

# 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

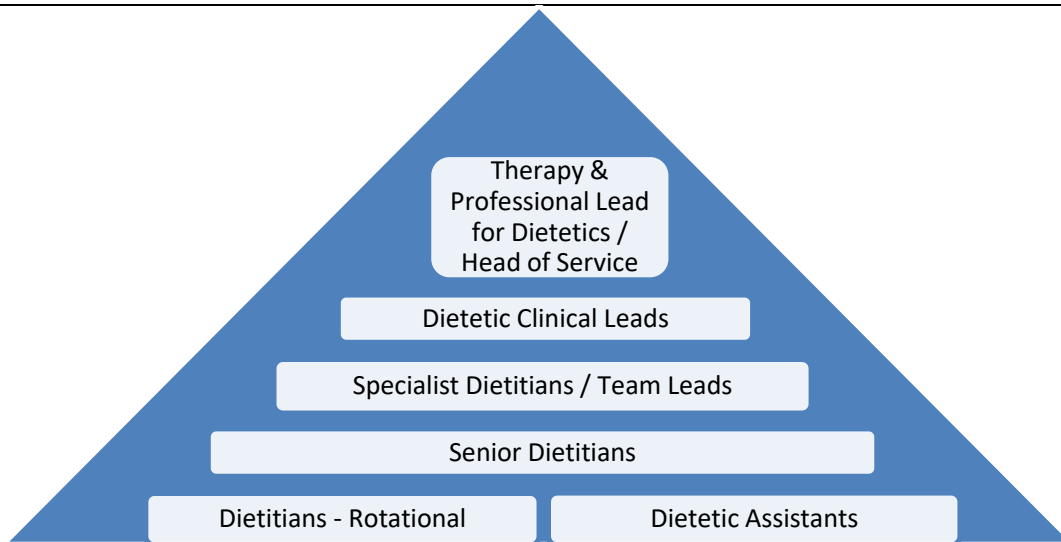
<b>Job Title</b>	Specialist Respiratory Dietitian
<b>Pay Band</b>	Band 6 to 7
<b>Department</b>	Therapies
<b>Division</b>	Divison 3
<b>Reports to</b>	Dietetic clinical lead
<b>Professionally Responsible to</b>	Therapy lead

### JOB SUMMARY

The post holder will

- Provide a professional nutrition and dietetic service to specialist respiratory patients at the Queen Elizabeth Hospital
- Be a key member of the respiratory/general medical multidisciplinary teams
- Team lead for the general medical dietetic team at QEHB- in the future once band 7 competent
- Design and implement innovative pathways to optimise patient care
- Line manage other Dietitians/Dietetic Assistants
- Work closely with the dietetic leads/specialist Dietitians at UHB to continue to develop the dietetic service
- Contribute to the training of student Dietitians on clinical placement
- The post is based at The Queen Elizabeth Hospital site however as the Trust is a multi-site organisation you may be required to work at any of the Trust sites and you may need to change your normal place of work, either temporarily or on a permanent basis, as a result of development or reorganisation of Trust services.
- The postholder will be expected to work 5 out of 7 days which could include working Saturdays and/or Sundays. You will be expected to work at least one bank holiday throughout the year.

### TEAM/DEPARTMENT STRUCTURE CHART



#### KEY SKILLS

- To be responsible for an extensive and shared leadership of the respiratory team of Dietitians in order to provide effective highly specialised dietetic service within the University Hospital Birmingham NHS Foundation Trust and other contracted users of the service
- To have a shared lead in the provision of this service using a high level of knowledge, skills and experience as an independent practitioner.
- To deliver a high quality, evidence based Nutrition and Dietetic service in the management of a complex caseload with a high degree of nutritional expertise.
- To act as an expert nutritional resource and to educate and train other Dietitians, healthcare professionals and dietetic students and others as required within the Trust.
- To contribute to the Trusts clinical governance programme by taking a lead within the specialist area for audit, development and implementation of evidence based guidelines/protocols/policies and continuing professional development.
- To be responsible for training and clinical supervision of junior staff.

