

JOB DESCRIPTION FOR CONSULTANT DIETITIAN

The Job

Title of Post:	Consultant Dietitian in Gastroenterology.
Nature of Appointment:	Full Time
No. of Programmed Activities:	10 sessions
Responsible To:	Lead Clinician in Gastroenterology (GSTT) Head of Nutrition and Dietetics (KCL)
Accountable To:	Clinical Director of GI and Vascular (GSTT) Head of Nutritional Sciences Research Division (KCL)
Employing Authority:	Guy's & St Thomas' Hospital Trust

Employing Authority and main place of employment:

Guy's and St Thomas' Hospital NHS Trust is one of the largest Trusts in the NHS, providing a full range of services to the local population and also to patients from further afield, both nationally and internationally. The Trust is committed to becoming the major university hospital in the UK and to staying at the forefront in patient care, teaching and research. St Thomas' Hospital is situated on the south bank of the River Thames opposite the Houses of Parliament. Guy's Hospital is adjacent to London Bridge. Both hospitals have excellent transport links, and are easily accessible to patients, visitors and staff. The post will be based across both acute hospital sites. In addition, it is a requirement of your employment that you will be prepared to work at any additional or different location owned or served by the Trust, either on an on-going or temporary basis according to the demands of the service.

Job summary:

The consultant dietitian will be an expert practitioner in gastroenterology, with a responsibility to facilitate strategic development across primary, secondary and tertiary care and with King's College London.

- Provide expert clinical practice and continuing care for people with inflammatory bowel disease and irritable bowel syndrome attending Guy's and St Thomas' NHS Foundation Trust
- Working with the Clinical Director of Gastroenterology and Primary Care to provide direct access for patients with an acute exacerbation of inflammatory bowel disease which will encourage a seamless approach to support these patients across the boundary between the Acute Trust and Primary Care
- Acting as an expert dietetic resource for gastroenterology locally and nationally
- Developing evidence-based protocols and standards of care
- Leading the organisational change necessary to deliver a Dietetic Consultant led service for patients with irritable bowel syndrome in collaboration with medical, nursing and other AHP colleagues
- Undertaking research and audit in the field of nutrition and gastroenterology
- Establish new working practices across the primary / secondary care interface

- Providing clinical and professional leadership for all dietitians working in primary care, Guy's and St Thomas' NHS Foundation Trust and King's College London, ensuring a whole systems approach to the delivery of nutrition and dietetics across the organisational interface.
- Provide expert input at Trust, local health authority and regional levels and influence strategic planning regarding implementation of national initiatives.
- Provide dietetic expertise to the medical directorate and work collaboratively with the multi-disciplinary team in the investigation, treatment and follow up of patients with irritable bowel syndrome or inflammatory bowel disease.
- Provide education for patients and carers in gastrointestinal dietetics.
- Initiate and be actively involved in audit and research leading to the development of up to date protocols and the publication of original research.
- Provide professional leadership to the nutrition and dietetic department.
- Take a lead role in promoting evidence-based practice and clinical audit in irritable bowel syndrome and inflammatory bowel disease.
- Take an active role in the education of pre-registration dietetics students.
- Take an active role in teaching and training of post registration medical, nursing and allied health professions to promote the culture of multidisciplinary working.

Job Plan

The job plan will be negotiated between the consultant dietitian and his/her clinical director, following consultation with the Head of Department of Nutrition and Dietetics (KCL) and the Director of the Nutritional Sciences research division (KCL), at least annually. The initial job plan for this post is planned to be:

Day	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Outpatient Clinical Activities	Clinical Practice	Job Planning CPD Clinical Governance	Teaching Multi-disciplinary	Research and audit
PM	Admin	Outpatient Clinic Activities	Academic (KCL)	Outpatient Clinic Activities	Academic (KCL)

This is a suggested job plan. It is expected that the regular clinical commitments will vary around fixed clinic sessions initially.

The post holder will:

- Manage a patient caseload predominantly comprising patients with irritable bowel syndrome or inflammatory bowel disease.
- Demonstrate advanced clinical knowledge, skills and experience in irritable bowel syndrome and inflammatory bowel disease.
- Run two dietitian-led irritable bowel syndrome and inflammatory bowel disease clinics working alongside the multi-disciplinary gastroenterology team.
- Provide a dietetic helpline service for primary and secondary care.
- Make and receive referrals.

- Develop evidence based care pathways with consultant medical staff with the aim of providing dietetic lead care of some gastroenterology patients within agreed protocols.
- Develop clinical protocols and examine GP/dietetic/pharmacist prescribing of nutritional products within agreed protocols.
- Use audit to identify effectiveness of treatment modalities and provide outcome data.
- Develop extended roles to enhance the clinical service to patients with irritable bowel syndrome or inflammatory bowel disease.
- Order diagnostic investigations such as endoscopy, pathology tests and x-rays.
- Conduct dietetic research in irritable bowel syndrome and inflammatory bowel disease.
- Provide supervision of undergraduate and postgraduate student research projects.
- Contribute to the teaching of pre-registration dietetics students at King's College London
- Provide an interface between academic and clinical dietetics between Guy's and St Thomas' NHS Foundation Trust and King's College London.
- Further develop undergraduate and postgraduate dietetic education in gastrointestinal dietetics.

