



NIGHTINGALE HOSPITAL
LONDON

FLORENCE
NIGHTINGALE

Join our team and make a

difference

JOB TITLE: Specialist eating disorder dietitian

Dietitian: Specialist eating disorder dietitian

Location: Nightingale Hospital, 11-19 Lisson Grove, Marylebone, London NW1 6SH

Department: Therapy

Salary: Band 7 Specialist eating disorder dietitian £51,000 – £57,000k inclusive of London Allowance (pro-rata for part-time roles)

Working hours: 30 or 37.5 hours per week (4 or 5 days per week)

About us

Nightingale Hospital is the only private mental health hospital in Central London, with over 30 years' experience in delivering specialised, evidence-based treatments in outpatient, day patient and inpatient settings. Our dedicated team of specialists are committed to the diagnosis and treatment of all types of mental health conditions, including eating disorders and addictions. Conveniently located, we are a two-minute walk from Marylebone main line and Underground stations, and within a ten-minute walk of Baker Street and Edgware Road Underground stations.

The eating disorders unit (EDU) is a 9-bed inpatient unit, with up to 5-day patients attending. We have a specialist team which supports an innovative group program which combines psychology, skill driven and wellbeing groups to meet the needs of our patients in line with NICE guidelines.

We are owned by international medical group, Orpea delivering the full spectrum of psychiatric care, high quality care home and rehabilitation services across the globe.

About the role: Specialist Dietitian

We are looking for a compassionate, innovative and enthusiastic dietitian to join our team. The postholder will provide specialist dietetic input to adult inpatients and day patients receiving eating disorder treatment at the Nightingale Hospital, and general mental health wards.

The successful candidate will manage a caseload of patients, deliver dietetic assessment and therapeutic interventions, and group sessions (psycho-education and meal support) and will work as a member of the multidisciplinary team.

The role of the dietitian on the EDU is unique, combining 1:1 dietetic support with group sessions (psycho-education, meal planning, social eating, cooking groups) and there are plans to extend this position to include inpatient support for patients in OCD and general psychiatry wards, both 1:1 and group work. It is a great time to join the team with the scope to expand dietetic services.

Position in organisation

Reports to the EDU Therapy Lead or programme specific lead therapist, liaising with Consultants, allied health, nursing staff and a range of referrers

Key tasks/Scope of the role

1. Main Duties
2. Communication
3. Quality
4. Training & Development
5. Health & Safety
6. Other

Duties and responsibilities

1. Main Duties

- 1.1 To provide specialised dietetic services to adult inpatients and day patients receiving treatment at Nightingale Hospital. This involves supporting patients assessed as having high physical risk.
- 1.2 To work autonomously within the eating disorders team with little or no daily supervision.
- 1.3 To provide dietetic assessment for new admission and create individualised treatment plans that are appropriate to their treatment goals and nutritional requirements. This may include formulating individual treatment plans with enteral feeding (nasogastric).
- 1.4 To meet with patients weekly for review including education and meal plan support.
- 1.5 To support the therapeutic program through dietetic-led groups including a nutrition group, meal planning group and 'social eating groups' (eating in restaurants outside of the hospital).
- 1.6 To provide discharge planning and education sessions with patients and their families.
- 1.7 To liaise closely with the multidisciplinary team and to be actively involved in ward rounds when required, clinical team meetings, community meetings and catering meetings.
- 1.8 To educate and advice other staff including nurses and the catering department about the patients' nutritional needs, meal plans and portion sizes.
- 1.9 To attend and contribute to multidisciplinary meetings.
- 1.10 To work individually with patients attending the general psychiatry programme when appropriate.
- 1.11 To run nutrition groups as part of the general psychiatry program.
- 1.12 To be aware of and be able to identify when a patient is a high risk (e.g. risk of suicide or risk of engaging in self-harm behaviours) and liaise with the MDT regarding the management of risk.
- 1.13 To maintain and contribute to the standards of professional care, ethics, policies, procedures and service development.
- 1.14 To provide education and training to nursing staff, doctors, dietetic students and other allied health professionals on nutrition issues relating to mental health.

