**Job Description**

 **Job Title:** Regional Dietitian

**Accountable to:** Regional Manager **Location:** HMP Bullingdon, HMP Huntercombe, HMP Grendon & HMP Spring Hill

Practice Plus Group’s mission is **Access to Excellence**. Our core values are;

* we treat patients and each other as we would like to be treated
* we act with integrity
* we embrace diversity
* we strive to do things better together

Patients can only access excellence if we commit to living our values in everything we do when we’re at work.

 

We believe in putting the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

**The role**

As a Regional Dietitian you will support the development of clinical pathways and provide a quality dietetic service appropriate to each prison and provide equity of care to that provided in the wider community. You will be a highly skilled, senior practitioner with expert knowledge in the management of patients’ dietary issues and conditions. You will be an integral part of the MDT and support the progression and implementation of integrated care pathways within our prison establishments.

The role will form part of the Planned Care team in each of the prisons. As a dietitian, you will provide interventions for the patient from initial clinical assessment or screening, diagnosis, treatment and evaluation of their care within set patient groups. You will demonstrate safe, clinical decision-making and expert care for patients residing in the prisons. You will work collaboratively with the Healthcare team, subcontractors and stakeholders to meet the needs of patients, developing and supporting the delivery of policy and procedures, in addition to providing dietetic leadership as required.

**You will;**

* To be responsible for the development and provision of a specialist, evidence based, dietetic nutrition service.
* Develop, implement and evaluate a seamless nutrition support service across the Region, working with secondary or specialist care where appropriate, and aimed at continuously improving standards of patient care and wider multi-disciplinary team working.
* Provide specialist nutrition and diet advice to patients and healthcare professionals through treatment, education plans, and prescriptions
* Independently manage a caseload of complex patients with a broad range of conditions, using evidence-based interventions to assess, plan, implement and evaluate interventions.
* 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.
* 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.
* Utilise communication, interpersonal and teaching skills to educate the diverse and multicultural population including those with challenging behaviour or communication difficulties.
* Use these skills to help patients understand the essential, highly complex dietary information both on a one-to-one basis and in groups.
* Liaise with the clinicians regarding prescribing of nutritional supplements (Borderline substances), monitoring and on-going use in line with guidance.
* 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.
* 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.
* 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.
* Be involved in the design of nutrition screening tools and the education of healthcare staff to use these tools.
* Communicate and liaise with healthcare team regarding nutritional management of outpatients and where necessary providing information and education to clinicians, patients and prison staff.
* Ensure delivery of best practice in clinical practice, caseload management, education, research, and audit, to achieve local, regional and national objectives.

 **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 where possible.
* 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 dietitians 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 dietitians.
* 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 be able to use the correct SystmOne templates and tools to document assessments and intervention, in addition to developing care plans to ensure continuity of care.
* To ensure safe practice through development of a caseload management plan.
* To undertake risk assessment and reporting of critical incidents as outlined in PPG 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

You will also;

**Provide** outstanding evidence-based care to our patients by seeking out, listening to and acting on

feedback. Ensuring that care is personalised and informed by what matters to them.

**Deliver** non-judgemental care that is safe, high quality, patient centred whilst meeting CQC

requirements, following our policies and procedures and always considering safeguarding. You will

work independently using your own initiative, skills and competencies, supported indirectly by the

dietitian.

**Inspire** excellence in your colleagues by pro-actively leading the service and motivating the team

recognising that our workforce is our most valuable asset. You will forge strong links with our partners

and stakeholders, providing a service that people can trust, feel safe within and feel proud of.

**Promote** Healthy Weight and self-management programmes to patients, GPs, healthcare and prison

staff. Actively participate in the delivery of health promotion for patients whilst embracing a culture of

reflection and shared learning.

**Share** knowledge, skills, expertise and information appropriately to ensure safe care, supporting your

colleagues to do a great job.

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**About you**

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| **Element** | **Essential** | **Desirable** |
| **Qualifications** | * BSc in Dietetics under a training programme approved by the British Dietetic Association (BDA)
* Health & Care Professions Council (HCPC) registration
* Able to operate at an advanced level of clinical practice
 | * Pre-reg MSc in Dietetics under a training programme approved by the British Dietetic Association (BDA)
* Completed or working towards a Supplementary Prescribing qualification
* Non-medical prescribing qualification
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| **Knowledge** | * Significant experience in applying the dietetic process to include dietetic assessment, interpretation, individual care planning, motivation, monitoring and evaluation of highly specialized dietetic treatment
* Working knowledge of Microsoft and systems use by ppg, alongside prescribing data monitoring systems
* Experience of senior level decision making and delivery in a changing environment
 | * Working towards advanced clinical practitioner status
* Previous supervisory experience
* Experience of working with a diverse range of stakeholders
* Cognitive behavioural and motivational interviewing approaches / skills
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| **Analytical skills** | * Able to understand and analyse complex issues and balance competing priorities in order to make difficult decisions
* Ability to analyse and interpret complex/ often incomplete information, pre-empt and evaluate issues, and recommend and appropriate course of action to address the issues
 | * Experience of working within a primary care setting
* Evidence of working across organisational boundaries within health and social care
* Independent thinker with demonstrated good judgement, problem-solving and analytical skills
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| **Communication skills** | * Excellent interpersonal and organisational skills
* Ability to evidence a sound understanding of the NHS principles and values
* Excellent interpersonal and communication skills, able to influence and persuade others articulating a balanced view and able to constructively question information
 | * Evidence of inspiring and motivating teams with the ability to communicate passionately, effectively and persuasively across a diverse set of stakeholders
* Ability to negotiate effectively
* Build effective relationships with a range of stakeholders which are based on openness, honesty trust and confidence
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| **Personal attributes & abilities** | * Strong and inspirational leadership
* Ability to co-ordinate and prioritise workloads – able to multi-task as well as be self-disciplined and highly motivated
* Demonstrates a flexible, adaptable and creative approach in order to ensure patient care is delivered
* Set priorities and meet deadlines
* Able to respond to unpredictable work patterns and frequent interruptions
* Able to reflect and appraise own performance
 | * High degree of personal credibility, emotional intelligence, patience and flexibility
* Confident in facilitating and challenging others
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**Additional information**

**Disclosure and Barring Service-** a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

**Prison Vetting-** a HMPPS (His Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.

**Education and Training-** continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.