Main tasks/overview of responsibilities

Responsibility for Patient Care (including monitoring, diagnostics and investigations)

To undertake a detailed nutrition assessment of gastroenterology patients, particularly those with irritable bowel syndrome or inflammatory bowel disease by using analytical skills and evidence-based practice to develop an individual treatment plan.

To make decisions in partnership with the gastroenterology MDT, which determine the holistic management of complex patients using a range of different assessment and diagnostic methods in order to reach a comprehensive patient-centred care plan that manages risk and is appropriate to the individual's needs, context and culture.

To be responsible for developing and implementing evidence-based multi disciplinary and multi-agency patient-centred care pathways for patients with irritable bowel syndrome or inflammatory bowel disease across primary and secondary care.

To monitor and evaluate the effectiveness of current therapeutic programmes and integrate different aspects of practice in order to improve outcomes for patients and carers.

To ensure that sound, ethically based decisions are implemented in partnership with patients, carers and relevant professionals in the absence of precedents and protocols.

To be responsible for the implementation of national service frameworks and clinical guidelines within the nutrition and dietetic department

To empower patients and carers to enable them to make informed choices about their health care within the context of regional and local public health issues, which actively promote health and well being.

To negotiate and agree with patients, carers and relevant professionals the outcomes, roles, responsibilities and actions that need to be taken to meet the needs of individual patients.

To deliver evidence-based therapeutic programmes appropriate to assessed needs, context and culture, in partnership with patients, carers and health professionals.

To lead, through example, the use of clinical governance and risk management in delivering safe effective services and continuously improving quality.

Responsibilities for Human Resources

To facilitate the development of knowledge, education and practice in their specific, and other professions, proactively and on request in relation to both service development and delivery.

To work collaboratively with others to plan and deliver interventions to meet the learning and development needs of their own and other professions.

To establish and maintain links with King's College London in order to develop undergraduate and post-graduate training.

To be responsible for establishing a regular programme of training to develop the skills of all specialist practitioners in the field of work.

To advise local managers and Workforce Confederation personnel regarding future training investment based on the identified training needs of staff working in this specific field.

To oversee and contribute to the professional development of dietitians and dietetic assistants across primary and secondary care.

To contribute to the appraisal and supervision systems and identify objectives for personal development.

To be involved in the recruitment of staff to the dietetic department and other related services as required.

To be proactive in developing and improving own competence in structured ways, including accessing inter-professional clinical supervision.

To maintain own continuing professional development (CPD) by keeping abreast of any new trends and developments and incorporating them into practice as appropriate.

To promote improvements in quality and clinical effectiveness within the resources available.

Responsibilities for physical and financial resources

To identify the required resources to improve service, knowledge, skills, learning and practice of their own and other professions in the interests of patients and carers in order to advise local managers.

Communications and leadership

To communicate effectively with patients and carers to optimise the nutritional status of patients referred to the service and to ensure the patient/ carer understands the condition and reason for dietetic intervention. Highly developed communication skills of negotiation, motivation, explanation, and gaining informed consent will be used with a wide variety of patients. Barriers to effective communication will regularly be evident e.g. loss of hearing, altered perception, expressive and receptive dysphasia, pain, fear, ethnicity.

To assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment.

To lead and contribute to improvements in practice and health outcomes through appropriate change management and negotiation in order to work to local, regional, national and international standards.

To offer expert information in a consultancy capacity by providing appropriate advice to their own and other professions on care practices, delivery and service development.

To lead change across professional and organisational boundaries by developing and sustaining appropriate relationships, partnerships and networks to influence and improve care outcomes and delivery systems.

To provide professional leadership in nutrition and dietetics and work within the legal framework to promote excellence.

To influence the practice of others whilst remaining self-aware and understanding the limits of their own competence, in order to develop and use appropriate strategies and opportunities to share knowledge.

To deliver spontaneous and planned advice, teaching and instruction to relatives, carers and other health professionals, in order to promote understanding of the aims of assessment and treatment and to ensure a consistent approach to patient care.

To maintain comprehensive and accurate assessment and treatment records in line with legal and trust requirements, and communicate assessment and treatment results to all appropriate health care professionals via discussion, letters and reports.

Planning and organising

To formulate strategies for future gastrointestinal service delivery within nutrition and dietetics at a local, regional and national level.

To decide priorities for own work area, balancing patient related and professional demands equitably.

Partnership working

To be responsible for the delivery of nutrition related aspects of National Service Frameworks and clinical guidelines across primary and secondary care in partnership with other professionals in order to develop appropriate evidence-based pathways, protocols, policies and clinical guidelines of care, which including review mechanisms.

To develop and maintain links with service user groups in order to redesign and evaluate service delivery.

Analysis and data management

To produce new, unbiased information from different and conflicting sources and communicate it in terminology, which is appropriate for patients, carers, professionals and managers.

