



CHILDREN'S HIGHLY SPECIALIST COMMUNITY DIETITIAN

JOB DESCRIPTION

JOB DETAILS

Directorate	Children and Young People
Service	Children's Dietetics
Post Title	Children's Highly Specialist Community Dietitian
Staff Group	Allied Health Professions
Band	7
Reports to	Service Lead for Community Dietetics
Accountable to	Service Lead for Community Dietetics
Number of Direct Reports	1
Overall Headcount Responsibility	1
Budget Responsibility (£)	N/A

KEY RELATIONSHIPS

Internal:

- Dietetic Colleagues
- Children's AHPs and Community Children's Nursing Team
- Health Visitors and School Nurses
- Care Coordination Centre – central admin support
- Dietetic Students

External:

- Patients/Parents and Carers
- Hospital Dietitians and Hospital Consultants
- Other Acute and Community Healthcare Professionals
- General Practitioners and Primary Care Team
- Enteral Feeding and other Nutrition Companies
- Special Schools
- SEL Prescribing Support Dietitians
- SEL Integrated Care Board
- London Borough of Bromley

JOB SUMMARY

The band 7 Children's Community Dietitian is responsible for delivering and developing the Children's Home Enteral Feeding Service in Bromley. The post holder is the joint clinical lead for the Children's Home Enteral Feeding Service and is expected to provide a high quality service to children referred to this specialist service and their parents or carers.

The post holder is responsible for providing highly specialist dietetic advice and support to a complex caseload of infants, children, young people and their parents/carers in a range of settings which may include patients' homes, special need schools, respite care and clinics.



The post holder will work closely with other health professionals in the multidisciplinary team, and professionals from other agencies in the borough, to assess, treat and safeguard children in their care.

The post holder is responsible for their own area of specialism and expertise, and acts as an expert specialist resource within the Children's Dietetic Service and Bromley Healthcare. The post holder will be expected to contribute to service development, evidence-based policy, guidelines and procedure development, and undertake regular audit projects. The post holder may also be required to provide education and training for other health professionals and staff from other agencies.

MAIN DUTIES AND RESPONSIBILITIES

CLINICAL / PATIENT CARE

- To be responsible for the specialist clinical area of children's home enteral feeding and nutrition support, working autonomously in the community.
- To work as an independent practitioner and be responsible for managing and prioritising a large and varied patient caseload including patients with highly complex needs in a range of settings.
- To undertake comprehensive dietetic patient assessments, including patients who have complex barriers to communication, using a range of methods, including interview skills, interpretation of blood biochemistry, calculation of nutrition requirements and anthropometrical measurements.
- To make independent clinical judgements and diagnoses based on these assessments, in settings where access to other health professionals for professional support is not immediately available.
- To plan, deliver and review treatment programmes through:
- Providing timely information and advice to referring agencies regarding treatment plans and dietetic recommendations.
- Effective communication and liaison with a wide range of other health professionals, within Bromley Healthcare (to ensure continuity of care, and/ or joint management), and professionals from other agencies, contributing to a multidisciplinary approach to care.
- Organising, providing information for, and participating in, case conferences.
- Acting as a key worker in coordinating multi-disciplinary care when requested by a family.
- Instructing and advising on the prescribing of nutritional products, specialised infant formulas and feeds listed as ACBS (Advisory Committee on Borderline Substances), vitamins and minerals.
- Advising on the safe and appropriate use of different products available over the counter e.g. vitamins, minerals, specialist dietary products.

- Ordering enteral feeding equipment and products and arranging for their delivery to the patient's home. Training of families / carers, school staff and young people on various equipment used in home enteral feeding.
- Making recommendations to medical practitioners regarding the prescription, timing and adjustment of medications that assist in the nutritional management of patients, e.g. anti-reflux, anti-epileptic medication.
- Making recommendations to medical practitioners regarding the need for invasive and surgical procedures, e.g. nasogastric or gastrostomy feeding tube placements.
- Making recommendations to medical practitioners regarding the need for diagnostic tests e.g. blood tests or stool samples.
- To evaluate outcomes of dietetic interventions through the monitoring and review of nutritional care plans, and adjusting care plans to facilitate achievement of goals.
- To ensure that all assessments, communication techniques, advice and treatments are appropriate to the patient's age, stage of development, social, cultural and religious needs.
- To initiate, develop, monitor and evaluate evidence-based, age and developmentally appropriate written information and resources to support nutritional interventions and teaching.

EDUCATION AND TRAINING

- To participate in training and peer support of other dietetic department colleagues.
- To respond promptly to any newly published research, Department of Health initiatives and directives relating to specialist clinical area, identifying any required changes in practice locally and translating complex technical information to communicate at appropriate levels to other professionals and patients.
- To utilise developed communication and teaching skills to initiate, develop, deliver and evaluate group education, training and support for health professionals and professionals from other agencies (such as nursery workers, foster carers) in both formal and informal settings.

RESEARCH AND AUDIT

- To be responsible for specific projects which include audit and/or research. To pilot, assess and implement new treatment methods and/or service delivery.
- To regularly review and audit clinical practice e.g. enteral feeding monitoring reviews.
- To implement changes to practice that result from the findings of research or audit projects.
- To communicate results of audits and research as presentations and written reports to the Children's Dietetic Service, Bromley Healthcare and nationally as appropriate.

