HMP ISLE OF WIGHT



PRISON HEALTH SERVICES

**JOB DESCRIPTION**

**Job Title: Dietician- Health in Justice**

**Reports to: Lead Nurse/Modern Matron**

**Accountable to: Head of Prison Healthcare**

**Location: HMP Isle of Wight**

Key working relationships: Prisoners; Healthcare and Prison staff including support staff; operational management; nursing staff, medical staff, other clinical staff, governors, officers, gym and catering staff; other dieticians both within and outside of the trust.

**Job Purpose:**

* To develop and provide a quality dietetic service appropriate to the prison and provide equity of care to that provided in the wider community.

**The post holder will be expected to:**

* Be responsible for the nutrition and dietetic service and nutritional management of patients across the prison sites
* Inform service developments by establishing key concerns for the population through research, policy, healthcare and prisoners
* Ensure good communication regarding forward planning, organisation and management of Dietetics Service across the sites
* Act as liaison re nutritional considerations within the prison and healthcare teams
* Be a proactive member of the senior healthcare team

**Main duties/key result areas**

* To be responsible for the development and provision of a specialist, evidence based, dietetic nutrition service.
* Provide expert dietetic advice to the multidisciplinary team through attendance and participation in multidisciplinary team and complex case meetings.
* Provide expert advice to clinicians, patients and the prison team regarding provision of nutritional support for patients based on clinical evidence. This will involve nutritional assessment, to include the analysis of nutritional intake and the calculation of nutritional requirements based on the interpretation of clinical diagnosis, clinical biochemistry, physical presentation and anthropometry techniques.
* To provide highly complex nutrition counselling using complex strategies (such as cognitive behavioural therapy and motivational skills) to engage, educate and reassure patients, helping to overcome barriers to change - particularly where there is non-compliance.
* To utilise communication, interpersonal and teaching skills to educate the diverse and multicultural population including those with challenging behaviour or communication difficulties.
* To use these skills to help patients understand the essential, highly complex dietary information both on a one to one basis and in groups.
* To liaise with the clinicians re prescribing of nutritional supplements (Borderline substances), monitoring and on-going use in line with guidance
* To be responsible for ensuring that patients have consented prior to dietetic intervention in line with professional guidelines, which is of particular importance when working with patients with difficulties in understanding the purpose of dietetic intervention.
* To liaise with healthcare staff to ensure enteral feed regimens take into consideration medication and therapy. To ensure that healthcare staff are familiar with and adhere to the regimen, so the patient receives sufficient feed and fluid to meet calculated requirements.
* To communicate effectively with medical, nursing, other clinical and prison staff. To attend appropriate meetings, providing highly specialised expert advice concerning the dietary management of patients.
* To be involved in the design of nutrition screening tools and the education of healthcare staff to use these tools.
* To communicate and liaise with healthcare team re nutritional management of outpatients and where necessary providing information and education to clinicians, patients and prison staff

**Health Promotion**

* Identify health promotion need from needs assessments and wider research, policy and health inequalities literature.
* Work with healthcare and prison staff on relevant health promotion initiatives including nutritional education around Food Provision.
* Enable opportunities for prisoners to build knowledge skills and confidence in making healthy choices in prison and beyond

**Education & Training, Research & Audit**

* To develop, implement and audit innovative methods of delivering education sessions, such as group and interdisciplinary work
* To work with healthcare on relevant policy/guideline development
* To research, develop, produce and publish evidence-based departmental literature in the area of specialisation, including use of patient forums.
* To develop and lead nutrition teaching programmes for healthcare and prison staff, alone or in conjunction with other professional staff.
* To develop and lead the teaching of the nutritional management in offender health as opportunities arise.
* To actively participate in the departmental working groups to improve dietetic services as required.
* To provide regional teaching of qualified dieticians within the area of offender health
* To work collaboratively with the dietetic services based within the neighbouring hospitals and the community.
* To participate in the training and assessment of student dieticians.
* To contribute to operational and strategic planning for healthcare within the trust, with an annual service review and presentation to wider team.
* To initiate and participate in regular research and audit within the area of offender health in line with departmental research and audit procedures. This includes co-ordination and supervision of research projects for undergraduate dietetic students. It will be expected that any relevant findings should be published or presented at appropriate conferences.

**Professional**

* To maintain good communication with the designated line manager about all aspects of this post and its duties.
* To be proficient in the use of highly complex dietary analysis software (Nutritics) and the interpretation of results gained from it.
* To be able to use basic software packages such as Microsoft Word and Excel and to use the Electronic Patient Record (SystmOne).
* To ensure safe practice through development of a caseload management plan.
* To undertake risk assessment and reporting of critical incidents as outlined in the Trust policy.
* To take responsibility for ongoing clinical excellence through evidence-based practice and development of standards, policies and guidelines in conjunction with the departmental standards committee.
* To advise and liaise with the catering staff concerning the dietary needs for patients with additional nutritional requirements and to assist in instructing chefs on preparation of special meals as required.
* Make recommendations to the site Catering Manager.
* To be an active member of the BDA and specialist interest groups
* To be an active team member of the Healthcare team participating in departmental developments and projects and attending staff and continuing professional development meetings.
* To comply with professional codes of practice, professional guidelines and departmental policies.

**General**

* To keep statistics and written records of all patient contacts in accordance with Practice Plus Group and departmental standards for record keeping.
* To follow patient confidentiality guidance in accordance with the Practice Plus Group policy and Information sharing guidance and Health Professions Council standards.
* To participate fully in the appraisal process and develop a strategy for continuing professional development encompassing a portfolio-based assessment in line with national legislation.
* To carry out good office practice in accordance with the department’s policies and procedures.
* To work in other areas as required.
* To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.
* To work in accordance with the Practice Plus Group’s Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery.
* To ensure skills are up-to-date and relevant to the role, to follow relevant policies and professional codes and to maintain registration where this is a requirement of the role.
* To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.
* To work in accordance with relevant Prison PSIs and PSOs

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PERSON SPECIFICATION

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| --- | --- | --- | --- |
|  | ESSENTIAL | DESIRABLE | How will this be measured |
| EXPERIENCE | |  | | --- | | * Minimum of 2 years general post graduate experience | |  |  * Evidence of continuing professional development * Experience of undertaking clinical audit/research * Experience of multidisciplinary team working | * Previous experience working in the nutritional management of patients in this specialty * Experience in the clinical supervision of students * Formal teaching/lecturing experience | CV and Interview |
| **ATTAINMENTS** Qualifications | |  | | --- | | * BSc / Post graduate diploma in Nutrition & Dietetics | | * HPC registered | |  | Proof of registration.  CV & Interview |
| **KNOWLEDGE** Working knowledge  of and ability to relate to practice. | |  | | --- | |  | | * Knowledge of dietetics within the Healthcare environment | |  | CV & Interview |
| **Skills** | |  | | --- | | * Good oral and written communication skills with people from a wide variety of backgrounds | | * Presentation skills and ability to work effectively single handedly with individuals and groups | | * Ability to prioritise own workload | | * Ability to work as part of a team | | * Good IT skills, use of Word, Excel, PowerPoint, Publisher, Dietary Analysis Programmes | | * Motivation and counselling skills | |  | CV and Interview |
| **APTITUDES** | |  |  |  | | --- | --- | --- | | * Confident | * Y | | | * Self-motivated | * Y | | | * Flexible, adaptable and creative | * Y | | | * Able to respond to unpredictable work patterns and frequent interruptions | * Y | | | * Able to set priorities and meet daily deadlines | * Y | | | * Able to reflect and appraise own performance | * Y | | | * Able to deal with distressed clients | * Y | | | * Able to maintain effective relationships with relevant stakeholders | | |  | Interview |
| **OTHER** | * Membership of British Dietetic Association or other body conferring professional indemnity insurance |  | Proof of registration and CV. |

**BL/RL Feb 2018**

**This job description is subject to regular review and appropriate modification.**

**I confirm I have read and understand this Job Description**

**Name of Post holder: ……………………………………**

**Signature: …………………………………...**

**Date: …………………………………...**