To collate and interpret relevant information to inform patients, carers and health professionals, managers and service commissioners about service delivery and areas for development.

To understand and interpret highly complex situations and information requiring analysis in order to recommend a range of treatment or service delivery options.

To manage conflicting views and reconcile inter and intra professional differences of opinion.

Research, Development and Audit

To identify opportunities to apply new knowledge to their own and others' practice in structured ways that are capable of evaluation.

To evaluate the quality of service provided for individuals requiring gastrointestinal dietetic intervention

To interpret and evaluate research information from diverse sources and make informed judgements about its quality and appropriateness to disseminate to others.

To critically appraise and synthesise the outcomes of relevant research, evaluations and audits and work with team members in implementing research findings into everyday work.

To develop new practices and roles through understanding the implications of, and applying the epidemiological, social, political and professional trends and developments.

To evaluate and audit the practices of self and others, selecting and applying a broad range of valid and reliable tools and methods, which are appropriate to needs and context.

To actively research best practice for this client group and promote evidence-based practice.

To lead the development of research projects, supervise postgraduate students, advising specialists in this field of practice on the application of research, dissemination and publication of research findings.

To develop research protocols and studies in partnership with others.

To alert appropriate individuals and organisations to gaps in evidence, knowledge and practice, that require resolution through research.

Equality and Diversity

To promote the Trust’s vision and public health priorities.

To ensure compliance with policies on equality and diversity for all patients and staff in day-to-day work.

Health & Safety

To consider risk management within the process of service development to ensure safe and effective patient care.

To consider the health and safety aspects of day-to-day work

To promote the implementation of policies designed to improve safety at work for patients, carers, staff and self. This includes the prompt recording of real or potential accidents / incidents.

Freedom to Act

To work as an autonomous practitioner in line with the code of conduct and standards of practice issued by the British Dietetic Association and Health Professions Council.

To understand and interpret a range of health service policies, national service frameworks and guidelines in order to establish local and regional standards and targets.

Due to the Trust’s commitment to continuous improvement, it is likely that the post will evolve over time. These duties will be subject to regular /appraisal and any amendments will be made in consultation and agreement with the post holder.

Signature of Post Holder _____ Date _____

Signature of Manager _____ Date _____

PERSON SPECIFICATION

POST: Consultant Dietitian – Gastroenterology
GRADE: 8C

QUALIFICATION

Criteria	Essential	Desirable	Method of Assessment
Current Registration in Dietetics (HPC)	✓		Application
Evidence of leadership development		✓	Application
Possession of BSc in Dietetics	✓		Application
Possession of PhD in specialist area	✓		Application
Evidence of management training/skills	✓		Application
Postgraduate training in cognitive behavioural therapy	✓		Application
Evidence of further postgraduate study in specialist area		✓	Application

EXPERIENCE

Criteria	Essential	Desirable	Method of Assessment
At least eight years in clinical dietetic practice, with last three years at senior grade in specialist area	✓		Application
Able to demonstrate clinical expertise and in depth current knowledge, supported by extensive education and professional development including conducting audit and research.	✓		Application
The ability to demonstrate consistent /credible clinical judgement	✓		Application
Able to exercise sensitivity/diplomacy with regard to role boundaries (particularly with junior medical staff)	✓		Application
Evidence of training in history taking and clinical examination	✓		Application
Evidence of autonomous practice	✓		Application
Evidence of training student dietitians	✓		Application
Evidence of research in practice	✓		Application

SKILLS

Criteria	Essential	Desirable	Method of Assessment
Influencing/negotiation, proven leadership	✓		Application
Organisational skills	✓		Application
Advanced problem-solving skills.	✓		Application/Interview
Communication Skills	✓		Interview
Time management	✓		Interview
Change management	✓		Interview
Maintain confidentiality	✓		Application/Interview

ABILITIES

Criteria	Essential	Desirable	Method of Assessment
Prioritise own work load	✓		Application/ Interview
Able to work under own initiative	✓		Interview
Able to achieve deadlines	✓		Interview
Ability to liaise with professionals at all levels	✓		Interview

KNOWLEDGE

Criteria	Essential	Desirable	Method of Assessment
Sound Clinical knowledge	✓		Interview
Evidence of CPD e.g advanced diploma in dietetic practice or equivalent short courses	✓		Application / Interview
Sound knowledge of current issues relating to inflammatory bowel disease and irritable bowel syndrome	✓		Interview

OTHER

Criteria	Essential	Desirable	Method of Assessment
Computer Literacy	✓		Application
Advanced computer skills		✓	Application
Ability to work flexible hours, including several weekends per year attending regional, national and international conferences and meetings	✓		Application
Member of the BDA	✓		Application
Member of the BSG		✓	Application
Evidence of relevant specialist Interest Group		✓	Application
Teaching on degree (or higher level) / professional course	✓		Application
Previous experience in project management	✓		Application
Representative on academic / government committee / working party		✓	Application
Ability to analyse and interpret statistics	✓		Application
Previous specialist related publications	✓		Application