

LEICESTERSHIRE NUTRITION AND DIETETIC SERVICE

JOB DESCRIPTION and PERSON SPECIFICATION

<u>JOB TITLE:</u>	Senior Specialist / Extended Scope Dietitian (Paediatric Food Allergy)
<u>GRADE:</u>	Senior I
<u>HOURS</u>	16.5
<u>JOB PURPOSE:</u>	<p>To work as a member of the Childrens, Womens, Perinatal & Sexual Health Nutrition & Dietetic team, based at Leicester Royal Infirmary, University Hospitals of Leicester NHS Trust (UHL NHS Trust) providing an extended scope led specialist Nutrition and Dietetic Service to the patients with food allergic disease under the care of Children's Service Directorate, University Hospitals of Leicester NHS Trust.</p> <p>The post-holder will also provide continuity of care across Leicester, Leicestershire and Rutland healthcare community and advise other dietitians and health professionals on paediatric nutrition and dietetic matters and act as a source of expertise locally and nationally on paediatric food allergy.</p>

JOB SUMMARY (DIMENSIONS)

To deliver a high quality, evidence based nutrition and dietetic service to the Children's Service Directorate and to manage as Extended Scope Practitioner the outpatient paediatric food allergy caseload (to include paediatric dermatology) with varying degrees of nutritional complexity, without direct supervision and whilst exercising a large degree of autonomy.

To deliver a high quality, evidence based nutrition and dietetic service to the Children's Service Directorate and to manage as Extended Scope Practitioner the Specific Oral Tolerance Induction Programme, without direct supervision and whilst exercising a large degree of autonomy. To be the lead dietitian for children with food allergy and complex gastrointestinal conditions within Children's Service Directorate.

To be an expert and Extended Scope Practitioner in the field of paediatric food allergy for UHL NHS Trust Paediatric Allergy Service and Leicestershire Nutrition and Dietetic Service, using advanced skills in the diagnosis, management and emergency management of paediatric patients with food allergy.

To represent and be an expert in paediatric allergy using advanced skills to aid nutrition and dietetic diagnosis and care within the secondary care team, Leicestershire Nutrition and Dietetic Service and the Paediatric food allergy team. To inform/share local and national developments across the Paediatric dietetic team, throughout LNDS and the paediatric allergy service and externally at national level.

To be responsible for dietetic input to multidisciplinary working and policy development within Paediatric Dietetics. To coordinate the development of clinical standards, information and guidelines within paediatric food allergy care.

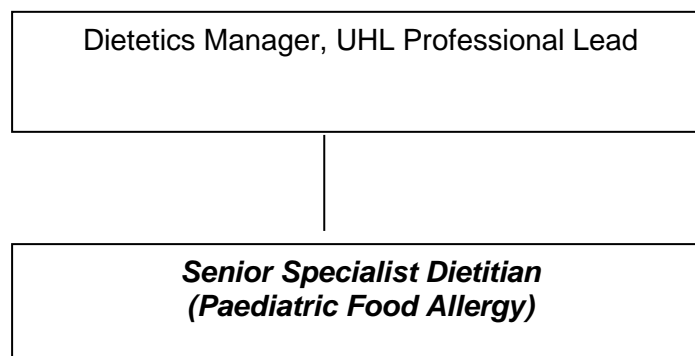
To take a lead as Extended Scope Practitioner for specific audit/evaluation/research projects as required by the Paediatric Dietetic Team, Dietetic Manager, UHL NHS Trust Paediatric Allergy Service and LNDS. To maintain the Allergy Service database as part of the teams audit and research programmes. To present audit/research/outcomes at appropriate local and national meetings.

To take responsibility for the education and training of Leicestershire Nutrition and Dietetic Service, UHL NHS Trust staff and other organisations eg school staff on paediatric food allergy, and teach on formal courses/study days at a local and national level.

To assist the Dietetic Manager in the strategic development of the Nutrition and Dietetic Service to the Childrens Service Directorate and UHL NHS Trust.

To work as a paediatric dietetic team member to the Children's Services Directorate ensuring a safe and consistent level of service is provided at all times and providing emergency cover within the team to meet service priorities.

ORGANISATIONAL CHART:



SPECIFIC DUTIES AND RESPONSIBILITIES (KEY RESULT AREAS):

Operational

1. To be the operational lead for clinical areas within paediatric food allergy speciality.
2. To take a lead in clinical supervision and CPD activities within the paediatric dietetic team , LNDS and the Paediatric Allergy team in the context of paediatric food allergy.
3. To take part in the recruitment and selection of staff as requested.
4. To contribute in the delivery and assessment of pre-registration training of dietitians.

