initiation, development, and evaluation of clinical practice standards within Dietetics, and for ensuring that quality standards and effectiveness of patient care are continually improved and evaluated through robust audit programmes.
- To implement and suggest changes to policies and protocols relating to delivery of dietetic service; to actively contribute to relevant trust-wide policy development
- To be responsible for training budget within Dietetics
- To ensure that, as an individual practitioner, the post holder maintains timely and effective communication with the Head of Therapies e.g. concerning changes to the service and to ensure the quality and effectiveness of care for their patients.
- To contribute to the professional agenda at a local, regional and national level by offering expert information in a Clinical Specialist capacity by providing appropriate advice to own and other professionals on care practices, service delivery and service development.
- To represent the Therapies Department and Dietetic Service at multi-professional meetings as required at both internal and external meetings
- To continually develop the role of the Clinical Lead for Dietetics within the service with particular relevance to own clinical fields by promoting awareness of the role throughout the Trust, local ICB, and nationally.

#### Education and Training responsibilities

- To be responsible for maintaining own capability and competency to practice through CPD activities and recognise the limits of individual competence and knowledge, undertake further training and academic qualifications as relevant to the role and service requirements, integrating new knowledge into current practice.. Take responsibility for personal and professional updating and development, including mandatory training.
- Provide mentorship, coaching, supervision and shadowing opportunities to individuals in order to support their development.
- Participate in the appraisal process and maintain a professional portfolio which supports reregistration.
- To promote a culture of learning within Dietetics that supports reflective practice to ensure continuous improvement and development.
- To be responsible for ensuring the development of current knowledge of all staff by identifying learning and training needs and delivery of clinical effectiveness and evidence-based practice strategies and analysis of current research in relation to own specialism.



- To lead planning, organisation, delivery and quality evaluation of a broad range of complex activities and programmes, which includes in-service education and learning programme within Dietetics. This will be ongoing, requiring the formulation and adjustment of plans and strategies.
- To ensure that educational opportunities are developed for the other healthcare staff groups relating to nutrition and dietetics (including registered and non-registered staff).
- To provide education, guidance and support to a range of dietetic and other staff, on nutrition and dietetic skills and knowledge, and assess and evaluate their capabilities in these domains.
- To provide clinical education and training to Dietetic apprentices, undergraduates and Masters students on nutrition and dietetic skills and knowledge, and assess and evaluate their capabilities in these domains to a graduate level.
- To undertake teaching/lecturing as requested and ensure links between practice, professional bodies and HEIs.
- To participate in education and training meetings related to Clinical Specialist role i.e. medical team meetings, education with regional and national groups, clinical interest groups and external courses and conferences.
- To facilitate the skills development for dietetics staff in order to achieve seamless succession planning.
- To coordinate and facilitate the involvement of Dietetic Services in planning and delivery of educational and research presentations at Trust and similar events outside the Trust.
- To represent the Trust and Nutrition and Dietetic Services with formal presentations at Trust and regional and national conferences.

### Research

- To regularly undertake research activity
- To evaluate the provision of clinical service delivery leading to development and/or redesign, as indicated.
- To lead the integration of best clinical evidence into practice across the clinical specialisms and support the research framework within Dietetic Services involving initiation of research projects, evaluation and implementation of evidence based practice in order to ensure that high quality services are based on the best available evidence.
- To provide support and guidance to other staff within the service who are undertaking research projects at Masters level.
- To assist and mentor staff to implement research findings into practice by providing support and training in literature searching and critical appraisal skills.
- To initiate and/or facilitate or undertake research and development programmes that enhances the evidence base, and, has impact outside the organisation.
- To assess stakeholder needs and views of nutrition and dietetic services for the patient population and work with them to develop expert practice.
- To publish and present completed project work





**The post holder will undertake other duties as may be required to achieve the Trust's objectives, commensurate with the grading of the post.**

Key Working Relationships:

Internal	External
<ul style="list-style-type: none"> <li>• Head of Therapies</li> <li>• Professional Lead for Dietetics</li> <li>• Dietitians and Dietetic Assistants</li> <li>• Administrative and Clerical Staff</li> <li>• Consultant and Senior Nursing colleagues,</li> <li>• Research Department</li> <li>• IDT, Social Workers, Senior Healthcare colleagues and MDTs across relevant specialty areas</li> </ul>	<ul style="list-style-type: none"> <li>• Professional colleagues within other acute organisations and the local community services including ICBs, GPs, community Dietetic services etc.</li> <li>• HEIs</li> <li>• Professional bodies</li> <li>• Clinical specialty networks.</li> </ul>

## Main Conditions of Service

### Registered Health Professional

All staff who are members of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements. All registered professionals must maintain registered in line with the Trust Professional Registration with Regulatory Bodies Policy.

### Our Vision and Values

All staff must commit to our Vision and Values and exhibit behaviours in line with our new Values.

**B**old  
**E**very Person Counts  
**S**haring and Open  
**T**ogether

We are *inspiring* and *ambitious*  
We are *respectful* and *supportive*  
We are *open* and *speak up*  
We are *inclusive and responsible*

Our Trust is a great choice for people who want to develop their career in an ambitious environment. Our employees are able to choose the coverage and supplemental benefits that best fit their needs and those of their families.

We are committed to endorsing diversity, multiculturalism, and inclusion; our policies / procedures ensure that all applicants are treated fairly at every stage of the recruitment process.



## **eRostering**

Roles with budgetary responsibilities for e-rostering have had these responsibilities included in job descriptions.

## **Mandatory Training**

All staff must complete on-going mandatory and role-specific training pertinent to their post, and this should be confirmed with their line manager.

## **Quality Assurance**

The Medway NHS Foundation Trust has adopted comprehensive quality assurance, and all members of staff employed by the trust are expected to play their part. The aim is to provide a good quality service, which the customer accepts is appropriate and which is provided in the best possible way.

## **Health & Safety**

Staff are required to observe local Health & Safety arrangements and take reasonable care of themselves and persons who may be affected by their work.

## **Equal Opportunities**

Staff are required to comply with the Medway NHS Foundation Trust's approach to equal opportunities and treat everyone the same, regardless of their gender, race, disability, marital status, religion or belief, sexual orientation, gender reassignment or age.

## **Risk Management**

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

## **Infection Prevention and Control**

All post holders have a personal obligation to act to reduce healthcare associated infections (HCIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCIs. All post holders must comply with Trust infection screening and immunisation policies as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Hygiene Policy and Trust procedures for use of personal protective Equipment, safe procedures for using aseptic techniques and safe disposal of sharps.

## **Information Governance**

Staff is required to keep all patient and staff information confidential unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard any data considered to be confidential may be regarded as misconduct/gross misconduct and a disciplinary offence.



## Patient Experience

Staff should ensure that they help to create a positive patient experience at all stages of a patient's interaction with the hospital and help to improve the patient experience within the hospital environment.

## Safeguarding Children and Vulnerable Adults

The Trust is committed to the protection of children, young people, their families and vulnerable adults accessing its services. Promoting the message that "safeguarding is everyone's business" is vital to ensure our patients are protected and safe from abuse. To this end you must comply with Trust's and the Kent and Medway Safeguarding Board's policies on safeguarding children, young people and vulnerable adults.

All staff no matter where they work or which age group of patients they work with must be aware of their responsibility to act when they feel a child, young person or vulnerable adult has been or is at risk of abuse.

## Disclosure and Barring Service

The position you have applied for may have been identified as being an 'eligible position' under the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* [the Exceptions Order] and, in certain circumstances, *the Police Act 1997*. As such, it may meet the eligibility criteria for a standard or an enhanced disclosure to be requested through the Disclosure and Barring Service (DBS).

## Uniform

All staff must adhere to the Trust Nurses/Midwives Uniform Policy.

## Job Description

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

## Smoke Free Medway

Medway NHS Foundation Trust is a smoke free site. This means that smoking is completely prohibited in all Trust buildings, grounds and car parks. This will ensure that the hospital is a better place to work and for our patients to be treated.

If you are currently a smoker and would like to receive free stop smoking advice, please contact the Medway Stop Smoking Service on 07535 710329 or 0800 234 6805.





