

Join us at UHB



Building healthier lives

Welcome from our CEO

Jonathan Brotherton



Dear Candidate,

Thank you for your interest in working with us here at University Hospitals Birmingham NHS Foundation Trust (UHB).

Please take some time to read through this application pack to gain a better understanding of our Trust in general, this role in particular, and why UHB is a great place to work.

UHB is one of the largest teaching hospital trusts in England, serving a local, regional, national, and international population. We employ around 22,000 colleagues and are committed to investing in your training, development, health and wellbeing and future career with us.

We see and treat more than 2.2 million patients every year across our four hospital sites - Good Hope, Heartlands, Queen Elizabeth Hospital Birmingham and Solihull Hospital - and through our community services and clinics. We are centres of excellence in many clinical specialties.

But it's not just our patients we invest in at UHB; we also invest in our staff. In fact, we believe we are defined by our people, not the state-of-the-art equipment or facilities we work out of. We have high standards and we want to build healthier lives for patients and our teams, wanting you to enjoy your job, and flourish in it.

To reinforce this commitment, we recently refreshed our values after hearing from over 1,400 colleagues about what made them proud to work at UHB

We will be:

Kind: the kindness that people show to each other every day

Connected: the connections we build with everyone around us

Bold: the ability to be bold in how we think, speak and act

We hope you find this pack useful and look forward to receiving an application from you for this role within our Trust.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'J Brotherton', written in a cursive style.

Jonathan Brotherton
Chief Executive Officer

JOB DESCRIPTION

Job Title	Macmillan Dietitian and Team Lead – Heartlands, Good Hope and Solihull Hospitals
Pay Band	7
Department	Therapies
Division	3
Reports to	Therapy Lead
Professionally Responsible to	Clinical Services Lead for Therapies

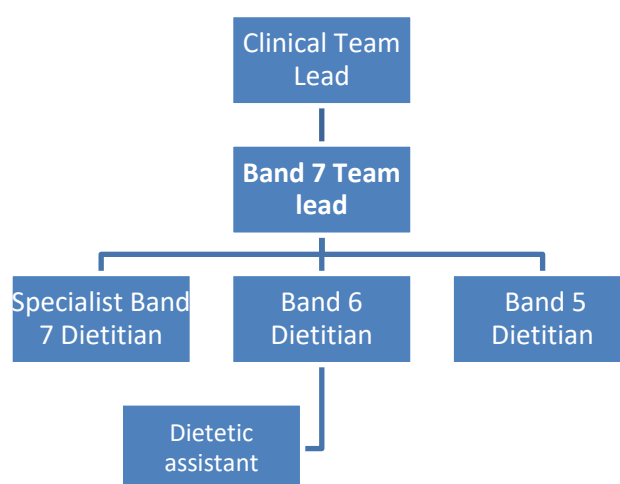
JOB SUMMARY

Team leader for Macmillan dietetic team providing highly specialised dietetic support to cancer patients and being responsible for the provision and development of the nutrition and dietetic services to cancer teams across Heartlands, Good Hope and Solihull Hospitals.

To provide training and advice to other dietitians within the Midlands as required.

To act as a key contact for dietetic support to cancer patients in the region which includes both inpatient and outpatient settings.

TEAM/DEPARTMENT STRUCTURE CHART



KEY SKILLS

To work as part of the multi-disciplinary team providing a dietetic service to inpatients and outpatients under the care of the Macmillan dietetic team. This service is to be provided with a high degree of specialised clinical knowledge and specialist level support. To work autonomously in the Trust.

To develop highly specialised dietetic support to cancer patients, advising and implementing service developments in response to changes in demand within available resources.

To be a source of expertise, to identify, analyse, evaluate and problem solve to enable the development and delivery of individualised intervention and treatment programmes in a variety of settings.

To undertake all aspects of clinical duties as an autonomous practitioner, managing and prioritising own caseload and time. Maintain appropriate records and data inputting.

To supervise, educate and assess the performance of students as required. Work with universities to ensure

the standard of practice and teaching meets the requirements of the degree level qualification. To contribute to the education of students from other disciplines.

To undertake evidence based audit and research projects and furthering own/team clinical practice. Lead the implementation of changes to practice within own clinical specialism.

To deliver training to multi-disciplinary team members. To develop and maintain effective working relationships with other team members.

To be contactable during all working hours.

To participate in the 7 day working programme of the service if required.

KEY RESPONSIBILITIES

To be responsible for the development, planning and leadership of the dietetic service for cancer patients. To effectively prioritise clinical needs to provide an efficient and effective service.

To work in both inpatient and outpatient clinical settings.

Demonstrate advanced knowledge and skills to manage a caseload including highly complex and specialist cases, evidencing problem solving and clinical reasoning skills.

To accurately assess holistic client needs using specialist knowledge and a broad range of nutritional assessment skills, measurements and techniques, including dietary analysis software and anthropometric measurements.

To establish a high level of clinical care and support junior staff to do likewise.

To undertake clinical decision making in line with current evidence based practice and national guidelines for cancer care.

To evaluate treatments to measure progress and set up reviews where required.

To work in a variety of clinical areas, both ward based, outpatients and during domiciliary visits where required. To work in unpleasant conditions including odours, body fluids, insect and animal infestations.

To attend relevant meetings and ward rounds in order to discuss care of patients with cancer.

To monitor patients appropriately on home enteral nutrition.

To communicate to appropriate disciplines via letters, IT systems, reports and letters, ensuring own/team are compliant with Trust standards and Caldicott guidelines.

Demonstrate high level of empathy, reassurance and sensitivity when talking to patients and their carers.

BUDGETARY AND RESOURCE MANAGEMENT

To ensure that high quality patient-centred services are delivered within available resources.

MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES

Provide training and education to new recruits, tailored to individual requirement/competency and continually evaluate them using feedback to further develop training opportunities

To provide effective leadership through the use of clinical expertise. To ensure good working practices including line manager of staff within specialist area, organising duties to cover absences.

To demonstrate excellent time management, punctuality and reliable attendance acting as a role model for the team.

To ensure team members receive regular clinical supervision and appraisal to evidence competence.

To support clinical education of pre-registration and apprentice students where required

To act as a resource for registered dietitians and support workers requiring specialist advice to support and participate in the assessment, planning, interventions and evaluation of high quality dietetics evidence based care

RESEARCH AND DEVELOPMENT

Promote and facilitate the development of clinical audit and the management of clinical risk including where appropriate

Promote and develop opportunities for dietitians and support workers in clinical audit and research

Develop patient centred integrated services in line with best current practice. Lead on the development of innovative models of service delivery in the clinical team to meet the needs of patients and staff.

EFFORT

Work alone in an environment such as clinics assessing and managing risk. The job may involve some exposure to unpleasant working conditions on an infrequent basis e.g. bodily fluids, occasional exposure to verbal and physical aggression.

To deal sensitively with, and manage colleagues and peers who have high levels of anxiety, frustration or fear caused by changes to service and traditional working practices.

Using effective negotiation, conflict resolution and change management skills to facilitate co-operation and understanding.

The post holder will be expected to be fully committed to and act as a role model for the Trust's corporate Values.

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

Employees will be expected to demonstrate a flexible working approach and move across sites as required to deliver care based on organisational and service need.

TRUST VISION & VALUES

The Trust is clear on its vision and values and aims to make sure that they are reflected in all areas of activity. Our vision is simple; building healthier lives. Our values apply to every member of staff and help us in all we do and how we do it. They are:

Kind: The kindness that people show to each other every day

Connected: The connections we build with everyone around us

Bold: The ability to be bold in how we think, speak and act

ADDITIONAL INFORMATION

This job description is designed to assist post holders with understanding what is expected of them in their role. University Hospitals Birmingham NHS Foundation Trust may ask them to undertake other duties, as required, which are not necessarily specified on the job description but which are commensurate with the grade of the post.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Trust policies, procedures and guidelines relating to their employment regardless of their position within the Trust.

Last Updated: October 2022

PERSON SPECIFICATION

Job Title: Macmillan Dietitian – Heartlands, Good Hope and Solihull Hospitals	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> Degree in Dietetics or equivalent Current registration with HCPC 	
EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> Demonstration of clinical experience enabling post holder to manage a complex caseload of patients within cancer services Demonstration of significant clinical experience of working with patients with a variety of cancer conditions Ability to work as part of a multi-disciplinary team and Dietetic team Excellent clinical knowledge of cancer dietetic care 	<ul style="list-style-type: none"> Experience of parenteral nutrition Experience working in both outpatient and inpatient clinical care settings
SKILLS & ABILITY	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> Insight into own CPD needs and appropriate strategies to address them Enthusiasm for the development and promotion of the service, the clinical leadership of the team and the ability to demonstrate initiative 	<ul style="list-style-type: none"> Involvement in clinical excellence groups and professional body

OTHER SPECIFIC REQUIREMENT	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Excellent communication skills and ability to adapt communication style • Demonstrates ability to be a good team member and function effectively within a wider multi-disciplinary team • Supportive to other staff 	Experience of presenting and teaching 1:1 and groups