Professional

5. To work as an expert and Extended Scope Practitioner in paediatric allergy and share local and national

developments across the service and within UHL Paediatric Allergy Service and externally as part of a specialist service. To attend multiprofessional meetings in order to provide expert nutrition and diet advice regarding management of paediatric food allergy based on clinical evidence.

6. To communicate effectively with patients and carers using a number of different techniques to ensure an understanding of allergic disease, the need for dietary intervention and assistance in achieving compliance.
7. As Extended Scope Practitioner to carry out complex medical and dietary assessments as part of diagnostic work up and management plan of a defined caseload with a primary diagnosis of food allergy on behalf of the Consultant Lead Clinician; ensuring nutritional adequacy is achieved and making recommendations to medical teams on choice and dose of specific nutritional supplements. To use advanced skills and extensive clinical and biochemical knowledge to diagnose malnutrition, mineral and electrolyte abnormalities, which require dietetic intervention, and to independently provide and instigate a nutrition plan.
8. To carry out on occasions as an Extended Scope Practitioner, Skin Prick Allergy tests and inform patients and medical staff of the results and their significance.
9. As Extended Scope Practitioner use advanced skills and extensive knowledge, to have involvement in diagnostic decisions (to include ordering and interpretation of specific Blood IgE and Skin prick tests and informing medical staff of their validity) and advise on treatment plans/ food challenge outcomes of patients with food allergic disease based on the biochemical, clinical and nutritional parameters.
10. As Extended Scope Practitioner to make recommendations to medical teams regarding the need for patients to carry anaphylaxis resuscitation medication based on history, tests and challenge outcomes.
11. To provide a follow up service to patients either by a telephone monitoring service or clinic appointment.
12. As Extended Scope Practitioner to have responsibility for managing the Children's Specific Oral Induction Program, selecting suitable patients, instructing patients on dosing and ensuring close supervision of patients and liaison with medical team

13. To monitor the Children's Service Directorate Specific Oral Tolerance Induction Programme including regular audit of practice .
14. To contribute to service developments/initiatives within the paediatric dietetic team, children's service Directorate and as part of the strategic vision for the Nutrition and Dietetic Service.
14. To be involved in audit and research of outcomes and present findings at conferences. To present research/audit outcomes/best practice within the specialist field of food allergy and teach at appropriate local and national study days/courses on behalf of LNDS and UHL Paediatric Allergy Service.
15. To work as an expert and extended scope practitioner within the paediatric allergy multi-professional team; disseminating latest audit/research findings to team members and advising on best/evidence based practice.
16. To provide expert advice by means of telephone contact to secondary care, primary care and community staff to facilitate problem solving and best practice in paediatric food allergy.
17. To provide highly complex nutritional and dietetic counselling with patients and carers using reassurance, communication and motivational skills to overcome barriers to change particularly where there is non-compliance. To utilise communication and teaching skills to educate the diverse and multicultural paediatric allergy population who have barriers to understanding the essential, highly complex allergy exclusions on a one to one basis. To ensure good communication is maintained concerning the nutritional requirements of patients on restricted diets by liaising with secondary care, primary care and other community staff.
18. To be responsible for the production and review of clinical guidelines, care pathways, audit and specific projects to ensure the best practice/evidence based practice of patients with food allergic disease.
19. To develop and maintenance paediatric food allergy resources for LNDS. This will include supervision of any resources written by the students.
20. To be involved in the production and review of other paediatric dietetic team literature and patient resources to ensure this is non biased and best/evidence based.
21. To promote and be responsible for appropriate and best practice/evidence based advice on paediatric nutrition and diets for patients, carers and professionals. To be responsible for ensuring that appropriate advice is given to UHL services/departments in order that nutritional needs are met in specific patient groups.

22. To contribute to the planning, delivery and evaluation of training sessions for medical staff working within the trust.
23. To be responsible for the planning, delivery and evaluation of nutrition and dietetic input into pre registration and post registration training of other health professionals.
24. To coordinate practice development and the audit/evaluation and review of the professional standards, protocols and policies set out by the Nutrition and Dietetic Service and the Trust.
25. To contribute to the Statementing process for education and Leicestershire Service Co-ordination Scheme for children with complex needs.
26. To provide a high level of training in all aspects of paediatric food allergy : to include clinical supervision of other dietitians within the service seeing in and out patients with food allergic disease, specialist nurses seeing children with food allergy in nurse led clinics (asthma / dermatology) and medical staff from UHL and other trusts wishing to gain experience / expertise in food allergy from a specialist centre.

Organisational

26. To ensure collection of accurate statistical information and to ensure that recording systems are completed according to Nutrition & Dietetic Service standards.
27. To promote safe caseload / workload management, using appropriate assessment, organisational, time management and reporting skills.