2. Communication

- 2.1 To use advanced communication skills of motivation, compromise and explanation, applying techniques from CBT and/or motivational interviewing
- 2.2 To use compassionate and non-stigmatising language, in line with a health at every size approach
- 2.3 Maintain a high level of verbal and written communication within the scope of the position and a polite and approachable manner when dealing with patients, their families and colleagues
- 2.4 External liaison with other professionals in relation to the position.
- 2.5 To liaise with and establish robust communication networks with all multi-disciplinary team members involved in the patients care, providing written reports when appropriate
- 2.6 To communicate effectively, demonstrating high level skills in order to deliver a timely response to complex clinical issues and overcome barriers of multi-disciplinary working
- 2.7 To work as a member of a multi-disciplinary team contributing to discussions and decisions regarding patient care and reporting progress/ observations from interventions

- 2.8 To promote awareness of the role of the Dietitian within the service, negotiating priorities where appropriate
- 2.9 To attend regularly and actively participate in a variety of meetings both clinical and professional offering verbal reports on treatment interventions and service developments as appropriate.

3. Quality

- 3.1 Knowledge and understanding of Nightingale Hospital values
- 3.2 Documentation must be presented in accordance with the guidelines of Nightingale Hospital branding
- 3.3 All tasks and requests relating to the service are completed in a timely and professional manner
- 3.4 Strict confidentiality in all undertakings in relation to the position must be adhered to at all times
- 3.5 To participate in any quality audits undertaken by the hospital/therapy department
- 3.6 To maintain accurate and timely clinical records via the electronic system Caresys

4. Training and Development

- 4.1 Responsibility for ensuring completion of mandatory training, including e-learning and breakaway training offered by Nightingale Hospital
- 4.2 Regular performance reviews and annual appraisal with the EDU Therapy Lead
- 4.3 Identification of any skill deficits which will require some training and support
- 4.4 Participate in receiving clinical supervision and individual supervision.
- 4.5 Commitment to personal and professional development
- 4.6 To supervise dietetic students and be involved with student training
- 4.7 To provide in-service training and updates for the MDT and catering staff including food service (meal portioning) training, re-feeding risk management and other relevant topics
- 4.8 To engage in the development and implementation of dietetic services and new practice as appropriate within the service lines

5. Health and Safety

- 5.1 Report any health and safety issues to the Hospital Director that impact on the immediate work environment or patient areas at Nightingale Hospital.
- 5.2 Be aware of any health and safety policies and procedures relating to the job and use of equipment.
- 5.3 Knowledge of risk assessment and risk management practice in relation to mental health.
- 5.4 Be aware of the fire procedure relating to the area and carry the fire alarm key.

6. Other

- 6.1 To recognise the importance of patient care and present a positive, courteous and helpful attitude when dealing with users of the Hospital's services.
- 6.2 To present a professional and efficient image at all times.
- 6.3 To be responsible for reading, understanding and complying with all relevant policies and procedures.
- 6.4 To undertake additional duties, as and when required, as directed by your line manager.

