JOB DESCRIPTION
& PERSON SPECIFICATION

Senior Dietitian
1.0WTE Indefinite Duration Contract
Based in Harold’s Cross
JOB DESCRIPTION

TITLE: Senior Dietitian

REPORTING TO: Director of Nursing, Clinical & Quality

SALARY: Department of Health & Children salary scales apply: Dietitian, Senior: €50,134 to €59,208 per annum pro rata

ANNUAL LEAVE: 30 days annual leave per annum pro rata

HEALTH: A candidate for and any person holding the office must be free from any defect or disease which would render him/her unsuitable to hold the office and be in a state of health as would indicate a reasonable prospect of ability to attend regular and efficient service.

CHARACTER: A candidate for and any person holding the office must be of good character.

HOURS OF WORK: 37 hours per week

WORKING WEEK: Will be determined by the Director of Nursing, Clinical & Quality and the needs of the service. Details of days of week, starting and finishing times, in accordance with service needs, will be notified to you by your Head of Department/Deputy

ETHICAL CODE: The post holder is requested to respect the special charism, ethos and tradition of Our Lady’s Hospice & Care Services and to observe and comply with its general policies, procedures and regulations.

CONFIDENTIALITY: You will have access to various types of records/information in the course of your work. Such records and information are strictly confidential and unless acting on the instruction of an authorised person, on no account must information concerning staff, patients or other Hospice business be divulged or discussed except in the performance of normal duty. In addition, records may never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

JOB PURPOSE: The post holder will have responsibility for development & delivery of a nutrition and dietetic service in Our Lady’s Hospice & Care Services. This will include a service to residents/patients in the Older Person & Palliative Care Units. The post holder will provide quality nutritional intervention to meet the needs of the service user and the objectives of the organisation. The job will also include a developmental and educational role within the organisation for relevant service areas, patients, residents and carers. The successful candidate will deliver care within a multidisciplinary approach.
Main Duties and Responsibilities

Clinical Responsibilities

The Senior Dietitian will:

- Be responsible for the organisation, provision and evaluation of the Nutrition and Dietetic Service to patients in Our Lady’s Hospice & Care Services.
- Develop, implement and monitor a plan of care, based on assessment of the patients’ nutritional needs.
- Provide follow-up nutritional assessments, up to date care plans and patient review as required.
- Liaise with the medical / nursing teams, allied health professionals and other members of hospital staff in planning the nutritional care of patients.
- Liaise with multidisciplinary team, staff colleagues and Dietician’s in other acute settings and in Primary Care, as appropriate.
- Advise and liaise closely with the family/carers in the practical aspects of the agreed plan.
- Communicate pertinent nutritional data through established written record systems in established format.
- Maintain appropriate statistics in line with the department policy.
- Develop and implement protocols and individual nutritional care plans based on best practice for residents/patients across the units.
- Deliver care within the multidisciplinary team approach attending ward rounds, team meetings, and clinical review meetings as necessary and where practicable.
- Review, develop and implement clinical standards and protocols in line with current HSE and HIQA guidelines with specific attention to the needs of high risk patient groups including older adults and patients with life limiting conditions.
- Assist in the development of diet sheets and nutrition education material in collaboration with colleagues.
- In co-operation with the relevant management staff responsible for the delivery of catering services, liaise with catering staff regarding the provision of therapeutic diets and provide advice on appropriate meals to ensure dietary requirements are met.
- Initiate/facilitate/participate in multidisciplinary continuous quality improvement initiatives which will enhance the nutritional standard of care to residents/patients.

Education and Training

The Senior Dietitian will:

- Plan, organise, implement and evaluate nutrition training programmes for health professionals, management staff responsible for the delivery of catering services and relevant others within the organisation.
- To design, prepare, and evaluate nutritional resources for the service provider.
- Participate in mandatory and recommended training programmes in accordance with departmental/organisational guidelines.
- Maintain and develop professional expertise and knowledge by actively engaging in continuing professional development e.g. reflective practice, by attending and presenting at in-service events, training courses, conferences, professional courses or other courses relevant to practice, participating in research etc.
- Manage, participate and play a key role in the practice education of students and promote and engage in the teaching / training / support of others as appropriate.
- Engage in planning and performance reviews, as required by the organisation.
Administrative

The Senior Dietitian will:

- Keep up-to-date administrative records, reports and statistics as required by the organisation.
- Be responsible for organisation and maintenance of own clinical equipment and identification of equipment needs as appropriate.
- Lead in the planning and development of the Dietetic Service
- Represent the department at meetings and conferences as designated.
- Lead in the review, evaluation and audit of Dietetic Service, identifying changing needs and opportunities to improve services.
- Assist in ensuring that the Dietetic Service makes the most efficient and effective use of developments in Information Technology.
- Keep up to date with organisational developments within the Irish Health Service.

Health & Safety

The Senior Dietitian will:

- Comply with the policies, procedures and safe professional practice of Our Lady's Hospice & Care Services and the Irish Healthcare System by adhering to relevant legislation, regulations and standards.
- Assist in the development, implementation and review of the department’s Health and Safety statement, as appropriate.
- Document appropriately and report any near misses, hazards and accidents and bring them to the attention of the relevant person(s).
- Work in a safe manner with due care and attention to the safety of self and others.
- Be aware of risk management issues, identify risks and take appropriate action.
- Comply with department procedures with regard to assessment, recommendation and / or manufacturing of all assistive devices.
- Support a culture that values diversity and respect.