MANAGEMENT

- To jointly lead on children's home enteral feeding issues within Bromley Healthcare by representing Dietetics on relevant multi-agency, multi-disciplinary groups and working parties.
- To work with the Lead for Children's Dietetics to ensure effective service provision. To provide information on clinical data for Children's Dietetic Service reports and development of the service.
- To be responsible for the initiation, development, implementation, monitoring and evaluation of evidence based policies, guidelines and procedures on matters relating to home enteral feeding which affect own practice and impact on the practice of other health care professionals and patients. To take a lead role in trust-wide implementation and with other agencies e.g. special needs schools.
- To review practice and implement change in line with Department of Health guidelines and initiatives.
- To ensure supplies of Dietetic Service resources, e.g. feeding equipment, patient information material, are maintained.
- To contribute to the recruitment and selection process of Children's Dietetic Service staff, as and when required.
- To perform delegated management duties and support and deputise for the Lead where required, and work closely with other Dietitians in the Service.

PROFESSIONAL

- To maintain professional status and competence as a clinical specialist and work within professional codes of conduct and standards in line with requirements of the Health and Care Professions Council.
- To accurately record all assessments and interventions, maintain appropriate documentation, data collection and entry in accordance with Bromley Healthcare and Dietetic Service Policies and Procedures, and Health and Care Professions Council guidance.
- To ensure any equipment used is safe for clients and complies with health and safety procedures and Medical Devices Agency directives, and to be responsible for ensuring patients and carers are trained in its safe use.
- To participate in Bromley Healthcare's Clinical Supervision and Appraisal Scheme and to agree and review a Personal Development Programme for ongoing development, including mandatory training.
- To be responsible for own CPD and professional and personal development. To maintain a high degree of expertise in nutrition and dietetics and undertake post graduate training as required. To participate fully in Continual Professional Development, through portfolio based assessment, in line with national legislation by the Health and Care Professions Council.
- To be aware of and work in accordance with the Children's Dietetic Service and Bromley Healthcare policies and procedures.
- To work closely with dietetic colleagues within the Children's Dietetic Service including participating in relevant team, service and clinical meetings.



MANDATORY REQUIREMENTS FOR ALL ROLES

The post holder is expected to demonstrate the values of Bromley Healthcare including;

The post holder is expected to embody the 4 values:

- Compassion
- Health and Wellbeing
- Continuous Learning and Innovation
- Wellbeing

The post holder is expected to comply with all Bromley Healthcare's relevant policies, procedures and guidelines; including the appropriate code (s) of conduct associated with this post.

The job description reflects the immediate requirements and objectives of the post. This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties which fall within the grade of the job, as directed by the line manager. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

Safeguarding - all staff must be familiar with and adhere to Bromley Healthcare's child/adult safeguarding procedures and guidelines, in conjunction with the multi-agency policies and procedures of the relevant borough's Safeguarding Children Partnership and Safeguarding Adults Board. Staff must be mindful of their responsibility to safeguard children and adults in any activity performed on behalf of Bromley Healthcare in line with the requirements of the Children's Act 1989 and 2004 and the Care Act 2014. Staff are required to attend child/adult safeguarding training relevant to their position and required for their role.

CHILDREN'S COMMUNITY DIETITIAN

PERSON SPECIFICATION

ESSENTIAL AND DESIRABLE CRITERIA

	Essential	Desirable	Mode of Testing
Qualifications	Degree or Postgraduate Diploma/M.Sc in Human Nutrition and Dietetics or equivalent.	Member of relevant BDA special interest group	Application form
Professional Registration	Registered Dietitian with Health and Care Professions Council		Application form

Training	Evidence of recent CPD	<p>Post-registration training to demonstrate specialist knowledge of paediatric dietetics.</p> <p>Post-registration training to demonstrate specialist knowledge of paediatric home enteral nutrition</p> <p>Management or leadership training</p>	Application form
Specific Skills	<p>Highly developed written and verbal communication skills</p> <p>High level of time management skills and ability to manage and prioritise work and clinical caseload.</p> <p>Able to work individually without supervision and as part of a team.</p> <p>Good presentation skills</p>	<p>Ability to audit clinical practice and recommend/implement changes to improve practice or service delivery</p> <p>Ability to deliver training to others</p>	Application form/ interview
Experience	<p>Significant clinical experience including working in paediatric dietetics.</p> <p>Experience of home enteral feeding.</p>	<p>Paediatric home enteral feeding experience.</p> <p>Experience of line managing staff.</p> <p>Experience of training student dietitians.</p> <p>Community experience.</p> <p>Change management experience</p>	Application form/ interview

<p>Personal Qualities</p>	<p>Knowledge of our Business.</p> <p>Committed to improving services.</p> <p>Committed to hitting targets.</p> <p>Treats other as would like to be treated.</p> <p>Committed to 6 C's.</p> <p>Good Interpersonal Skills.</p> <p>Flexible approach to meeting service & client needs.</p>		
<p>Information Technology</p>	<p>Confident in use of IT including use of electronic patient records</p> <p>Confident in use of Microsoft Word and Powerpoint, internet and e-mail.</p>	<p>Experience of using Emis</p> <p>Confident in use of dietary analysis programmes, eg Dietplan</p> <p>Confident in use of Microsoft Excel</p>	<p>Application form/interview</p>

Details of person completing job description and person specification

<p>JD and PS completed by (job title):</p>	<p>Lead for Children's Dietetics</p>
<p>For an existing JD and PS – date reviewed:</p>	<p>November 2023</p>
<p>For a new JD and PS – date completed:</p>	<p>January 2023</p>