#### KEY RESPONSIBILITIES

##### Clinical

- To provide highly specialised advice for patients that will require a high level of mental effort in an unpredictable environment.
- To develop and implement policies, procedures, protocols and guidance for patients care that will have an impact on other Health Care Professionals.
- Development of an innovative and effective dietetic service for patients.
- To be able to work in unpleasant working conditions as a result of the clinical condition of the patients.
- To be able to work with patients carers and relatives who will be undergoing a high level and frequent level of distress due to the nature of their injuries / disease.

- To be responsible for the safe use of equipment used.
- Effective and regular communication and liaison with highly complex information with all patients, carers and professionals and other personnel involved in the care of patients.
- Effective and regular communication with patients who may have communication difficulties.
- Effective and regular communication and liaison with highly complex information across a wide range of organisations
- To be able to provide and receive highly sensitive information regarding patient care.
- To be able to analyse and interpret highly sensitive information received.
- To be involved in and able to make decisions that will have a direct impact on other Health Care Professionals.
- To be able to fully organise and manage a heavy case load of complex patients.
- To have highly developed physical skill required for anthropometric measurements.
- Continual development, improvement and monitoring of dietetic practices through audit, literature reviews and reflective practice
- Undertake complex research and audit on a regular basis presenting results locally, nationally and internationally
- To be responsible for the safe use of equipment required to carry out role effectively
- Provision of daily highly specialist dietetic service to agreed standards to all patients requiring therapeutic diets or complex nutrition support advice
- Daily calculation of individual special feed requirements (oral and artificial nutritional support) for complex specialist patients
- Teaching patients and/or carers on safe administration and preparation of special feeds or diets, using interpreters or pictorial instruction where needed
- Regular long term follow-up and assessment of specialty patients, adjusting dietary regimes according to patient's biochemical and clinical progress
- Reporting of blood results to patients and/or carers and adjustment of dietetic requirements following test results
- Planning of own workload and of junior staff to ensure safe clinical care for patients.
- Act as a dietetic resource on nutrition and dietetics to specialist multi-disciplinary teams
- To undertake global assessments of patients
- To use advanced counselling skills and motivational skills when assisting patients in treatment plans
- To have complex skill ability and knowledge to advise other health care staff on changes in medication for patients
- To undertake light physical effort of carry objects required to carry out role

- To be able to carry out intense concentration during patients consultations, dietary analysis with unpredictable work that can have frequent interruption

### **Professional**

- Maintain a professional attitude at all times in accordance with the HPC Dietetic Code of Conduct
- Effective teaching with patients and/or carers, and all professionals at any level: individual, local and national
- Maintenance of close liaison with patients and/ or carers, speciality team, catering staff, nursing and medical staff, community health professionals and other workers
- Initiating, collecting data and completion of audit and implementing changes to practice
- Specialist teaching of qualified dietitians and medical staff within the region, nationally and internationally on specialist dietetics
- Provide highly specialist advice for dietitians locally, regionally, nationally and internationally
- The writing, development, and implementation of feeding policies and guidelines for own specialty and for the department
- Contribute to dietetic/nutrition text books as requested
- Adhere to all and perpetuate all Trust policies and procedures
- To maintain adequate clinical records on patients in line with local and national standards

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

### **BUDGETARY AND RESOURCE MANAGEMENT**

- Signing off agreed overtime for staff members.
- Assisting ward housekeepers with ordering nutritional supplements/feeds and ancillaries which are necessary for the patient population.
- To be aware of the Dietetic staff budget and to be involved in discussion in spending with regards to dietetic posts and necessary banding.

### **MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES**

- To provide line management for posts (qualified and unqualified)
- To manage a dietetic team
- To undertake mentoring for junior posts (qualified and unqualified).
- To undertake CPD activities with junior posts (qualified and unqualified).
- To undertake appraisals for junior posts (qualified and unqualified).

