



**Dietitian, Senior
Job Specification & Terms and Conditions**

Job Title and Grade	Dietitian, Senior (Grade Code: 3395)
Campaign Reference	SVHF/09/2022
Closing Date	Friday, 26 th of August 2022 @ 5pm
Proposed Interview Date (s)	As soon as possible after closing date
Taking up Appointment	A start date will be indicated at job offer stage.
Location of Post	St. Vincent's Hospital, Fairview There is currently one post available as follows : <ul style="list-style-type: none"> • One permanent part time post available 17.5. Hours per Week (WTE = 0.5)
Informal Enquiries	Angela Noonan, Clinical Director, SVHF Tel: 01-884 2480 Email: AngelaNoonan@svhf.ie
Details of Service	Senior Dietitian The dietitian is viewed as a valued and essential team member within SVHF
Reporting Relationship	The post holder will report to the Clinical Director Clinical supervision will be identified and provided as required for the successful applicant.
Purpose of the Post	The role of the Dietitian, Senior will include: <ul style="list-style-type: none"> • Provision of a specialist nutrition and dietetic service for patients of the adult services within SVHF with mental illness, in particular eating disorders and patients with other issues that require nutrition intervention such as those with impaired swallow, diabetes or metabolic syndrome. • Development of the Nutrition and Dietetic Service within SVHF and the integral role of the dietitian as an integral member of the MDT. • The Dietitian, Senior works as part of the multidisciplinary team. • The senior dietitian, works in the interest of patients/service users and advocates how to best meet their nutritional needs, in conjunction with other members of the multidisciplinary team
Principal Duties and Responsibilities	<u>Professional/Clinical</u> <i>The Dietitian, Senior will:</i> <ul style="list-style-type: none"> • Be responsible for the organisation, provision and evaluation of the Nutrition & Dietetic Services to service users of the adult services within the campus of SVHF.



- Develop, implement and monitor a plan of care, based on assessment of the service user's nutritional needs.
- Advise and liaise closely with the family/carers in the practical aspects of the agreed plan.
- Liaise with the multidisciplinary team in planning the nutritional care of patients.
- Liaise with multidisciplinary team, staff colleagues and dietitians in other acute settings and in Primary, Community and Continuing Care (PCCC) as appropriate.
- Participate in multidisciplinary meetings, case conferences, clinical meetings as required.
- Keep up to date with relevant scientific research findings and current practices and identify and update relevant measures in response to these findings.
- Contribute to the development, implementation and evaluation of standards and policies within the service.
- Assist in the development of diet sheets and nutrition education material in collaboration with colleagues.
- Participate in the development and evaluation of nutritional resource materials.
- Liaise with catering staff regarding the provision of therapeutic diets
- Maintain professional competence through professional development.
- Provide expert advice in the area of nutrition to staff colleagues.
- Participate in training of student dietitians in association with dietetic colleagues.
- Maintain appropriate patient records and statistics in line with hospital policy.
- Be actively involved in continuously improving the quality of the service, use audit and quality improvement methods to facilitate integrated care.
- Comply with policies, procedures and standards of care of service.
- Ensure the ongoing review of existing resources and comply, develop and evaluate new resources to support and meet the needs of the target audience.
- Work within own scope of professional competence in line with principles of best practice, professional conduct and clinical governance.
- Promote a culture that values equality, diversity and respect in the work place.
- Maintain professional standards with regard to service user and data confidentiality.
- Carry out any other duties and responsibilities appropriate to the post that may be assigned by the line manager.

Education & Training

The Dietitian, Senior will:

- Attend mandatory training programmes.
- Maintain professional knowledge on relevant scientific research and practice development.
- Maintain standards of practice and levels of clinical knowledge by participating in continuous professional development initiatives and attendance at relevant courses as appropriate.
- A clinical supervision structure will be provided. Time will be allocated for peer supervision.



	<ul style="list-style-type: none"> • Engage in career and personal development planning. • Provide induction and mentoring to professional colleagues. S/he will be open to reflective practice for which time will be allocated. • Act as a resource by participating in the education and training of dietetic colleagues, other health professionals and service user groups as required. • Manage, participate and play a key role in the practice education of student dietitians. • Participate in the development and evaluation of nutrition education resource material. <p><u>Health & Safety</u></p> <p><i>The Dietitian, Senior will:</i></p> <ul style="list-style-type: none"> • Comply with and contribute to the development of policies, procedures and safe professional practice and adhere to relevant legislation, regulations and standards. • 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. • Report any adverse incidents or near misses. • Adhere to HSE policies in relation to the procurement, care and safety of any equipment supplied for the fulfilment of duty. • Have a knowledge of the Mental Health Commission (MHC) standards as they apply to the role. Other examples, 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. • Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. <p>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 him/her from time to time and to contribute to the development of the post while in office.</p>
<p>Eligibility Criteria</p> <p>Qualifications and/ or experience</p>	<p>Candidates must have at the latest date of application:</p> <p>1. <u>Statutory Registration, Professional Qualifications, Experience, etc.</u></p> <p>(a) Candidates for appointment must:</p> <p>(i) Be registered, or be eligible for registration, as a Dietitian by the Dietitians Registration Board at CORU.</p> <p style="text-align: center;">And</p> <p>(ii) Have 3 years full time (or an aggregate of 3 years full time) post qualification dietetic experience.</p> <p style="text-align: center;">And</p> <p>(iii) Candidates must have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office.</p> <p style="text-align: center;">And</p> <p>(iv) Provide proof of Statutory Registration on the Dietitians Register maintained by the Dietitians Registration Board at CORU <u>before a contract of employment can be issued.</u></p>