Who we're looking for

	Essential	Desirable
Education and qualifications	<ul style="list-style-type: none"> ✓ Degree in Nutrition and Dietetics ✓ Registered as a dietitian with the HCPC ✓ Evidence of continuing professional development 	<ul style="list-style-type: none"> ✓ Member of the British Dietetic Association
Work experience	<ul style="list-style-type: none"> ✓ Evidence and experience of working within an eating disorder service ✓ Evidence and experience of working within a mental health service ✓ Experience of working autonomously and cooperatively within a multidisciplinary team ✓ Experience working with individuals and groups with a range of complex presentations in an inpatient and day patient ✓ Documented evidence of continued professional development ✓ Experience in the development and of dietetic services 	<ul style="list-style-type: none"> ✓ At least two years of experience working at a specialist level in eating disorders ✓ Previous exposure to working in an acute inpatient psychiatric setting working with general acute adult mental health ✓ Experience in supporting dietetic students on B and C placements ✓ Evidence of participation in audit/quality improvement
Skills, knowledge and aptitude	<ul style="list-style-type: none"> ✓ Knowledge of professional code of conduct for both the BDA and HCPC and applying this in practice ✓ Ability to communicate information sensitively and compassionately without judgement ✓ Counselling and Motivational Interviewing skills ✓ To be proficient in all forms of communication ✓ Ability to work autonomously and set priorities ✓ Ability to organise and respond to complex information ✓ Commitment to lifelong learning ✓ Commitment to client-centred, non-discriminatory practice 	<ul style="list-style-type: none"> ✓ Cognitive behavioural techniques
Impact on others	<ul style="list-style-type: none"> ✓ High level of self-confidence, compassionate and approachable ✓ Ability to maintain therapeutic boundaries with patients 	
Requirements	<ul style="list-style-type: none"> ✓ Good time-keeping skills ✓ Ability to work well under pressure ✓ Ability to act appropriately in distressing or emotional circumstances ✓ Ability to work flexibly to meet the needs of the business 	

Nightingale Hospital reserves the right to vary these duties from time to time or require the job holder to undertake additional duties within their general scope of qualifications, skills and experience.

Company benefits

To reward the hard work of our fantastic colleagues, we offer an excellent benefits package as per the below:

- 25 days' holiday increasing up to 30 days for long service plus bank holidays*
- A, 'refer a nurse scheme' paying £2000 per successful recruit *
- Opportunities for continuous professional development (CPD) and training
- Generous Company pension scheme with **The People's Pension**
- 100% of NMC registration renewal paid (subject to meeting the criteria)
- Generous Company sick pay*
- Annual staff bonus (discretionary)
- Interest Free Travel Loan scheme *
- Free life assurance cover (4 x salary)
- On-site restaurant with subsidised staff meals at breakfast, lunch and dinner
- Employee Assistance Programme
- An extensive **Perkbox** staff benefits package, offering a comprehensive range of discounts and access to well-being apps
- Free eye tests and contribution towards the cost of glasses (if required)
- Long service recognition*
- Enhanced maternity/paternity pay*
- Long-term disability insurance*

Subject to T&C's

Requirements for all staff

Health and safety: It is the responsibility of all employees to work together to achieve a safe environment, and to take reasonable care of themselves and others. Of particular importance is reporting all potential risks, incidents and complaints. Specific individual responsibilities for health and safety will be outlined under key responsibilities for the post.

Equality and diversity: It is the responsibility of all employees to support the vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment. All employees have the right to be treated with dignity and respect at work, and the Hospital will do all it can to ensure this happens through the implementation of and compliance with Equality & Diversity Policies.

Confidentiality: In the course of your employment employees will have access to confidential information of a personal and/or clinical nature, including information relating to the hospital patients, employees and other parties. Such information must not be used for the employees' personal benefit, nor disclosed to other persons without consent of the party concerned unless required by law to do so. This applies both during and after the termination of employment. Any breach of confidentiality during employment may be regarded as serious misconduct and could lead to summary dismissal.

Performance appraisal and development: The hospital is committed to providing a high-quality service through the effective management and development of its employees. All employees should be dedicated to providing a quality service and Performance Appraisal is of assistance to both employees and managers in allowing comparison between the standards achieved with the standards expected. Appropriate measures can be agreed, and any deficiencies rectified through identification and delivery of personal development needs. In addition to the continuous cycle of performance management, of a formal and informal nature, all employees will receive a formal appraisal of their work, development needs and a review of their thoughts and aspirations on an annual basis.

Statutory and mandatory training: It is the responsibility of the individual employee to ensure that all required statutory and mandatory training is undertaken as necessary.

Safeguarding children and vulnerable adults: This is a regulated position and the post holder will be subject to an enhanced Disclosure & Barring Service check upon appointment, and every 5 years thereafter.