Self-Development:

The Senior Dietitian will:

- To be aware of current developments and issues in nutritional health care
- To assume responsibility for his/her own professional development and safe work practice.
- Keep up to date with relevant scientific research findings and current practices and identify and update relevant measures in response to these findings.

Professional:

- To ensure confidentiality on all matters and information obtained during the course of employment.
- To have a working knowledge of Our Lady’s Hospice & Care Services policies. To present and act in a professional manner at all times and ensure colleagues do likewise.
Information Technology:

- Ensure the most effective and efficient use of developments in information technology for patients care in a manner which integrated well with systems throughout the organisation.

Other Responsibilities

To undertake other duties appropriate to the office as may be required by the Director of Nursing, Clinical & Quality Services or his/her nominee.

Garda Vetting:

Arrangements have been introduced, on a national level, for the provision of Garda Vetting in respect of candidates for employment in areas of the Health Services, where it is envisaged that potential employees would have substantial access to children or vulnerable individuals. Each candidate will be required to complete a Garda Vetting form.

The post holder may be required to perform other duties as appropriate to the post, which may be assigned to him/her from time to time, and to contribute to the development of the post while in office. This job description will be subject to review in the light of changing circumstances. It is not intended to be exhaustive but should be regarded as providing guidelines within which individuals work.

The duties and responsibilities detailed above are a reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of the service.
### Person Specification

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<th>Criteria</th>
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| **Qualifications** | (a) (i) Bachelor of Science in Human Nutrition and Dietetics, Dublin Institute of Technology and the University of Dublin  

or  

(ii) Bachelor in Science in Human Nutrition and Dietetics from the University of Dublin

and  

(iii) Graduate Diploma in Human Nutrition and Dietetics from the Dublin Institute of Technology

or  

(iv) A Dietetic qualification approved for registration with CORU, at least equivalent to the above | (b) a suitable standard of professional attainments  

(c) the requisite knowledge and ability (including a high standard of suitability and ability) for the proper discharge of the duties of the office | • Further training or research in Palliative Care and/or Care of Older Persons services |

| **Experience** | • At least three years post graduate clinical dietetics experience  

• Clinical experience in the dietetic management of PEG feeding & swallowing disorders  

• Demonstrate depth and breadth of experience working in older persons care / neurology and services for people with life limiting conditions as relevant to the role | • Work/research related to older age/chronic disease/palliative care  

• Experience in clinical dietetics in the hospital setting.  

• Development of clinical standards, protocols. |
Knowledge of current HSE and HIQA standards and policies in relation nutritional care of older people

Clinical audit and evaluation.

Core Competencies

General

- Demonstrate an understanding of Our Lady’s Hospice & Care Services Core Values & Mission Statement

Professional knowledge and skills

- Demonstrate the requisite clinical knowledge and high level of competence in the delivery of Dietetic intervention and evidence based practice with a client group of older people.
- Apply expert knowledge and understanding of complex symptoms associated with progressive disease & declining health in order to recognise and address current and prospective nutritional issues for residents.
- Demonstrate clinical experience in the dietetic management symptoms and interventions which include but are not limited to poor appetite, nausea, vomiting, constipation, diarrhoea, taste changes and artificial nutrition support
- Demonstrate the ability to work with multiple stakeholders across clinical and non-clinical services with the objective of optimising the nutritional status of patients in line with current HSE and HIQA standards and policies.
- Demonstrate the ability to consider the significant impact of other comorbidities on an individual’s nutrition care plan and manage dietetic priorities in conjunction with other treatments.
- Demonstrate and apply previous experience of research and audit at either undergraduate, postgraduate level or within the work environment
- Demonstrate evidence of and commitment to continuing professional development

Communication/interpersonal skills

- Demonstrate sufficient command of the English language both verbal and written to effectively carry out the duties and responsibilities of the role
- Demonstrate the ability to use a variety of strategies to engage in skilled, compassionate, individualised and timely communication with individuals with life limiting conditions, families, carers and members of the multidisciplinary team.
- Display awareness and appreciation of the service users and the ability to empathise with and treat others with dignity and respect.

Leadership skills

- Demonstrate the ability to lead out and bring projects / initiatives to completion
- Demonstrate the ability to work in a busy environment with a high level of responsibility
- Demonstrate self- awareness of own strengths and areas for development
### Planning and organisational skills

- Demonstrate the ability to plan and deliver care in an effective and resourceful manner within a model of person-centred care.
- Demonstrates the ability to plan, organise and manage time effectively.
- Demonstrate flexibility and the ability to work effectively within a changing healthcare environment.

### Problem Solving & Decision Making

- Demonstrate the ability to effectively evaluate information and make appropriate decisions.

### Quality

- Demonstrate a commitment to assuring high standards of service delivery, audit and service evaluation.
- Demonstrate an understanding of the impact and implication of current wider healthcare developments and changes on the delivery of services within the organisation.

### Teamwork

- Demonstrate effective team skills including the ability to work as a member of a multi-disciplinary team.
- Demonstrate a team-based, consultative and highly flexible approach
- Evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect

### Education and training

- Demonstrate a level of competency in IT, training and presentation skills relevant to the position.