- To ensure own practice is up to date and evidence based, and able to demonstrate an awareness of current relevant research through teaching, attending courses and study days and peer review
- To contribute to the delivery of training programmes organised by the department for other health professionals including nurses, auxiliary nurses, ward housekeepers, students and catering staff
- To contribute to health promotion activities within the Trust as required such as talks, displays, posters and health promotion campaigns for staff

## RESEARCH AND DEVELOPMENT

- Undertake complex research and audit on a regular basis presenting results locally, nationally and internationally.

## EFFORT

### Physical Effort

- Walking around the Trust site carrying light loads on daily basis
- To weigh patients and complete relevant anthropometric measurements as part of regular dietetic assessments
- To be involved in positioning patients at mealtimes and assisting when appropriate alongside other therapists

### Mental Effort

- Long periods of concentration with reference to patients' care whilst they are in an acute and chronic stage of adjustment to their condition
- To be computer literate as all in and outpatient patient records are electronic.

### Emotional Effort

- To work in a frequently stressful environment with patients who may be critically ill, chronically ill, terminally ill or undergoing long periods of rehabilitation.
- To support patients and where appropriate their family/carers, both nutritionally and emotionally during the course of their treatment/management

## TRUST VISION & VALUES

### **DO NOT AMEND THIS SECTION**

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: 22.2.23



## PERSON SPECIFICATION

JOB TITLE: Senior Dietitian	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>- Evidence of relevant GCSE, NVQ, GNVQ, AS and A levels</li> <li>- Degree in Nutrition and Dietetics or equivalent</li> <li>- Registration with HCPC</li> </ul>	
EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Post-graduate experience relevant to post</li> <li>• Teaching skills including supervisory skills for student training</li> <li>• Relevant post registration experience at entry to post</li> <li>• All types of nutritional support</li> <li>• Evidence of multi-disciplinary team work</li> <li>• In depth knowledge of nutritional assessment / nutritional screening tools</li> <li>• Up to date with clinical developments, with evidence of contributions to clinical meetings / journal clubs</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant continued professional development in following areas Clinical e.g.               <ul style="list-style-type: none"> <li>- accredited specialist training courses</li> <li>- attendance at specialist group meetings of BDA</li> <li>- attendance at relevant multi-disciplinary courses/conferences</li> <li>- Specialist experience relevant to clinical area</li> <li>- Experience of clinical audit or research</li> <li>- Experience of multi-disciplinary team work</li> <li>- Communication skills training or counselling skills training</li> </ul> </li> <li>• In depth knowledge of relevant clinical area</li> <li>• Evidence of teaching groups of professionals &amp; patients</li> <li>• Evidence of clinical audit and/or research</li> </ul>

<b>SKILLS &amp; ABILITY</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Able to demonstrate good use of a range of communication skills</li> <li>• Ability to work through interpreters and use visual aids</li> <li>• Able to use counselling skills to optimise patient care</li> <li>• Good presentation and teaching skills with evidence of presentations to groups of patients, staff &amp; service users</li> <li>• Able to work both independently and as part of a team</li> <li>• Able to manage and organise own work load</li> <li>• Able to use equipment relevant to speciality e.g. skin fold callipers, enteral feeding equipment, scales, stadiometers</li> <li>• Able to plan, deliver and report on a clinical audit and other relevant projects</li> <li>• Working knowledge of computer programmes e.g. word processing, spread sheets, data bases, power point, dietary analysis, data collection and patient information programmes</li> <li>• Ability to prioritise own workload</li> <li>• Ability to manage busy workload and to be committed and flexible to work across sites if required</li> <li>• Presentation skills</li> <li>• Communication skills training /counselling skills training</li> <li>• Mentoring / supervision /preceptorship skills</li> </ul>	
<b>OTHER SPECIFIC REQUIREMENT</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
- Reliable, conscientious and flexible	

<ul style="list-style-type: none"> <li>- Team player</li> <li>- Able to work with minimal supervision</li> <li>- Able to achieve deadlines</li> <li>- Enthusiasm and motivation to work at UHB</li> <li>- Enthusiasm and commitment to train student dietitians and others</li> <li>- Commitment to CPD</li> <li>- Ability to work weekends as part of a 7 day working pattern (when appropriate service delivery allows and commences)</li> </ul>	
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