	<p>2. Annual registration</p> <p>(i) Practitioners must maintain annual registration on the Dietitians' Register maintained by the Dietitians' Registration Board at CORU.</p> <p style="text-align: center;">And</p> <p>(ii) Practitioners confirm annual registration with CORU to SVHF by way of the annual Patient Safety Assurance Certificate (PSAC).</p> <p>3. Health</p> <p>Candidates for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p>4. Character</p> <p>Candidates for and any person holding the office must be of good character.</p>
<p>Post Specific Requirements</p>	<ul style="list-style-type: none"> • Demonstrate depth and breadth of experience and knowledge of working with children, adolescents and/or adults who suffer from Eating Disorders as relevant to the role including: <ul style="list-style-type: none"> ○ Experience of using tools such as motivational interviewing to support dietetic interventions. ○ Experience of collaboratively working with multidisciplinary team members.
<p>Other requirements specific to the post</p>	
<p>Skills, competencies and/or knowledge</p>	<p>Candidates must demonstrate:</p> <ul style="list-style-type: none"> • Experience and/or knowledge of assessing and treating refeeding syndrome. • Excellent communication and presentation skills. • Evidence of effective planning, organising and time management skills. • An ability to communicate in a manner suited to target groups as well as health professionals. • An awareness and appreciation of the service user. • Leadership and team management skills including the ability to work with multi disciplinary team members. • Evidence of ability to empathise with and treat service users, relatives and colleagues with dignity and respect. • Motivation with an innovative approach to developing and managing the clinical functions of the post. • Sufficient clinical knowledge and evidence based practice to carry out duties and responsibilities of the role. • An ability to apply knowledge to best practice. • The ability to effectively evaluate information and make appropriate decisions. • An ability to plan and manage resources in an effective and resourceful manner. • Flexibility and openness to change. • A willingness to develop Information Technology skills relevant to the role.
<p>Campaign Specific Selection Process</p> <p>Ranking/Shortlisting /</p>	<p>A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think</p>



<p>Interview</p>	<p>about your experience in light of those requirements.</p> <p><u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u></p> <p>Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.</p>
<p>Code of Practice</p>	<p>SVHF will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The Code of Practice sets out how the core principles of probity, merit, equity and fairness might be applied on a principle basis. The Code also specifies the responsibilities placed on candidates, facilities for feedback to applicants on matters relating to their application when requested, and outlines procedures in relation to requests for a review of the recruitment and selection process and review in relation to allegations of a breach of the Code of Practice.</p> <p>Codes of practice are published by the CPSA and are available on www.cpsa.ie.</p>
<p>The reform programme outlined for the Health Services may impact on this role and as structures change the job specification may be reviewed.</p> <p>This job specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p>	



Dietitian, Senior
Terms and Conditions of Employment

Tenure	<p>The current vacancy available is permanent and half-time (0.5wte).</p> <p>The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage.</p> <p>Appointment as an employee of the St. Vincent’s Hospital, Fairview is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013.</p>
Remuneration	<p>The Salary Scale for the post is (as at 01/10/2021):</p> <p>€54,677, €55,843, €57,045, €58,237, €59,429, €60,683, €62,005, €63,324, €64,380</p>
Working Week	<p>The standard working week applying to the post is to be confirmed at Job Offer stage.</p> <p>HSE Circular 003-2009 “Matching Working Patterns to Service Needs (Extended Working Day / Week Arrangements); Framework for Implementation of Clause 30.4 of Towards 2016” applies. Under the terms of this circular, all new entrants and staff appointed to promotional posts from Dec 16th 2008 will be required to work agreed roster / on call arrangements as advised by their line manager. Contracted hours of work are liable to change between the hours of 8am-8pm over seven days to meet the requirements for extended day services in accordance with the terms of the Framework Agreement (Implementation of Clause 30.4 of Towards 2016).</p>
Annual Leave	<p>The annual leave associated with the post will be confirmed at Job Offer stage.</p>
Superannuation	<p>This is a pensionable position with the Hospital. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment.</p>
Probation	<p>This appointment shall be subject to a probationary period of 6 months, as detailed in the contract of employment.</p>
Infection Control	<p>Have a working knowledge of Health Information and Quality Authority (HIQA) and Standards and Mental Health Commission Regulations 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 and SVHF protocols for implementing and maintaining these standards as appropriate to the role.</p>
Health & Safety	<p>It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant SVHF Health and Safety Policies.</p>