

**Principal Duties and Responsibilities**

*The Dietitian Staff Grade will:*

**Professional / Clinical**

- Ensure that professional standards are maintained in accordance with the requirements as set out by CORU <https://coru.ie/files-recognition/standards-of-proficiency-for-dietitians.pdf>
- Assist in the ongoing functioning and organisation of the dietetic service within scope of role and practice.
- **Work in accordance with the principles and values of recovery as described in the National Framework for Recovery for Irish Mental Health Services 2018-2020.**
- Prioritise and manage a patient caseload according to the needs of the service.
- Deliver on an effective self-managed workload, maximising the use of time and resources.
- Identify nutritional problems through individual assessment of nutritional status and estimation of requirements.
- Instigate the Malnutrition Universal Screening Tool (M.U.S.T.) and relevant other adapted screening tools or resources for patient groups as relevant.
- Devise and implement appropriate nutritional care plans so that patients are assessed and advised appropriately.
- Liaise with catering staff (where relevant) in the development of menus and specialised therapeutic diets in accordance with national and local policies.
- Provide a dietetic service that is evidence based, encompassing specific objectives, strategies, audit and evaluation.
- Contribute to the development and implementation of standards and quality improvement initiatives.
- Participate effectively in multidisciplinary teams, team meetings and case conferences.
- Participate in research and in developing databases for relevant patient groups.
- Know the limits of own practice and when to seek advice / refer to another health professional.

**Education & Training**

- Strive to maintain standards of practice and levels of clinical knowledge by participating in continuous professional development initiatives.
- Participate in professional groups and fora relevant to clinical nutrition and dietetics.
- Provide evidence-based nutrition training to health care professionals / colleagues as appropriate.
- Produce and evaluate nutrition education materials for patients and multidisciplinary teams.
- Participate in clinical supervision, mentoring, clinical reflection and be open to reflective practice.
- Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.
- Participate in the practice education of student Dietitians.

**Quality and Risk, Health and Safety Management**

- Work in accordance with relevant HSE policies, legislation and professional policies, guidelines and requirements to ensure safe practice and high standards of service delivery.
- Work in a safe manner with due care and attention to the safety of self and others.
- Be aware of risk management issues. Adequately identifies, assesses, manages and monitors risk within their area of responsibility.

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|   | <ul style="list-style-type: none"> <li>• Report all adverse incidents and near misses.</li> <li>• Adhere to HSE policies in relation to the procurement, care and safety of any equipment supplied for the fulfilment of duty.</li> <li>• Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.</li> <li>• Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.</li> </ul> <p><b><u>Administrative</u></b></p> <ul style="list-style-type: none"> <li>• Contribute to service planning and development in their area of assignment and prepare and present information that will aid operational and strategic planning for future service development.</li> <li>• Maintain appropriate patient records, metrics and statistics in accordance with HSE and local guidelines. Prepare patient progress reports, performance indicators or statistics as required.</li> <li>• Maintain legal and professional standards with regard to patient and data confidentiality e.g. General Data Protection Regulation (GDPR) and Freedom of Information (FOI).</li> <li>• Represent the department at meetings, committees and/or conferences as required.</li> <li>• Make efficient use of developments in Information Technology.</li> <li>• Keep up to date with organisational developments within the Irish Health Service.</li> </ul> <p><b>The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.</b></p> |
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| <p><b>Skills, competencies and/or knowledge</b></p> | <p><b><i>Candidates must demonstrate:</i></b></p> <p><b><u>Professional Knowledge and Experience</u></b></p> <p><i>For Example:</i></p> <ul style="list-style-type: none"> <li>• A high level of clinical knowledge to carry out the duties and responsibilities of the role.</li> <li>• Knowledge of the various theoretical models and approaches that apply in current practice.</li> <li>• Knowledge of a range of appropriate interventions relevant to the client group and an ability to apply knowledge to best practice.</li> <li>• The knowledge, abilities and clinical skills required to provide safe, efficient and effective service in the area of practice.</li> <li>• Demonstrate a commitment to promoting evidence based practice and research.</li> <li>• Commitment to Continuous Professional Development, including a willingness to undertake specific training / gain competence in new areas of practice. Engages effectively in professional supervision.</li> <li>• Demonstrate evidence of computer skills including use of Microsoft Word, Excel, email and PowerPoint systems, as relevant to the role.</li> <li>• Maximises the use of ICT with a willingness to develop IT skills relevant to the role.</li> </ul>   |

### **Planning and Managing Resources**

*For Example:*

- Effective planning and organising skills including awareness of resource management and importance of value for money.
- Effective time management skills including the ability to effectively prioritise multiple tasks.
- Foresees potential problems or competing priorities and takes appropriate action to ensure service standards don't suffer / deadlines are met.
- Takes responsibility for the achievement of delivery targets.

### **Team Player Skills**

*For Example:*

- The ability to work independently as well as part of multidisciplinary teams.
- Effectively builds and maintains relationships. Understands and values individuals and their respective professional roles.
- Actively communicates and consults with team members / relevant others as required.
- React constructively to setbacks and is able to both give and receive feedback.

### **Commitment to Providing a Quality Service**

*For Example:*

- Demonstrates a commitment to providing a quality service.
- Demonstrates sound knowledge and evidence based practice when providing a service.
- Takes immediate action and informs management when problems arise or standards slip.
- Demonstrates an ability to be flexible and embrace change in order to enhance service delivery and improve service user care.
- Demonstrates innovation, enthusiasm, and self-motivation in their approach to service delivery, health promotion and client care.

### **Evaluating Information and Judging Situations**

*For Example:*

- The ability to assess a situation, determine the nature and severity of the problem and initiate a resolution within their professional and personal scope of practice.
- The ability to formulate, articulate and demonstrate sound clinical reasoning.
- The ability to gather information from enough sources and other people to make well-founded decisions.
- The ability to establish integrity by ensuring that the professional, ethical and safety factors are fully considered in decisions.
- The ability to recognise when it is appropriate to refer decisions to a higher level of authority or to include other colleagues in the decision.

### **Communication and Interpersonal Skills**

*For Example:*

- Demonstrate effective communication skills including the ability to present information in a clear and concise manner.
- Tailors the communication method and the message to match the needs of the audience.
- Effective interpersonal skills; the ability to build and maintain effective working relationships.
- Demonstrate awareness and an appreciation of the service user.
- Ability to empathise with and treat patients, relatives and colleagues with dignity and respect.

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|  | <ul style="list-style-type: none"><li>• Good negotiation skills and is assertive as required.</li></ul> |
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