Personal

28. To maintain and demonstrate a personal development plan to ensure continued professional development.
29. To meet targets agreed in personal development plan.
30. To identify training and development needs to ensure continued professional development.
31. To ensure that clinical supervision needs are met.
32. To demonstrate responsibility for managing workload and meeting targets.
33. To ensure that practice complies with the professional code of conduct.
34. To maintain professional registration with the health professional council.

MAIN WORKING RELATIONSHIPS:

Accountable to: Director of Nutrition and Dietetic Services.

Line Manager: Dietetic Manager – Professional Lead for UHL NHS Trust.

Communication & working relationships

- Members of the UHL Children's Allergy Service
- Medical teams; Consultants, Senior Specialist Registrars, SHOs
- Nursing Teams; Specialist nurses, Qualified Childrens nurses, student nurses. Auxiliaries' and healthcare assistants
- Catering staff, Milk Kitchen staff
- Allied Health Professionals, Pharmacists, and other senior health professionals in primary and secondary care teams.
- Other dietitians – Service and UK wide
- External companies and agencies eg. Catering meals providers, education authorities and schools, school meals (County,City,independent)
- Primary care NHS trusts; All Leicestershire PCTS, teams and staff, external PCTs to Leicestershire, school nurses, nursery nurses, community asthma nurses.
- Others ie expert advisor to other NHS trusts nationwide relating to paediatric food allergy and UHL food challenge programme.

EFFORT AND ENVIRONMENT:

Physical Effort

- Duties will be carried out in a wide variety of settings (eg. outpatients, wards, various teaching venues).
- To work in a busy and ever changing situation in both outpatients and daycase.
- The post holder will be required to be able to undertake the procedure of skin prick testing and demonstrate equipment eg adrenalin injector device.

Mental Effort

- The post holder will be required to use frequent concentration, including detailed medical and dietetic history taking in patients with complex food allergic disorders and the making of diagnostic decisions based on interpretation of test results.
- The post holder will be required (when covering annual leave) to be contactable during all food challenge procedures in order to deal with/advise on any problems arising relating to food administration and advise/liase with medical staff on challenge outcomes.
- The postholder has freedom to act within the area of paediatric allergy.
- The postholder deals with patients who have a life threatening condition in a variety of ages and ethnic backgrounds which requires a varied and diverse dietary approach and motivational techniques and makes decisions with patients that carries a risk of anaphylaxis when following specific oral induction programmes.

Emotional Effort

- Communication with and have direct contact with a wide variety of people. This will include health care professionals, patients (including direct communication with children), carers, the public.
- The post holder will be involved in providing information to patients/carers on subjects such as consent to food challenge and specific oral induction programme suitability (food tolerance vs risk of anaphylaxis).
- The postholder will deal with patients and parents in a state of high anxiety following the diagnosis of a life threatening condition which may require complex dietary exclusions and lifestyle changes.

Working Conditions

The post holder will be exposed to the working conditions associated with a ward /clinic environment.

MOST CHALLENGING PART OF THE JOB:

- 1) The use of expert knowledge of composition of food ingredients, history taking skills and decision making on appropriate allergy tests and need for food challenges in making the correct diagnosis in patients with food allergic disease.
- 2) Ensuring nutritional adequacy, meal variety and compliance in children with life threatening allergy and multiple food exclusions by researching suitable allergen free products, alternative meal ideas and recipes.
- 3) To ensure compliance and safety of children following cow's milk Specific Oral Tolerance Induction programme

GENERAL TERMS AND CONDITIONS

HEALTH AND SAFETY AT WORK ACT 1974

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.:

1. To take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work.
2. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
3. Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety of welfare in the pursuance of any relevant statutory provisions.
4. To attend all mandatory training, including the New Starter Induction Programme.

DATA PROTECTION RESPONSIBILITIES

Users:

- Must make their Line Manager aware of any changes to their Computerised system, software utilized and personal data that is processed/disclosed.
- Ensure that any relevant changes are notified to the nominated officer on Data Protection Form (DP1).
- Be familiar with and comply with the Trust Policies on Data Protection, computer viruses and Data Security Policy Guide.
- Comply with the Eight Data Protection Principles contained within the Act.

SMOKING AT WORK

All employees must comply with the PCT's Smoking at Work Policy which prohibits smoking during working time, when representing the PCT and generally on PCT premises.

EQUALITY AND DIVERSITY

All employees must comply with the Equality and Diversity Policy and must not discriminate on the grounds of race, colour, nationality, ethnic or national grounds, sex, marital status, disability or any other grounds which cannot be shown to be justifiable.

