

Job Description and Person Specification - Dietician

JOB PURPOSE

To work with the Caraline Eating Disorder Service as part of a stepped care model with CAMHS CYP - CEDS and Adult CEDS, in the provision of a specialist clinical dietetic service to Caraline Eating Disorder Charity Luton Bedfordshire, working as a member of the multidisciplinary teams (MDTs) and providing expertise for the dietetic assessment and management of service users presenting with eating disorders aged 17 +.

To work as an autonomous practitioner with service users referred to the service in liaison with other members of the team. Utilising the highest level of interpersonal and communication skills, assess the service users and develop an agreed individual client centered clinical nutrition and diet plan, in collaboration with the service user, their family and care co-ordinator where required.

DUTIES AND RESPONSIBILITIES

Clinical

1. Be professionally and legally accountable for all aspects of own work for the dietetic management of service users in your care, working within the professional code of practice and Caraline policies and procedures. This involves practicing in accordance with the professional, ethical and legal framework for dietitians within the Health Professionals Council and the British Dietetic Association Professional Standards for Dietitians.
2. Use evidence-based practice to undertake comprehensive assessments of all service users referred to the service.
3. To advise on meal plans for service users within the service
4. Attend clinical meetings and update therapists where necessary in particular for those service users requiring weight restoration.
5. Participate in the management of service users requiring weight restoration. Provide dietetic assessment and advice for appropriate weight restoration. Provide individual education on nutrition, metabolism, weight management and goal setting to service users and their guardians prior to discharge.
6. Participate in the management of weight control for those service users classed as medically overweight at least 20 weeks post completion of CBT-e for Binge Eating Disorder.
7. Negotiate and agree dietary changes with our service users and their guardians using appropriate advanced counselling, motivational and cognitive behavioural therapy techniques. A client centred approach is adopted to help service users overcome behavioural and emotional factors that prevent lifestyle change.

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8. Develop, formulate and implement policies, standards, service user's information and teaching materials.

Professional

1. To develop own knowledge and skills and contribute to the training of staff. This involves;
 - a) Taking responsibility for own continuing professional development and performance and maintaining a portfolio including evidence of reflective practice, as required by HPC.
 - b) Participating in annual appraisal, identifying own development needs in relation to current practice, future plans and setting personal development objectives.
 - c) Attending relevant specialised courses and training.
 - d) Providing specialist education and advice to Caraline colleagues via regular departmental professional update meetings.
 - e) Attending and representing Caraline at the regional and national Mental Health Groups. E.g. East of England Eating Disorder Network.
2. To communicate effectively and work collaboratively with health care professionals and other organisations to ensure a co-ordinated and evidence- based approach to the delivery of the nutrition and dietetic targets within the national and local health agenda
 - a) Evaluating own work and that of the team, including clinical audit, service users satisfaction surveys.
 - b) Recognising the need to seek appropriate support
 - c) Active involvement in departmental meetings and discussions
4. To demonstrate an understanding of clinical governance and risk management and apply to the work situation.
5. To support peoples equality, diversity and rights. This involves: -
 - a) Interpreting the rights of people in a way that is consistent with legislation, Caraline policies and professional standards.
 - b) Generating and sustaining relationships which maintain and promote human dignity, rights and responsibilities.
 - c) Considering an individuals beliefs and preferences when advising on diet and lifestyle changes (including food and drink, privacy and community social practices).
 - d) Challenging behaviour that infringes the rights of others.
 - e) Identifying behaviour and taking action to address discrimination

Organisational

1. To contribute to quality improvement. This involves:-
 - a) Understanding own role in the organisation and work team and identify how this may develop over time
 - b) Prioritising own caseload and organising own work to meet these priorities.
 - c) Keeping abreast of current evidence and acting consistently with quality standards and guidelines and developing resources accordingly.

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- d) Initiating and undertaking audit and research individually and as part of the MDT to provide the evidence to support the development of standards and guidelines.
- e) Collecting data and statistics as required by Caraline, and other agencies.
- f) Raising quality issues with managers.

2. To maintain accurate, comprehensive and up to date documentation.

CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To ensure that the health and wellbeing of service users is at the centre of all activities and that all staff engage and communicate with service users as appropriate.
- To always promote quality and safety of service users, visitors and staff

Equal Opportunities/Diversity

- To observe Caraline's Equal Opportunities Policy providing equality of treatment and opportunity to employees and service users irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote Caraline's Health and Safety Policy and ensure matters are managed in accordance with it.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Caraline Information Governance Policy.

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- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by Caraline codes of practice and procedures for confidentiality are available from the head of department and Caraline Portal
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Caraline Policy.
- To preserve the confidentiality of any information regarding service users, staff and Caraline business.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with Caraline's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Caraline policies and procedures.
- To carry out any other tasks as reasonably directed.

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