## Staff Networks

LGBT+ Staff Network

Staff (Dis)Ability Network

Armed Forces Network (for staff who are Reservists and Veterans)

Black, Asian and Minority Ethnic (BAME) Staff Network



## Staff Benefits Information

The Trust has worked hard to offer the **Best** of the benefits to our staff, the **Best** of people. By following the link before you will find our staff benefits handbook which provides you with a large selection of benefits available.

<https://view.pagetiger.com/Benefits-Wellbeing/currentstaff>

## Our Commitment

We are jointly committed to creating and maintaining a fair and supportive working environment and culture, where contributions are fully recognised and valued by all and staff feel empowered to carry out their duties to the best of their abilities.

As employers we are committed to promoting and protecting the physical and mental health and well-being of all our staff.

## Talent Management and Skills Coaching

All staff at Medway NHS Foundation Trust will have the opportunity to undertake talent and coach sessions held with our Organisational Development Team. This will be supported through the talent management process.

## Flexible Working Opportunities

At the NHS, we are reminded every day of how important life is. As a flexible working friendly organisation, we want to be sure that you can work in a way that is best for us and for our patients,



and for you. Speak to us about how we might be able to accommodate a flexible working arrangement whether that's job share.

Applications are welcomed from applicants who wish to apply for a position on the basis of a smarter or flexible working arrangement. Where candidates are successful at interview, such requests will be taken under consideration and accommodated where the needs of the service allow.



## Person Specification

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

### Role: Clinical Lead Dietitian

<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree / Diploma in Nutrition and Dietetics</li> <li>• Current Health &amp; Care Professions Council HCPC registration</li> <li>• Recognised relevant post graduate courses/qualifications to Masters module level</li> <li>• Practice Placement Educator training</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Highly developed specialist knowledge of a wide range of approaches in dietetic management in the acute hospital setting demonstrated by advanced clinical reasoning</li> <li>• Awareness of community services</li> <li>• Robust understanding of Clinical Governance and Risk</li> <li>• Awareness of principles of Adult Safeguarding</li> </ul>
<b>Values</b>	<p><i>Exhibits behaviours in line with Trust Values:</i></p> <p><b>B</b>old <i>We are <b>inspiring</b> and <b>ambitious</b></i></p> <p><b>E</b>very Person Counts <i>We are <b>respectful</b> and <b>supportive</b></i></p> <p><b>S</b>haring and Open <i>We are <b>open</b> and <b>speak up</b></i></p> <p><b>T</b>ogether <i>We are <b>inclusive</b> and <b>responsible</b></i></p>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Significant post qualification experience in a senior clinical role in a relevant field</li> <li>• Experience in leadership of a team</li> <li>• Experience of successfully implementing change</li> <li>• Experience of Critical Appraisal and Research</li> <li>• Practical experience of use of audit techniques and analysis</li> </ul>



<b>Skills</b>	<ul style="list-style-type: none"> <li>• Highly developed physical skills where a high degree of precision and high levels of hand, eye and sensory co-ordination are essential</li> <li>• Able to communicate specialist information on range of clinical and service development issues within organisation and across other providers, which may require negotiation and persuasive skills</li> <li>• Excellent IT skills</li> <li>• Supervisory and mentoring skills</li> <li>• Excellent interpersonal skills</li> <li>• Evidence of self-directed learning</li> <li>• Ability to work independently</li> <li>• Ability to pass on skills/knowledge to others within both formal and informal environments</li> <li>• Able to work collaboratively within the multidisciplinary team</li> <li>• Able to prioritise work, delegate and organise</li> <li>• Able to persuade and influence in highly complex and difficult situations with sensitivity</li> <li>• Able to support the implementation of innovative and evidence-based models of practice</li> </ul>
<b>Other Attributes</b>	<p>Flexible and adaptable to change to meet the needs of the service.</p> <p>The vision and focus to continually strive to improve the service for our patients is a key attribute for this, and any role at the Medway NHS Foundation Trust</p>





**Medway**  
NHS Foundation Trust



**Best** of care  
**Best** of people



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