GENERAL

The post holder may be required to work at any of the other sites within the Leicestershire health community subject to consultation. The PCT has to continually modify and improve its service. This will inevitably mean that modification of structures and thus job descriptions may prove necessary. The post holder will be expected to co-operate with changes, which the Chief Executive may wish to introduce, subject to consultation.

This job description will be reviewed and may be amended in the light of developing organisation needs and in consultation with the Post holder.

Leicestershire Nutrition and Dietetic Service


PERSON SPECIFICATION

POST: Extended Scope Dietitian – Food Allergy Advanced **GRADE:** Senior I

BASE: LRI

CONTRACT TYPE: Permanent

Person Specification Selection Criteria		Weighting: 3 Essential 2 Important 1 Desirable	Stage measured at: Application Form Interview Test / Presentation
QUALIFICATIONS (if appropriate)	<ul style="list-style-type: none"> 4 year Undergraduate Degree or 2 year Post Graduate Degree in Nutrition & Dietetics or similar UK Registered Dietitian with the HPC Evidence of having completed an accredited course or equivalent level of professional experience at Masters level in the specialist area of food allergy practice eg MSc in Allergy 	3 3 3 3	Application form Application form + HPC
EXPERIENCE (both work and life related)	<ul style="list-style-type: none"> At least 2 years work experience in a varied dietetic environment In addition, at least 2 years experience in the specialist field of paediatric food allergy dietetics Has developed expert practice in food allergy and/or paediatrics to include different ways of caseload management and delivering services Can demonstrate evidence of continued professional development (eg. keeps a professional portfolio, Diploma in Advanced Dietetic Practice, peer reviewed publications, presentations) Is able to maintain competency to practise as an Extended Scope Practitioner in accordance with approval procedure for extended roles Is able to demonstrate ability to initiate and be involved in audit / research activities Previous involvement with the pre-registration practice training for dietitians 	3 3 3 3 3 2 2	AF & Interview ↓

KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> • Can demonstrate excellent organisational and supervisory skills • Can give examples of quality initiatives to improve the delivery of Nutrition and Dietetic services and own involvement in specific initiatives • Is able to prioritise workload and is flexible in approach, and has an influence on developing these skills in junior staff and students • Is able to demonstrate skills as an extended scope practitioner in food allergy and/or paediatrics and can demonstrate role in influencing multi-professional practice in this area • Uses analytical and problem solving skills in planning a work programme • Is an active member of appropriate groups in area of expert practice eg. BDA Allergy Specialist Interest Group, BDA Paediatric Specialist Interest Group, BSCIA. • Has good knowledge of national strategies and clinical evidence related to food allergy. • Has vision for new ways of working and healthcare delivery for children with food allergic disease and has evidence of change management skills • Understands the format and requirements for the new style pre-registration training programme for dietitians • Has attended a Clinical Teaching Skills Course • Is able to support and take a key role the professional development of others 	3 3 3 2 3 2 3 2 3 1 3	AF & interview 
SPECIAL APTITUDES	<ul style="list-style-type: none"> • Aware of equality and valuing diversity principles and is able to give an example of this related to own professional practice and in supervision of others • Understands confidentiality and data protection requirements in relation to own professional practice and in the supervision of others • Shows ability to use tact and diplomacy, where necessary 	3 3 3	
MOTIVATION (applied to self or others)	<ul style="list-style-type: none"> • Can demonstrate confidence, leadership and self motivation • Is able to use different techniques for motivating individuals and groups to make behavioural change • Has undertaken post-registration training in behavioural change and motivational interviewing 	3 3 2	
INTERPERSONAL SKILLS	<ul style="list-style-type: none"> • Can use different approaches to communication with a wide variety of patients, both as individuals and in groups, and with the public • Is aware of the different communication needs within a culturally diverse community and how this may impact on both own professional practice and others • Has a good understanding of team work and how this can be used to improve patient care • Is able to give examples of own involvement of working as part of a team • Has a professional appearance and is able to express themselves clearly (both verbal and written) 	3 3 3 3 3	

CIRCUMSTANCES / FLEXIBILITY	<ul style="list-style-type: none">• New Starters Induction Programme (2 or 4 days) Must be able to attend the mandatory induction training Programme at the Alfred Hill Training Centre. Normally takes place all day on a Monday and Tuesday (and Wednesday for staff requiring Manual Handling)•	3	
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JOB DESCRIPTION AGREEMENT

Job Holder(s)'s Signature(s):

Line Manager(s)'s Signature(s):

Date:

This job description will be reviewed and may be amended in the light of developing organisation needs and in consultation with the post holder.

June 2005