We are committed to safeguarding children, young people and vulnerable adults within our care. Employees are accountable to ensure that they know how to respond when they are concerned for the safety of a child, young person or vulnerable adult. We will support employees in this process by providing training, support and advice. The hospital has a safeguarding lead who can be contacted for guidance and can provide safeguarding supervision. The hospital works in partnership with key agencies to protect children, young people and vulnerable adults. For children, employees should be aware of their responsibilities detailed in the '4 Local Safeguarding Children Boards Child Protection Procedures' and for vulnerable adults in the Safeguarding Adults Policy.

Infection Prevention Control: The hospital has designated the prevention and control of infection and the full implementation of the Code of Practice (2008) as a core component in the organisations clinical governance, managing risk and patient safety programmes. All employees are expected to follow consistently high standards in the prevention and control of infection, especially with reference to hand hygiene, adherence to dress/uniform code and for clinical staff all procedures involving aseptic technique, be aware of and follow Infection Control guidelines and procedures relevant to their work, participate in mandatory training and annual updates. Protecting patients from infection is everyone's responsibility.

Rehabilitation of Offenders Act 1974: This post is subject to an exception order under the provisions of the Rehabilitation of Offenders Act 1974. This stipulates that all previous convictions, including those that are 'spent' must be declared. Previous convictions will not necessarily preclude an individual from employment but must be declared in writing at the appropriate stage during the recruitment process.

Data protection: As an employer, the hospital needs to keep information about all employees for purposes connected with their employment. The type of information held includes information for payroll purposes, references, contact names and addresses and records relating to employment. These uses are covered by our notification with the Information Commissioners Office under the Data Protection Act 1998.

The information which is held will be for management and administrative use only, but the hospital may need to disclose some information we hold about employees to relevant third parties (e.g. Inland Revenue).

Records management and quality: Employees are legally responsible for all records that they gather, create or use as part of their work and they remain the property of the hospital. This includes patient, financial, personal and administrative records, whether paper based or on computers. All such records are considered public records and employees have a legal duty of confidence to all service users. Employees should consult the Records Management Policy and ask for guidance from their manager if they have any doubt about the correct management of records with which they work. All employees have a responsibility to ensure information quality standards are maintained.

Information security: Under the provisions of the Data Protection Act, it is the responsibility of each member of staff to ensure that all personal data relating to patients and members of staff, whether held in manual or electronic format, is kept secure at all times. Computer passwords must not be shared either between systems or users. E-mail messages, any files stored on the networks or on equipment and usage of the Internet, and computer systems, irrespective of whether these related to personal use. Access and usage of computers must be in accordance with hospital policies. Safe haven procedures are to be used for all electronic transfers of personal data. This is in order to protect patients and staff, and the hospital's reputation and to ensure that it complies with the law and other relevant guidelines.

Smoke-free policy: The hospital operates a Smoke-free policy, except in designated areas. This means that smoking is not permitted anywhere within owned or leased premises, including within grounds unless designated as a smoking area. In the interests of promoting responsible healthcare, all staff are to refrain from smoking when off-site in uniform or wearing an identifying badge in any public place. The policy also applies to all staff employed at any location they may work, whether within or external to the premises. The policy contains further details including support facilities.

COVID-19: At Nightingale Hospital we are committed to ensuring the safety of our staff and patients. Our health and safety policies regarding COVID mirror all the latest guidance outlined by the UK Government. All inpatients are screened for COVID-19 before being admitted to the hospital.

Nightingale Hospital is an Equal Opportunities Employer and ensures equality of opportunity in recruitment, promotion, pay, benefits and training by adopting and following practices that are free from unfair or unlawful discrimination.

All appointments are subject to receipt of a satisfactory Disclosure & Barring Service (DBS) Certificate and pre-employment checks.

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I confirm that I agree to the details of this job description as outlined above:

Full name:

Date:

Signed: