

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	Specialist Dietitian - Post Covid and Medical Surgical Outpatients
Pay Band	Band 7
Department	Therapy
Division	3B
Reports to	Therapy Lead Medical Surgical Dietetic team
Professionally Responsible to	Therapy Lead - Medicine

JOB SUMMARY

The clinical role of the band 7 Dietitian (DT) is to perform advanced and specialist dietetic assessment of patients within hospital and community setting with diverse presentations and complex physical and psychological conditions working as part of the multiprofessional team. There will be a strong focus on supporting rehabilitation and optimising nutritional outcomes in patients with post covid as well as leading on specialist input to medical and surgical dietetic outpatient caseload

To lead the dietetic provision to patients with a Post Covid diagnosis across the BSOL Post Covid pathway and have responsibility for the provision of specialist level dietetic support to the Post Covid patient group within the available resources as well as an appropriate caseload of medical surgical patients in agreement with the Team Leader.

To lead on redesign of the medical and surgical outpatients service and outpatient caseload management

To provide training and an advisory service to other dietitians within the Midlands as required.

To act as a key contact for dietetic support for Post Covid patients with complex nutritional needs in the region

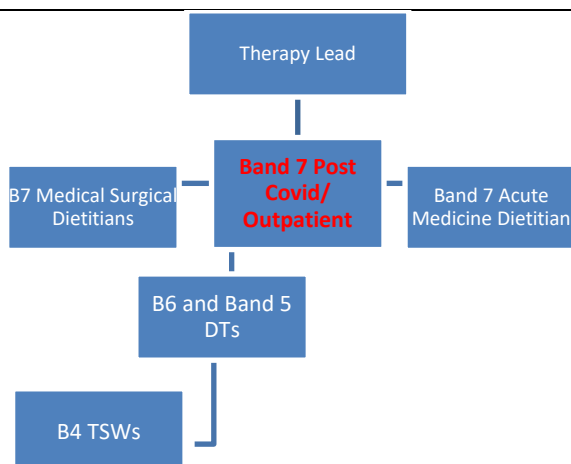
To support the Band 7 Medical Surgical Dietetic team leaders in leading and managing the Medical Surgical Dietetic team in the provision and monitoring of a high quality dietetic service.

To teach, assess and contribute to the performance assessment and appraisal of newly qualified therapy and assistant therapy staff.

To contribute to seven day working and extended service hours in specified areas.

To lead and contribute to service development projects.

TEAM/DEPARTMENT STRUCTURE CHART



KEY SKILLS

Excellent written and verbal communication skills including an ability to provide and receive complex, sensitive and contentious information

Autonomous practitioner with the ability to prioritise and organise own workload

Good clinical knowledge of dietetic management of Post Covid patients and medical surgical patients

Leadership skills showing an awareness of new developments and strategies

An ability to cope with a range of complex options, find solutions, analyse, compare and decide on appropriate course of action

Ability and innovative approach to develop services based on evidence based practice

Excellent team working abilities

KEY RESPONSIBILITIES

To provide a Nutrition and Dietetic service to outpatients (and inpatients when appropriate) with post Covid syndrome across UHB and supporting BCHC community services as required and medical and surgical outpatient caseload.

This service to be provided with a high degree of specialised clinical knowledge and specialist level support, working unsupervised within the Trust.

To audit and monitor the service and obtain user feedback on service development.

To advise on and implementing service developments in response to new evidence, user feedback and changes in demand, within available resources.

To accurately assess patients' clinical needs in a holistic manner using highly specialised clinical knowledge and skills and a broad range of nutritional assessment skills, measurements and techniques, including dietary analysis software, anthropometric measurement, etc.

To provide relevant information and counselling regarding diet in association with the individual's ethical, cultural, religious, socio-economic and educational needs.

To utilise highly developed behavioural management techniques to overcome barriers to change.

To liaise and communicate effectively with, medical, surgical, nursing staff and other members of the multidisciplinary team regarding dietetic interventions and nutritional management of patients.

To advise and negotiate with the clinical team to agree the best plan of care for the patient, taking into account the highly complex and multi-factorial nature of the clinical condition and its treatment.

To attend relevant Team Meetings, ward rounds and other meetings as necessary, in order to discuss care of patients and service provision.

To work in line with evidence based practice, Nutrition and Dietetic Professional Consensus Statements and Service Standards.

To be contactable by pager or mobile phone during all working hours.

To document dietetic intervention in clinical records in accordance with Therapy documentation standards.

To initiate, participate and subsequently support and advise dietetic staff in dietary assessment and analysis and surveys as appropriate.

To communicate effectively with other members of the dietetic service and Therapy Teams, e.g. using Outlook, attending Team Meetings and other Department/Therapy meetings as appropriate.

To develop and distribute appropriate evidence based dietary literature for renal patients to advise on specific dietary problems.

To ensure patients and carers are dealt with in a way that maintains their privacy and dignity and any distressing issues are approached sensitively and professionally.

To draw up dietary regimes and ensure their provision for patients for whom modified diets are required, in liaison with medical staff.

To liaise with the catering department in the provision of a wide range of nutritional supplements, special menu and specialised catering service requirements for renal patients.

To provide home visits to patients if essential, following Trust home visit policy.

To liaise with the Clinical Team Leader, the Professional Lead for Dietetics and other Dietitians to provide a comprehensive dietetic service.

To adhere to the systems and processes in place for infection control management and act as a positive role model in all aspects of clinical care.

To comply with the Trust Infection Control Policy and attend infection control training as required within the department or as directed by line manager.

To work in accordance with Trust Health and Safety and Personnel Policies and Procedures.

BUDGETARY AND RESOURCE MANAGEMENT

To observe a personal duty of care in relation to all resources, equipment and assets encountered in the

course of your work.

MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES

To supervise and assist in the professional development of all dietetic staff and in particular junior dietetic staff.

To supervise and actively participate in training of student dietitians.

To lead and participate in peer review and clinical supervision.

To advise and provide training for other health care workers, e.g. medical and nursing staff, therapy staff, other ward staff.

To provide specialist support to other dietitians throughout the Midlands with training and development in dietetics.

To participate in appraisal process and follow a programme for CPD as drawn up in individual performance review.

To undertake mandatory training as required by the Trust

RESEARCH AND DEVELOPMENT

To develop and distribute appropriate evidence based dietary literature for patients with obesity in order to advise on nutritional changes, symptom management and specific dietary problems.

To develop and evaluate new products, literature, compliance and outcome measurement tools.

To contribute to the development of national resources and national guidelines as appropriate.

To ensure clinical effectiveness by participating in research, quality assurance and audit programmes as appropriate.

To disseminate appropriate evidence findings and wherever possible ensure the integration of evidence into practice.

To initiate and participate in evaluating dietetic practice across the service and to support other dietetic staff in doing so.

To contribute to the development and maintenance of professional standards, evidence based practice, quality assurance and audit across the Trust and nationally in line with national guidance.

To participate in the ongoing updating and implementation of nutrition and dietetic-related policies.

To contribute to the development and maintenance of professional standards regionally and nationally, in collaboration with the Post Covid Networks.

To participate in peer review and clinical supervision within the Nutrition and Dietetic Service/Therapy Services.

To raise the profile of dietetic research networking regionally and nationally.

To attend audit meetings.

To be involved in the collection of statistical information as required, in an electronic format.

EFFORT

Resilience to meet the increasing and ever-changing demands of the role.

Resilience and emotional intelligence whilst working with unwell patients and anxious patients/relatives and carers.

An ability to cope with occasional exposure to distressing/emotional situations.

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: June 2022

PERSON SPECIFICATION

JOB TITLE: Team Leader – Weight Management and Bariatrics – Band 7	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
Good standard of general education including GCSE maths and English grade C and above.	Training in management/leadership.
A levels or equivalent qualification	Training in specialist area.
Degree in dietetics or equivalent.	Evidence of further postgraduate study in specialist area.
Current Registration with HCPC.	

EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
<p>Demonstration of clinical experience enabling post holder to manage a complex caseload of patients</p> <p>Demonstration of significant experience in managing /leading others</p> <p>Experience of training other staff / student dietitians.</p> <p>Previous experience of conducting audits and/or research</p> <p>Good clinical knowledge of specialist area of team to manage.</p> <p>Understanding of audit, clinical effectiveness and its importance in the provision of a quality service.</p> <p>Awareness of local needs, eg; ethnic minority and low income groups.</p> <p>Broad dietetic knowledge of relevant specialism.</p> <p>Evidence of CPD.</p> <p>Awareness and commitment to staff CPD.</p> <p>Awareness and commitment to appraisal system.</p>	<p>Experience of supporting students and more junior therapy staff</p>
SKILLS & ABILITY	
ESSENTIAL	DESIRABLE
<p>Excellent communication skills – written, verbal, one to one basis and group settings.</p> <p>Excellent organisational skills.</p> <p>Excellent presentation skills and good teaching skills.</p> <p>Evidence of presentations to groups.</p> <p>Excellent time management.</p> <p>Work in line with HCPC and BDA professional</p>	

<p>standards and code of conduct.</p> <p>Leadership skills showing an awareness of new developments and strategies within relevant specialism.</p> <p>Ability and innovative approach to develop services based on evidence based practice.</p> <p>Excellent team player when working as part of a team.</p>	
OTHER SPECIFIC REQUIREMENT	
ESSENTIAL	DESIRABLE
<p>Reliable</p> <p>Punctual</p> <p>Professional approach</p> <p>Computer literacy.</p>	<p>Member of the BDA.</p> <p>Member of BDA specialist interest group.</p> <p>For community posts - Able to meet the travel requirements of the post i.e. it is essential to possess a full category B car driving licence preferably clean or with no more than a maximum of 3 points.</p>